



City of Sanford
Race, Equality, Equity and
Inclusion Committee
REPORT



**PEACE AND
JUSTICE INSTITUTE**
All People. All Voices. All Matter.

VALENCIA COLLEGE

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Executive Summary

THE WORK IN CONTEXT

Sanford is a community that values, nurtures and encourages the diversity of its residents. Despite progress in addressing explicit discrimination, racial inequities continue to be pervasive across all indicators for success, including education, criminal justice, employment, housing, public infrastructure, and health.

Many current inequities are sustained by historical legacies, structures, and systems that repeat patterns of exclusion, despite the lack of explicit intention. Without sustained leadership support and intentional positive intervention, the city will continue to inadvertently perpetuate racial inequities. Government has the ability to explicitly integrate racial equity into operations and policy to drive systemic change.

The City of Sanford recognizes the need to continuously take steps to unite the community, improve community relations, and address racial inequity. Thus, the city created a focused intervention to address racial equity with the establishment of the Race, Equality, Equity and Inclusion (REEI) Committee.

The concept for the REEI committee took root after a local community organizer proposed a plan in June of 2020 to paint a Black Lives Matter mural on the pavement of Historical Goldsboro Boulevard in front of Sanford's Police Department. This came in response to the killings of George Floyd, Breonna Taylor, Ahmaud Arbery and others, followed by local and nationwide protests.

Meetings with members of Black Lives Matter, social justice advocates, and residents of the Goldsboro community prompted Sanford commissioners to approve Resolution No. 2937 on February 22, 2021 creating the Race, Equality, Equity and Inclusion Advisory Committee. The resolution states:

The City of Sanford recognizes racism and social inequities unfairly disadvantage specific individuals and communities and sap the strength of the whole society through the waste of human resources... The collective prosperity of the City depends upon the equitable access to opportunity for every resident regardless of the color of their skin or social status (City of Sanford Resolution 2937).

PATHWAY TO RACIAL EQUITY

With Resolution No. 2937 in place, addressing racial equity began with intentionality. The work of the REEI committee was to recommend strategies and actions to reduce racial inequities and improve success for all groups in the city.

“

The City of Sanford recognizes racism and social inequities unfairly disadvantage specific individuals and communities and sap the strength of the whole society through the waste of human resources... The collective prosperity of the City depends upon the equitable access to opportunity for every resident regardless of the color of their skin or social status (City of Sanford Resolution 2937).

”



SCOPE OF WORK

The City of Sanford contracted with the Peace and Justice Institute (PJI) of Valencia College as consultants to support the work. PJI would help the newly formed committee train together, host community dialogues, and develop an actionable equity plan with recommendations for the City of Sanford. PJI provided continuous consultation and engagement throughout the REEI Committee's implementation, including engagement in the selection, preparation, and development of the committee, community education and dialogue, and reporting in support of city needs.

The 15 member committee was formed with each City Commissioner and the Mayor nominating one person from a pool of applicants to serve on the committee, and the City Manager selecting the remaining members.

In order to train and develop the committee, three workshops were presented by PJI to lay a foundation for dialogue in a safe and open environment where committee members were invited to bring their lived experiences as they relate to the scholarship and theory of race and equity. Committee training was intended to cultivate knowledge as well as create a culture capable of deep listening and learning from the community and supporting the implementation of the recommendations.



Over the course of three sessions, committee members learned about the racialized history in the United States and Sanford, implicit bias, racist policies such as redlining and inequitable mortgage lending practices, white supremacy, and multicultural selves. In each session, individuals were invited to share personal stories and explore how they might move toward a more beloved, equitable community in Sanford. Framing all of this work were the Principles For How We Treat Each Other, practices of respect and community building presented by the Peace and Justice Institute.

Once the committee was established and trained, the work of developing the community dialogues, named Sanford Speaks, began. PJI's programming, designed to create a safe space for engaging in difficult conversations, would cultivate a healthy and accountable culture centered on inclusive excellence.

As such, three, two-hour (for the virtual session) to two-and-a-half hour (for the two, in-person sessions) Sanford Speaks events were developed and facilitated to educate and create a safe space for participants to express concerns, needs, and visions for the community in relation to equity, diversity, and inclusion. In tandem with Sanford Speaks came a survey that all participants were invited to complete.

These community dialogues served to normalize conversations about race, with the goal of improving planning, decision-making, and resource allocation leading to more racially equitable policies and programs.

Participant feedback as well as quantitative and qualitative assessment data from each session was recorded for the purpose of presenting this report for the city commission. Following each event, committee members met to discuss participant feedback and assessment data. The debrief meetings served the REEI Committee as it formulated recommendations and actionable items for the City of Sanford. The voices within the report include multiple stakeholders: taxpayers who live within the City of Sanford, residents with Sanford addresses who live outside the city limits, City of Sanford employees, and residents who recreate and visit the city.

PJI compiled and analyzed the results of the survey data and prepared this report summarizing key findings and other pertinent information believed to be beneficial to understand the community's current equity climate. PJI met with City of Sanford staff and Commissioners in a work session to present the draft report, taking questions and recommendations to complete a final report.



TASK FORCE RECOMMENDATIONS

Prior to the final recommendations coming from the REEI Committee, the City of Sanford Commission, in February of 2022, approved one recommendation. With the country honoring the 10 year anniversary of the killing of Trayvon Martin, ***The Paths to Reconciliation*** project, intended to address the history of race relations in the City of Sanford, and respond to this nationally recognized tragedy, was approved. The project is envisioned as a pathway that includes kiosks with history and stories, located at Fort Mellon Park.

In this report, the REEI Committee makes recommendations that provide a roadmap to address racial equity for the City of Sanford. Once accepted by the Commission, the City of Sanford will take the necessary steps to implement the recommendations.

While much work is needed to address racial equity, the efforts being taken by the city were noted, as one participant of Sanford Speaks stated:

“

“Continue in the direction it is! I love that the city of Sanford is working to become inclusive. Oh yes, there is work to do but I see great strides!”

”

THE COMMUNITY HAS SPOKEN

PARTICIPANT FEEDBACK INCLUDED:

"My experiences of inequality are from years ago when there were obvious disparities in schools and services in predominantly black communities vs predominantly white communities. I have seen dramatic improvements in the last 20 years but I know we still have a long way to go."

"I've been here in Sanford 28 years. There was a time when I saw Sanford Law Enforcement being very biased. Since Trayvon Martin, I have noticed a huge improvement in staff, quality of staff, education and training and communication and serving the community. Good job Sanford LEOs."

Still, survey data suggests the public perceives there is much work to be done in order to move Sanford toward the vision of an inclusive and equitable city. Notably, dialogue and survey data highlighted the following themes:

- **Inequities in jobs, service, housing, law enforcement, education and recreation**
- **Disparity in city services**
- **Disparity in quality of the built environment and spaces for recreation throughout the city**
- **Disparity in food quality and availability throughout the city**
- **A lack of Black businesses in the downtown area**
- **Not all cultures feel welcomed and comfortable at downtown businesses, events, and activities**
- **Discipline disparities based on race and a lack of black and brown leadership in the schools**
- **A lack of focus on the true history of Sanford**

Based on the sharing at Sanford Speaks as well as the survey data, the REEI Committee outlined recommendations for the City of Sanford.

RACE, EQUALITY, EQUITY AND INCLUSION COMMITTEE

REEI COMMITTEE MEMBERSHIP:

Dr. Patrice Anderson, Kenneth Bentley, Turner Clayton, Barbara Coleman-Foster, Carlos Crispin, Michael Foster, Jeffrey D. Harvey, Esq. - Committee Co-Chair, Tamara Johnson, Meghan Killingsworth, Anwar Syed, Dr. Kimberly Waters, Venise White, Dr. Velma Williams - Committee Co-Chair

CITY OF SANFORD STAFF:

Andrew Thomas, Community Relations & Neighborhood Engagement Director, Retired
 Nicole Osburn, Community Relations & Neighborhood Engagement Director
 Teresa Teague, Office Manager and Administrative Secretary
 Norton N. Bonaparte, Jr., City Manager

PEACE AND JUSTICE INSTITUTE CONSULTANTS:

Rachel C. Allen, Director
 William Jefferson, Community Manager
 Hank Van Putten, Lead Facilitator



REEI Committee Pictured: Front Row: Venise White, Patrice Anderson, Dr. Velma Williams, Mike Foster, Barabara Coleman-Foster, Jeffrey D. Harvey, Esq. Back Row: Meghan Killingsworth, Tamara Johnson, Kenneth Bentley, Anwar Syed, Turner Clayton, Kimberly Waters. Not Pictured: Carlos Crispin.

REEI COMMITTEE GOALS AND OBJECTIVES



The following REEI Committee Goals and Objectives were included in Resolution No. 2937, approved on February 22, 2021, by the City Commissioners.

- Assess public and private structures of support for marginalized members of the community to include, but not limited to, governmental institutions, economic opportunities, housing, health care, education, employment, and law enforcement to determine where racial inequalities and challenges exist.
- Submit a written report to the City Commission on its findings with recommendations and actionable steps to:
 - Institutionalize equity and inclusion into the culture of the City of Sanford as an organization and the community at large; and
 - Establish the foundation for a Diversity, Equity and Inclusion (DEI) initiative within the City of Sanford.

REI COMMITTEE RECOMMENDATIONS

1. ESTABLISH AN REI STANDING COMMITTEE

Establish a standing committee at the City of Sanford that reports to the City Manager and Commission to provide infrastructure to address issues of inequity and injustice. The REI Committee will:

- Recommend a process for committee membership and length of service to the Mayor and Commission.
- Consider and recommend how the committee will interact with and help inform all committees at the City of Sanford.
- Weave the Paths to Reconciliation project and the committee together.
- Conduct Equity Impact Assessments to examine the potential impact of new programs, policies, procedures, and practices recommended or enacted by the City.
- Recommend guidelines for inclusive practices for use by city employees, committees, and community partners.
- Continue to host community dialogues in order to normalize conversations about race and build trust with communities of color within the city.
- Continue community conversations on difficult topics that affect the culture of the city to ensure we are addressing all aspects of community and social justice (race, ethnicity, housing, economics, employment, LGBTQ inclusion, etc.).



REEI COMMITTEE RECOMMENDATIONS

2. COMMITMENT TO RACE, EQUALITY, EQUITY, AND INCLUSION

- Create a clear mission statement and vision regarding the city's stance on Race, Equality, Equity and Inclusion.
- Review City Manager's Annual Report to identify trends and issues related to race, equality, equity, and inclusion.
- Establish measurable outcomes and greater accountability in order to promote and cultivate equitable outcomes in hiring, pay, promotion, and services to end institutionalized racism and race-based disparities in city government.

3. COMMUNICATION OF REEI AND DIVERSITY, EQUITY, AND INCLUSION VISION, VALUES, AND ACTIONS

- Communicate REEI initiatives through the city's webpages, podcasts, social media and documents.
- Create marketing tools for awareness about resources available to minority populations within the city.
- Create concrete tools that help highlight businesses and beautiful things about Sanford, especially outside of downtown (i.e. a local soul food map, a city map on our website that highlights each of our historic neighborhoods and what makes them special, etc).



REEI COMMITTEE RECOMMENDATIONS

4. CITY GOVERNMENT - POLICY AND PLANS

- Review all policies, procedures, practices and budgets through an equity lens in order to integrate explicit consideration of racial equity in city decisions. Consider the use of a racial equity tool (resources found in the appendix).
- Develop mechanisms for collecting aggregated data to establish indicators and progress toward stated racial equity goals.
- Create succession plans and establish a pipeline for leadership within city government.
- Gather input from impacted communities before and during the design and development of city projects, and maintain clear and transparent communication as the policy or program is implemented to help produce racially equitable results.
- Establish a culture of REEI at City Hall by offering training for all city employees in diversity, equity and inclusion.

5. CITY BUDGETS AND REPORTING

- Bring increased transparency into the city planning process and input in terms of the focus on infrastructure for improvement.
- Support equity, not uniformity, in the allocation of city dollars in order to overcome generational harms.
- In order to review practices through an equity lens, include where funds are being directed, and specifically, to which neighborhoods, in annual reporting of budgets and awarded grants.



REEI COMMITTEE RECOMMENDATIONS

6. HIRING AND TRAINING

- Assess the recruiting, hiring, onboarding, and training practices for the City of Sanford through an equity lens.
- Train at the city in equitable hiring practices.
- Create a pipeline for leadership and succession planning by adopting a philosophy of training city employees for promotion.
- Recommended training for the City of Sanford Commissioners in equity, racial equity, including the Cost of Poverty Experience and the Racial Wealth Gap Simulation.
- Ban the box for criminal record disclosure from the application for city employment to a stage later in the hiring process.

7. PUBLIC RESOURCES

- Ensure equitable distribution of city resources and services.
- Make equitable investments in public recreational and green spaces.
- Establish a broadband committee to assess and address the digital divide within the city.
- Map the City of Sanford for food and healthcare resources to address the needs of residents and visitors.
- Educate Sanford residents on policies and procedures related to code enforcement, maintenance, best practices for civic engagement and being a good neighbor.



REEI COMMITTEE RECOMMENDATIONS

8. HOUSING

- Continue to embrace affordable housing while prioritizing equitable policies and procedures that increase the number of affordable and attainable housing units, particularly for the residents of Sanford who do not qualify for any existing state or federal housing programs and cannot afford market value housing.
- Expand and promote opportunities for citizens to learn about housing program eligibility and pathways to homeownership.

9. FOOD

- Provide incentives that develop and cultivate partnerships to expand availability of grocery options in areas that are more than two miles from a full service grocer (i.e. food deserts).
- Address unequal access to quality produce, meats, and other food and household items through partnerships with local residents and businesses.

10. TRANSPORTATION

- Utilize current city supported public transportation (the trolley) to connect a broader network of stops in Sanford.
- Review and reassess the partnership with Lynx to increase and improve access to public transportation in areas such as Goldsboro.



REEI COMMITTEE RECOMMENDATIONS

11. NONPROFIT

- Support nonprofits or organizing programs that have been successful elsewhere in coming to our community (i.e. Circles Central Florida, Jobs Partnership, etc).

12. BUSINESS

- Develop branding, city certification or seal of approval to attract more businesses that are inclusive and equitable.
- Incentivize high wage employers who are inclusive and equitable in recruitment and hiring practices.
- Encourage employers, including city government, to create a pipeline for worker training, especially for those who may have educational or employment history barriers.
- Partner with the Chamber of Commerce to create an inclusive business environment for our residents and visitors of Sanford.
- Create incentives for businesses to open in historically underserved and/or distressed areas.
- Communicate throughout the city the potential for new career and employment opportunities available within Sanford in high tech and global business.



REEI COMMITTEE RECOMMENDATIONS

13. CITY AND COMMUNITY EVENTS

- Proactively support diversity and inclusion in the planning and execution of events.
- Continue to support important culturally significant local events that educate residents and visitors on the rich and diverse history within Sanford.
- Create more accessible public restrooms for our residents and visitors.
- Continue and expand local community meetings like the District 2 gatherings that connect services available in the area.

14. MEMORIALIZE SANFORD HISTORY

- Promote the museums in Goldsboro and downtown Sanford to increase awareness of city history.
- Capture and memorialize lesser known local community stories and history.
- Create a Pathways to Reconciliation project focusing on the history of race relations with kiosks featuring history and stories at Fort Mellon Park. (approved by the Commission).



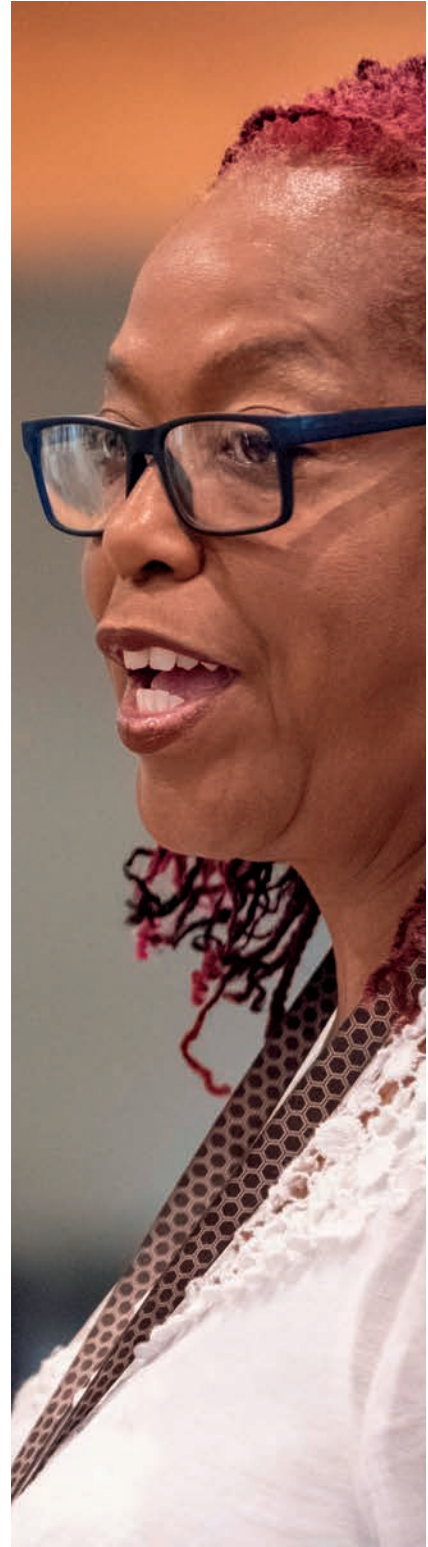
REEI COMMITTEE RECOMMENDATIONS

15. POLICING

- Host community dialogues with SPD and residents to continue to assess relations between citizens and police through facilitated, guided discussion with an independent consultant.
- Support and communicate programs related to crime prevention and intervention for residents.
- Seek an update from SPD on the adoption of the eight policies in the #8CantWait Campaign to bring immediate change to Police Departments in 2020 following the death of George Floyd:
 - Ban Chokeholds & Strangleholds
 - Require De-Escalation
 - Require Warning Before Shooting
 - Requires Exhaust All Alternatives Before Shooting
 - Duty to Intervene
 - Ban Shooting at Moving Vehicles
 - Require Use of Force Continuum
 - Require Comprehensive Reporting
- Increase transparency regarding community policing and events taking place at the SPD through an annual report to the community, to include the following aggregated data:
 - police citations and arrests by race and age
 - police department diversity data by race, gender, and religion

16. EDUCATION

- Continue to partner with Seminole County Public Schools (SCPS) to disseminate information about school zoning and housing policies.
- Share information with the SCPS Board regarding citizen concerns.



REEI COMMITTEE DEVELOPMENT

The REEI Committee met for three development opportunities in order to create common language and shared knowledge among group members so as to strengthen the group's ability to collaborate, engage in honest and open conversation about difficult subject matter, and model for the community in future dialogues the impact of honest testimony.

LEARNING OUTCOMES

LEARNING OUTCOME 1

Apply the Principles for How We Treat Each Other to create a foundation of connection, trust, honesty, and respect.

LEARNING OUTCOME 2

Create a safe space for dialogue and one that nurtures an environment of inclusive excellence, one where collaboration and teamwork are prioritized and a more equitable community is cultivated.

LEARNING OUTCOME 3

Create opportunities for self-reflection through small group sharing, individual reflection, and serial testimony.

LEARNING OUTCOME 4

Learn about the role of racism in history and discriminatory policies that disproportionately impact communities of color.

REEI COMMITTEE WORKSHOPS

WORKSHOP ONE: Conversations in Inclusiveness

November 19, 2021

Sanford City Hall, Utility Training Room

8:00 am - 12:00 pm

Facilitators: Hank Van Putten and Rachel Allen

Workshop Description:

In this interactive workshop, participants were introduced to a set of tools to help them engage in reflective practice and intercultural communication in order to create inclusive excellence in the City of Sanford. Participants engaged in experiential exercises, dialogue, and worked with The Principles for How We Treat Each Other. Participants were introduced to the idea of unconscious bias and were given opportunities in a safe setting to temporarily put aside their own perspectives in order to listen non-judgmentally to the experiences of others. With these new tools in hand, participants improved their interpersonal relationships, the committee work environment, and developed practices of respect and community building.

REEI COMMITTEE WORKSHOPS

WORKSHOP TWO: The Racial Wealth Gap Learning Simulation

December 3, 2021

Sanford City Hall, Utility Training Room

9:00 am - 12:00 pm

Offered as a partnership with Poverty Solutions and Bread for the World

Facilitators: Florence French and Lynette Fields

Workshop Description:

The interactive simulation helped the committee understand the connections among racial equity, hunger, poverty, and wealth. It offered a first step for people unaware of structural inequality, a support tool for those who want a deeper understanding of structural inequality, and a source of information for experts who want to know the quantifiable economic impact of each policy that has widened today's racial hunger, income, and wealth divides.

In the simulation, participants learned how federal policies created structural inequalities - property ownership and education being just two among many areas affected - and how these policies increased hunger and poverty in communities of color. The simulation guided participants to an understanding of why racial equity is so important to ending hunger and poverty in the United States. The intention was for participants to become more aware of structural inequality, to be able to support policies that undo and/or reduce disparities.

The simulation emphasized the importance of racial equity and helped the committee understand the role that public policy has had, over time, in creating structural divides based on race.

REEI COMMITTEE WORKSHOPS

WORKSHOP THREE: Conversations on Race

January 14, 2022

8:00 am - 12:00 pm

Virtual on ZOOM

Facilitators: Hank Van Putten and Rachel Allen

Workshop Description:

This workshop invited participants to discuss the topic of race and how it affects each of us in our daily lives as we consider action steps to help us move forward together toward more equitable communities. Issues of implicit bias, stereotypes, microaggressions, privilege, oppression (the “isms”) framed the learning. Addressing one of the hidden histories in our community, red-lining, created new awareness about systemic racism and helped frame the learning. Experiential exercises reinforced the learning. Self-awareness and awareness of others’ diversity dimensions were a key component of the workshop.

SANFORD SPEAKS: COMMUNITY DIALOGUE EVENTS

SANFORD SPEAKS



SANFORD SPEAKS GOALS

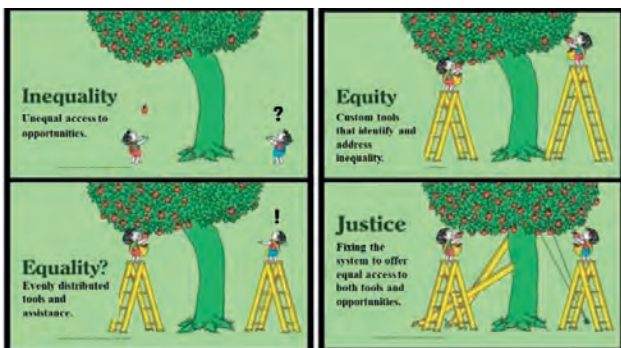
- Develop trust and sensitivity to support interactions with one another across cultural, ethnic, and racial lines.
- Strengthen interpersonal relationships through the sharing of personal stories and experiences.
- Increase awareness and understanding of embedded injustices in healthcare, education, housing, finance, law enforcement, criminal justice, community development, employment and other systems.
- Expand citizen engagement to allow for healing and reconciliation as a pathway to community resilience.

SANFORD SPEAKS: PROGRAM OVERVIEW

For safety reasons due to Covid and the emerging Omicron variant, the first Sanford Speaks event was hosted virtually. The following two face-to-face events began with an opportunity for participants to break bread together with a boxed dinner and build community.

Each event began with the Mayor and/or City Manager welcoming the participants. Reading the Principles for How We Treat Each Other: Our Practice of Respect and Community Building laid a foundation for the dialogue.

The sessions began with appreciative inquiry, exploring what the City of Sanford is doing well in the realm of racial equity and inclusion. The Equity Tree image was discussed in a whole group setting, taking participants through the ideas of inequality, equality, equity and justice.



A definition of equity was offered to the group:

"Providing every person with access, experiences, opportunities, resources, and support will result in fair and inclusive outcomes that eliminate imbalances of power. Equity requires that we correct systems that prevent the ability of every person to thrive, and in contrast to equality, means we must recognize and respond to individual needs and circumstances (*Adopted by Valencia College 2021)."

A discussion of the social determinants of health followed, including healthy workplaces and quality of jobs, health and supportive services, safe, stable and affordable housing, quality schools, thriving local community, parks and community services, environmental quality and sustainability, access to healthy food, and a safe, connected transportation system. Together these provide cumulative health and equity benefits of physical safety, mental health, economic security, safety, community cohesion, and civic engagement (ChangeLab Solutions).

A needs assessment and vision for the City of Sanford followed, with a participant survey closing the program.

The process of Serial Testimony was used to support small groups' dialogue. All participants were given the opportunity to speak in small groups of 4 - 5 participants or within the larger group.

There was an overwhelming recommendation to continue community dialogue such as Sanford Speaks. Over and over participants stated in the surveys that more and continuous dialogue is needed to help bridge differences and create inclusion.



“The workshop was phenomenal and a real conversation that needs to be heard in our city commission meetings.”

“This was important and very engaging about the things that are still going on in Sanford.”



Individuals that engaged in Sanford Speaks expressed the need to act as individuals and at the community level. Many committed to show up, participate, and invest in the community.

The three Sanford Speaks events were attended by 166 individuals. An additional 41 individuals completed the online survey made available on the City of Sanford website.

Survey Data was collected at each event and online through the city website:

	March 25	April 26	May 19	City Website	Total
Participants	53	60	73	N/A	186
Surveys	35	46	44	41	166

TOTAL SURVEY RESPONSES: 166

SANFORD SPEAKS EVENT SESSIONS

SESSION ONE

March 24, 2022
Zoom Platform

Fifty-three people signed into the ZOOM meeting. The event included eight breakout rooms with five participants each. The Mayor, City Manager and Community Relations & Neighborhood Engagement Director attended.



SANFORD SPEAKS EVENT SESSIONS

SESSION TWO

April 26, 2022

Crooms Academy of Information Technology

Sixty individuals attended the event at Crooms Academy. The City Manager welcomed the group and participated in the session and the Community Relations & Neighborhood Engagement Director was present to support the evening.



SANFORD SPEAKS EVENT SESSIONS

SESSION THREE

May 19, 2022
Sanford Civic Center

Seventy-three individuals attended the event at the Civic Center, including the Mayor and City Manager, who welcomed the group. The Community Relations & Neighborhood Engagement Director attended, as well as numerous City of Sanford employees.



"WHAT INEQUALITIES HAVE I WITNESSED OR EXPERIENCED IN SANFORD?"

SAMPLE SURVEY DATA

"Once, at a community meeting, I was confronted for hosting gatherings of people, many of whom are lower income or precariously housed, and asked why I "couldn't go serve them over THERE, where THEY are" gesturing to Goldsboro and Georgetown. The NIMBY feel is really heartbreaking, especially since our neighbors are all neighbors, and you can't tell which neighborhoods someone lives in (or deserves to be in) by their skin or apparent income."

"Roads and infrastructure are noticeably inequitable from community to community in Sanford."

"I have witnessed several [inequities]. One was when my black neighbor was hanging his Christmas lights and someone called the police to report a black man on a ladder stealing holiday decorations. It was horrible."

"Some communities don't have sidewalks. The roads seem to be in disrepair. City and county officials need to address infrastructure inequities."



"Quality of produce at Winn Dixie at 13th Street is not at par with other WD stores e.g. Heathrow. Historic Goldsboro still remains a food desert. Housing issues, some very dilapidated areas."

"There is still a sense in the white community that 'racism isn't a problem' or it was 'imported during the Trayvon rallies' rather than an outpouring of pain that has existed for a long time."

"I've been here in Sanford 28 years. There was a time when I saw Sanford Law Enforcement being very biased. Since Trayvon Martin, I have noticed a huge improvement in staff, quality of staff, education and training and communication and serving the community. Good job Sanford LEOs."

"There is limited access to common services which are traditionally placed near middle/upper class towns. (good grocery stores, convenient emergency room stand-alone, dry cleaners)."

Find complete survey data on pages 33 - 93 in this report.

"WHAT INEQUALITIES HAVE I WITNESSED OR EXPERIENCED IN SANFORD?"

SAMPLE SURVEY DATA

"Youth girls sports are not a priority, there's no girl leagues. The girls have to play with boys in which they normally not as skilled."

"I have witnessed inequalities within the school system in how Brown and Black students and families are treated. Turning families away because they don't speak English, giving harsher punishments to Black and Brown students, not having enough representation within the schools. In the community there is a lack of representation and resources for the Latino Community."

"Making myself visible in spaces like this to say Latinos are here. I work in the school system and I am organizing workshops for the Spanish speaking community. Continue discussions like Sanford Speaks. Continue to invite people to come together, share their stories and lean in and share with each other in an open and vulnerable way."

"We have two football teams within the city that have to travel to other cities to play games because they don't have the necessary facilities. These children deserve a place to play and call their home facility."



"Should be open to meeting people outside my race. Don't think everyone that is white is evil. And this "Sanford Speaks" helps."

"Commit to learning more about the missing stories I was never taught (Goldsborough) and sharing these stories. I believe that community organizations that are working to achieve equity in different ways (health, education, etc) should make a concerted effort to partner with one another to enact systemic change."

"The way zoning for public school is determined is a great inequality in Sanford. 1. Sanford is the only city with region schools. This takes away from neighbor schooling that is experienced in other communities. 2. Sanford has the most magnet schools and 2 strictly magnet schools which do not give access to the community. 3. Some living on the east side of 17-92 are zoned for Markham Woods. This limits parent involvement. This also does not allow for community."

Find complete survey data on pages 33 - 93 in this report.

"WHAT IS MY VISION FOR THE CITY OF SANFORD?"

SAMPLE SURVEY DATA

"My vision for the City of Sanford is a beloved community: where everyone's gifts are valued, everyone's voices are heard, everyone's differences are appreciated, and where peace and justice reign!"

"A community where people of every age, socio-economic group, race, and religion feel welcome and can come together when our passions intersect."

"That Sanford would be a place where all people feel included and respected and heard."

"An inclusive city where race relations are improved by a deeper understanding of the local history."

"I want to see Sanford as a community that acknowledges its past and moves forward in a just and equitable manner. Where fairness and peace transcend gender, race or ethnicity."

"My vision for community in general is one where the whole story of the community is known, honored, and respected."



"My vision of a community is one that prioritizes accountability and collaboration, ensuring that the voices of the most marginalized are essential in decision making processes concerning their lives and community."

"To see that all are treated equally and fair. I want my children to have a seat at the table and not be left behind."

"The growth of downtown and the investment in downtown is mirrored in Goldsboro and Midway. They become centers where people invest in relocating their businesses and restaurants too."

"All cultures will feel comfortable with going to downtown and holding events downtown."

"My vision for the City of Sanford is to create a safe haven for our residents to raise their children, run their businesses, and be a part of a community that embraces culture, diversity and promotes opportunities to encourage equality and inclusion."

Find complete survey data on pages 33 - 93 in this report.

APPENDIX

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- Resources

SANFORD SPEAKS EVENT SURVEY

Thank you for participating in this workshop and sharing your experiences. Please answer the following questions honestly and thoughtfully. Your feedback is anonymous and will be shared in a report provided to the City Commission and publicly. Your feedback will also help to improve future programming.

The following questions allow you to document your discussion points shared during the workshop:

1. What inequalities have I witnessed or experienced in Sanford?
2. What can I do personally and we do as a community to advance inclusion and equity?
3. What is my vision for the City of Sanford?

The following asks about the workshop:

4. I felt engaged during the workshop: (Circle the correct answer)

- Strongly Agree
- Somewhat Agree
- Neither Agree Nor Disagree
- Somewhat Disagree
- Strongly Disagree

5. I would like to provide the following comments, suggestions and/or feedback about the workshop.

The following captures demographic data to support the final report. All reporting is anonymous:

6. Gender (Circle the correct answer)

- Male
- Female
- Non-binary
- Transgender

I prefer not to disclose

SANFORD SPEAKS EVENT SURVEY (CONTINUED)

7. Race (Circle the correct answer)

- White
- Native American
- African American
- Pacific Islander
- Asian
- More than one race
- Other
- I prefer not to disclose

8. Age (Circle the correct answer)

- 15-19
- 20-29
- 30-39
- 40-49
- 50-59
- 60-69
- 70-79
- 80-89
- 90-99

9. I am a resident of the City of Sanford (Circle the correct answer)

- Yes
- No

10. I work in the City of Sanford (Circle the correct answer)

- Yes
- No

11. How did I hear about Sanford Speaks?

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q2 - What inequalities have I witnessed or experienced in Sanford?

What inequalities have I witnessed or experienced in Sanford?

- 15 years ago the police asked me if I was a home invader. - Talking with some neighbors to invite them to this series and hearing them say they didn't believe in racial inequalities.

Inequalities is in education, law enforcement, and employment.

1.) Bigotry 2.) Dismissive Attitude 3.)Harassment 4.)Counterproductive Actions

I personally experienced not feeling welcomed in the downtown Sanford dining area. It feels like you don't belong there if you don't have money to spend. Prices overall are very high.

My son was arrested in my house because of an occurrence that did not involve him, even though he had a disability. The officer didn't believe him.

Individuals without housing or without secure housing are viewed poorly by neighbors, especially in the historic district. While lacking enough affordable housing, we as a community expect the police to manage a social service need. Once, at a community meeting, I was confronted for hosting gatherings of people, many of whom are lower income or precariously housed, and asked why I "couldn't go serve them over THERE, where THEY are" gesturing to Goldsboro and Georgetown. The NIMBY feel is really heartbreaking, especially since our neighbors are all neighbors, and you can't tell which neighborhoods someone lives in (or deserves to be in) by their skin or apparent income. Additionally, while the community has changed a great deal with regard to openness to LGBTQ individuals, many of our faith communities and 'old Sanford' world is still lacking in openness. Additionally, there is still a sense in the white community that 'racism isn't a problem' or it was 'imported during the Trayvon rallies' rather than an outpouring of pain that has existed for a long time.

I had an issue with my food at a local restaurant. The owner passed by and I pointed out my food was not prepared the way it was listed on the menu. As he picked up the menu he had this smirky look on his face like he didn't believe me. The way he made me feel I did not patronize his restaurant for four years. This year I visited the restaurant because their was an event held there.

My kids faced inequalities going to a predominantly white school and being the only minority in their class. I also experienced inequalities with purchasing my house in a predominantly white neighborhood in a safe, gated community. Ironically, now I am on the HOA board.

I have witnessed several. One was when my black neighbor was hanging his Christmas lights someone called the police to report a black man on a ladder stealing holiday decorations. It was horrible.

historical inequity in education among black Floridians...this often passes down to younger children in the family.

inequities in our school system (educational disparities with children) and need more teachers, administrators who are Black, BIPOC

Quality of produce at Winn Dixie at 13th Street is not at par with other WD stores e.g. Heathrow. Historic Goldsboro still remains a food desert. Housing issues, some very dilapidated areas.

Some communities don't have sidewalks. The roads seem to be in disrepair. City and county officials need to address infrastructure inequities.

Police pulling me over, while I was going for a walk.

The Seminole County School System with not teaching Black History.

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

What inequalities have I witnessed or experienced in Sanford?

inequalities in education and in government.

help Goldsboro and Georgetown with basics to improve their property values, too.

Unfair injustices. Disparate health outcomes.

I have not witnessed any inequities in Sanford because my time in Sanford is limited. However, I have noticed, as in other places in our country, people of various races are not found enjoying Sanford together.

Not the city of Sanford directly but surrounding area. The flooding in Midway. The surrounding subdivisions that were allowed to be built around it with no road or minimal drainage improvements. We're any of these subdivisions part of city of Sanford.? Also city of Sanford should contribute money to goldsboro museum and I don't think the city does contribute.

Roads and infrastructure are noticeably inequitable from community to community in Sanford.

Segregation is definitely a big issue. We should include people in our world regardless of age or ethnicity.

Food deserts. Housing & neighborhood disparities.

Some discrimination in the housing market that reinforce the pattern of residential segregation.

None, I work in Sanford and live in another city.

I am new to Sanford but I can see visibly the difference as I drive from Winter Park to Sanford.

Racism, housing, employment

no affordable housing

Lack of transportation and access to healthy food options

Not enough awareness about resources to minority populations. Better marketing and awareness of those resources.

Called the n-word by a old white man who was in the wrong.

Perceptions of different communities/neighborhoods

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q3 - What can I do personally and we do as a community to advance inclusion and equity?

What can I do personally and we do as a community to advance inclusion and...

- Have more opportunities for intentional conversations -Stand up and speak out (even softly) when we hear prejudices and even being curious about it.

Speak to the city Leaders often about inclusion and equity

1.) Declare support and mission 2.) Be involved and interactive

I personally can identify my own bias and try to look at ways to remove them from my mind or my way to express, because sometimes you adopt any old sayings that perpetuates inequalities or racism. As a community we need to be more open to hear different opinions and find more spaces where we can freely discuss them to come to solutions.

I can be more involved in the community. I can get to know law enforcement and allow them to get to know me as a citizen.

Personally, I can use my professional platform and my welcome in predominantly white spaces to help white folks understand that racism is both real and a problem that needs to be addressed by white people! I can also make space for all my neighbors to share their stories and get to know one another in ways that otherwise wouldn't have been possible. I can work with community members to amplify stories that otherwise wouldn't be heard or wouldn't be heard in the same spaces. Additionally, I will continue to advocate for policies that are all-the-way-around-inclusive!

I can continue to invite others to increase diversity in our events. Event organizers should include more diversity when selecting entertainment.

Get out and action it. I plan to put my blood, sweat and tears in the community to ensure our youth grows up to be our future leaders.

Continue in participation in these type of forums. Communication and education are so important.

continue to offer an interfaith space to examine and discuss our Sanford Community and how to make it better. I have to say Sanford city employees have been wonderful about helping by attending and describing their efforts with us.

Working on Equity Advisory Committee for School Board (though frustrating) as there are folks who dont believe in Equity as a goal. Tutor young children at BGC, Jeff Triplett After School Program, and Goldsboro Elem in K-3rd grade so that they can be helped with reading. Want to work with others through this group perhaps to build a larger group of folks who want to make sure this is happening in all schools. My example is a small group that works weekly at Goldsboro and that's not done in most schools.

Reach out to the community, ask for health disparities, attend community events. Spread Health Education

We can listen to and honor one another's personal stories and history.

What can be done as a community to advance is to open up business opportunities to those who are interested in starting a business.

Attend Community Meetings where decision makers are present.

Attend all government and school board meetings and encourage change.

Talk to neighbors about issues of R, E, E and I

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

What can I do personally and we do as a community to advance inclusion and...

Continue to show up, speak out and cross barriers.

I will continue to educate Sanford residents about the services of Community Legal Services of Mid-Florida, our Central Florida legal aid. Legal issues cross all boundaries of the the elements of health, equity in a community. <https://www.clsmf.org/>

Continue to learn and become involved in things that are inclusive and involve all races. I have nothing particular but keeping my eyes and ears open to it.

Take part in community conversations that span differences.

I think with regards to segregation, there should be mandatory support groups. Without support groups, we will be isolated and lonely.

Personally engage with people in the community. Learn about the area's history. Support local business.

Become active participant in community, learn and listen to the needs and experiences.

Observe more, say more and do more strategically with respect to Equity and Justice.

I can get out of my bubble and become involved with groups here in Sanford and become personal friends with people that experience inequity. Show up, be an ear and love and stand up for my new friends.

support for I believe in

have more inclusive events - more festivals that highlight the heritage of Sanford

Listen to people of the community with lived experiences. Collaborate with different partners. Address the needs of the community and listen to the people from the community and try to meet their needs where THEY are.

Start with yourself.

I mentor a young HS boy.

It starts with me. Engage in the community

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q4 - What is my vision for the City of Sanford?

What is my vision for the City of Sanford?

Continue to make progress in racial equality and inclusion. Affordable housing, access to healthcare, education, and employment postings

A city of equity and justice to all!

1.) More accessible and emphasis on inclusion and support, more physically supportive, and organization.

Find forgiveness from their own citizens and stop making differences among neighborhoods.

To continue to live in beautiful Sanford and bring communities closer.

My vision for the City of Sanford is a beloved community; where everyone's gifts are valued, everyone's voices are heard, everyone's differences are appreciated, and where peace and justice reign!

My vision for Sanford is to continue with the growth and a place where all citizens are included.

My vision is that we strengthen our community and continue the rich history that has been here. We want be an inclusive and great city.

Continued growth as a community. Love Peace and Healing. Kindness to each other, environmental protections.

the the city continues to become an art center and increasing in its effort to embrace all cultural and racial groups

More diversity, Equality, and Equity city that is Inclusive. We are here but we need to work together, partner to build this partnership.

New Housing projects are inclusive of all races, ethnicity, SES. Beautiful place along the Lake Monroe, residents enjoying parks and recreation. Increased physical activities, better nutritional opportunities...healthy restaurants.

A community where people of every age, socio-economic group, race, and religion feel welcome and can come together when our passions intersect.

My vision for the City of Sanford is to serve as an example for the nation of what working together can bring.

To become an inclusive City.

To be an all inclusive city embracing all race of people

Continue on the trajectory for economic, educational community equity of access to resources... continue work to include more equitable health resource access, environmental quality, healthy food.... Reach out to the poor, homeless and provide resources and support to find stability, safety....

A Healthy, Equitable Community where people are integrated and unafraid to enter spaces.

My vision for the city is for best work that will lead to a cohesive and fun City for all.

Continue in the direction it is! I love that the city of Sanford is working to become inclusive. Oh es there is work to do but I see great strides!

That Sanford would be a place where all people feel included and respected and heard.

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

What is my vision for the City of Sanford?

The City of Sanford is a great place to live but I think we can still improve in terms of more community recreational activities that are open to the public.

A safe, harmonious place where everyone has an opportunity to live their healthiest life.

To continue to strive to foster a community of inclusive practices.

A city where everyone has an opportunity to attain optimal health.

To thrive

Creating a world class community which distinguishes itself as a preferred destination to visit, live and and call home.

A community that is seen as a great place for everyone to live, visit and do business

An inclusive city where race relations are improved by a deeper understanding of the local history

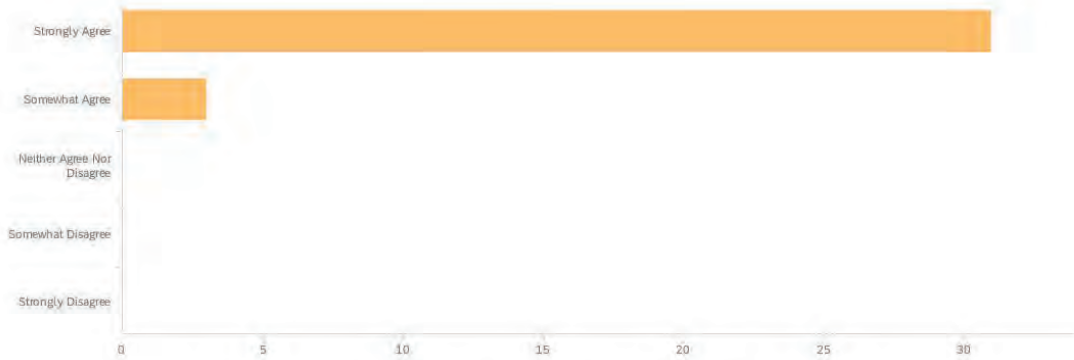
To be a rich, healthy, community that supports diversity, equity, and inclusion. Especially when it comes to affordable housing as well access to healthy food options.

To be an equitable healthy city.

City continues to grow safely

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q7 - I felt engaged during the workshop:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I felt engaged during the workshop:	1.00	2.00	1.09	0.28	0.08	34

#	Field	Choice Count
1	Strongly Agree	91.18% 31
2	Somewhat Agree	8.82% 3
3	Neither Agree Nor Disagree	0.00% 0
4	Somewhat Disagree	0.00% 0
5	Strongly Disagree	0.00% 0
		34

Showing rows 1 - 6 of 6

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q9 - I would like to provide the following comments, suggestions and/or feedback about the workshop.

I would like to provide the following comments, suggestions and/or feedback...

This session seemed very familiar to the session before? It's ok just curious.

More Workshops.

Recognizing the most pressing concern/issue for what and who brings what to the table.

I enjoyed the talk and the humor. I felt comfortable.

Thank you so much for doing this! I would like to be more involved! Peri Sedigh.

excellent...was surprisingly good

Hope that we can join the next groups if at all possible? Is that allowed. It seems that it could be important to building more networking and building relationships.

Keep up the good work. I would like to join the Committee, Please contact Zeenat.Rahman@fhealh.gov.

Looking forward to more!

Keep up the good work.

Great Workshop.

Excellent conversation with a diverse group.

Thank you!

I would like to see some improvements for this workshop. I would like to see a Kahoot game in terms of the difference of equity and equality. I loved this workshop because it gave me an insight of Sanford and how we can make it a much better place specifically with inclusion and decreasing segregation among blacks and whites.

It was wonderful! Looking forward to the next 2 sessions.

Great work PJI and Sanford officials! A wonderful step toward continued growth and improvement!

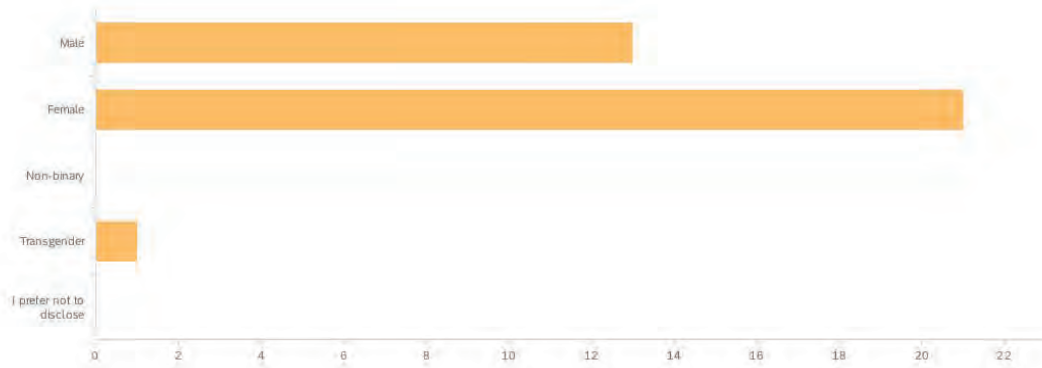
This was one of the best lead workshops I have ever been to.

Sharing an agenda or keeping one on screen in the beginning would be helpful.

Great idea. Invite more low-income people.

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q12 - Gender



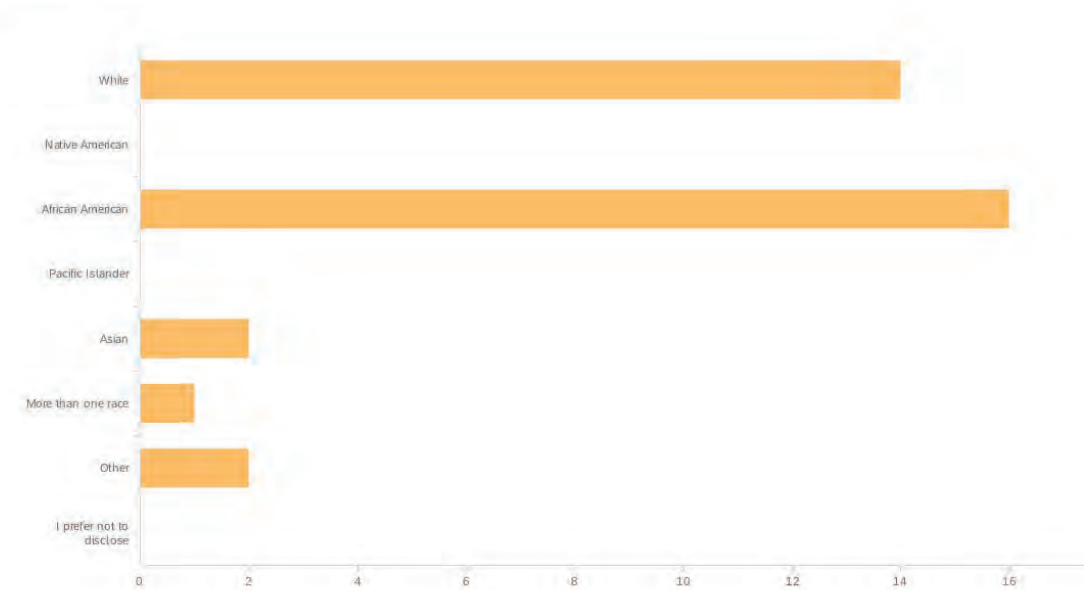
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Gender	1.00	4.00	1.69	0.62	0.39	35

#	Field	Choice Count
1	Male	37.14% 13
2	Female	60.00% 21
3	Non-binary	0.00% 0
4	Transgender	2.86% 1
5	I prefer not to disclose	0.00% 0
		35

Showing rows 1 - 6 of 6

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q13 - Race



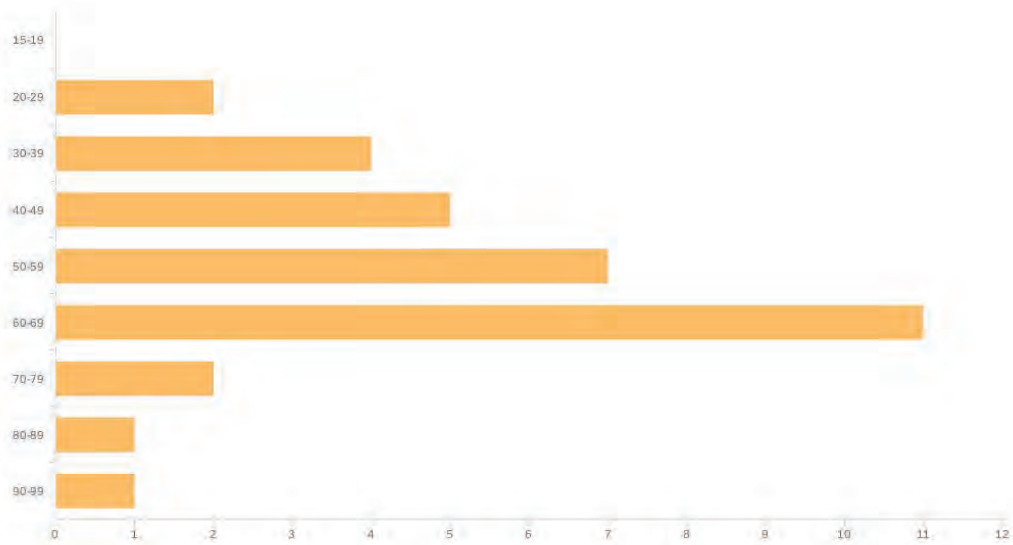
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Race	1.00	7.00	2.63	1.69	2.86	35

#	Field	Choice Count
1	White	40.00% 14
2	Native American	0.00% 0
3	African American	45.71% 16
4	Pacific Islander	0.00% 0
5	Asian	5.71% 2
6	More than one race	2.86% 1
7	Other	5.71% 2
8	I prefer not to disclose	0.00% 0
		35

Showing rows 1 - 9 of 9

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q14 - Age



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Age	2.00	9.00	5.09	1.58	2.51	33

#	Field	Choice Count
1	15-19	0.00% 0
2	20-29	6.06% 2
3	30-39	12.12% 4
4	40-49	15.15% 5
5	50-59	21.21% 7
6	60-69	33.33% 11
7	70-79	6.06% 2
8	80-89	3.03% 1
9	90-99	3.03% 1
		33

Showing rows 1 - 10 of 10

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q15 - I am a resident of the City of Sanford



Yes No

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am a resident of the City of Sanford	1.00	2.00	1.49	0.50	0.25	35

#	Field	Choice Count
1	Yes	51.43% 18
2	No	48.57% 17
		35

Showing rows 1 - 3 of 3

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q16 - I work in the City of Sanford



Yes No

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I work in the City of Sanford	1.00	2.00	1.31	0.46	0.22	35

#	Field	Choice	Count
1	Yes	68.57%	24
2	No	31.43%	11
			35

Showing rows 1 - 3 of 3

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

Q10 - How did I hear about Sanford Speaks?

How did I hear about Sanford Speaks?

PJI

On committee

Committee Member

Workplace Information

Mr. Kenneth Bently invited my wife and I to come.

I am on the committee

Social media and City of Sanford notification

Mayor Art Woodruff

Valencia College, I am a professor

a friend...requested a flyer from Lisa Holder

Meghan Kilingsworth

Work. Flyer from City of Sanford

Rebekah Ritchie and Mr. Bentley

I was at the meetings.

City Leaders like Mr Bentley.

Serve on the committee

Advisory Board

Committee member Jeff Harvey invited me to this wonderful session. Thanks for having me.

From groups I'm involved in.

From a friend.

I got an announcement from the Peace and Justice Institute.

Sanford Herald

SANFORD SPEAKS EVENT SURVEY - MARCH 25, 2022

How did I hear about Sanford Speaks?

Through PJI

Supervisor

Venise White

Jeff Harvey

Through an e-mail from the Peace and Justice Institute

Email blast.

Invited by Cindy Moon member of Valencia Peace and Injustice committee

End of Report

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q2 - What inequalities have I witnessed or experienced in Sanford?

What Inequalities have I witnessed or experienced in Sanford?

Representation— equityability have a voice on the commission

Not all establishments will practice inclusion and providing the best service to all people. Certain groups of people are welcomed while other groups are not. Have witnessed inequalities dealing with restaurants, grocery stores, etc.

I've been here in Sanford 28 years. There was a time when I saw Sanford Law Enforcement being very biased. Since Trevon Martin, I have noticed a huge improvement in staff, quality of staff, education and training and communication and serving the community. Good job Sanford LEOs

Housing, food, transportation, school, wifi access, school extras

My experiences of inequality are from years ago when there were obvious disparities in schools and services in predominantly black communities vs predominantly white communities. I have seen dramatic improvements in the last 20 years but I know we still have a long way to go.

Lack of representation in SCPS principals and administrators. Black children not being held to high expectations academically or regarding behavior.

Inequity in education

While in City hall I had an experience where an employee made a racist comment to me because I looked like them thinking I share that opinion. It made me consider whether I wanted to come back to work after that incident or quit. Because I do not share those racist view. I could not believe that would happen in 2022.

I am a teacher at Seminole High School and I have noticed the number of African American students who are allowed to misbehave because some teachers feel like they are not capable of behaving and do not demand that they do their best.

There is limited access to common services which are traditionally placed near middle/upper class towns. (good grocery stores, convenient emergency room stand-alone, dry cleaners).

N/A - not a Sanford resident

n/a

People judging you at public places

Racism against my friends in restaurants in downtown area, poorer black neighborhoods, black children not getting the same resources at aftercare programs

Youth girls sports are not a priority, there's no girl leagues. The girls have to play with boys in which they normally not as skilled.

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

What inequalities have I witnessed or experienced in Sanford?

I have witnessed inequalities within the school system in how Brown and Black students and families are treated. Turning families away because they don't speak English, giving harsher punishments to Black and Brown students, not having enough representation within the schools. In the community there is a lack of representation and resources for the Latino Community.

Back in 2020 my wife and I went to a bar with live music and while we were walking through to get to the bar everyone stopped and just looked at us as if we didn't belong. When we sat at the bar the bartender told us "yeah you guys aren't really in here like that" we were the only blacks inside and we didn't belong.

Me and my husband went to a local restaurant to check out the downtown since we were new to the city. As we were walking in you could hear a pin drop, everyone turned and stared at us. I felt so uncomfortable and unwelcomed. I wanted to immediately leave. As we were speaking to the bartender she said "what are you guys doing here, 'you' never come here" and in that moment I understand what Sanford was as a city. We left after being there for 15 minutes.

The way zoning for public school is determined is a great inequality in Sanford. 1. Sanford is the only city with region schools. This takes away from neighbor schooling that experienced in other communities. 2. Sanford has the most magnet schools and 2 strictly magnet schools which does not give access to the community. 3. Some living on the east side of 1792 are zoned for Markham Woods. This limits parent involvement. This also does not allow for community.

Being arrested by racist Seminole County Sheriffs Deputy and being sent to prison on a conspiracy charge just because he didn't like me.

Not feeling welcomed to downtown events and activities.

Jobs, service, housing, law enforcement, education and recreation.

Just being judged by who I am

Lack of African-American businesses in downtown area

Food deserts, homelessness, housing and economic disparities.

Not having the same opportunities for employment as my white colleagues

Speaking to someone over the phone and them being polite When meet them face to face they are shocked by my race

Lack of focus on true history of Sanford Lack of minority businesses or welcoming environment at downtown bars/restaurants Lack of "black" focused special events

Black residents perceived as other...outsiders...trouble

There needs to be better access to community healthcare, shopping closer to communities

The inequalities that I have experienced has been amongst each other in the city of Sanford.

We have two football teams within the city that have to travel to other cities to play games because they don't have the necessary facilities. These children deserve a place to play and call their home facility.

Housing inequality. Housing justice needed. Racial wealth gap that historically affects education, housing, health care

Racism

Once I was mistaken for an individual who could not read bc of what I looked like.

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

What Inequalities have I witnessed or experienced in Sanford?

Neighbors seeing black people in the neighborhood and saying comments like "they should go back to where they live"

Redistricting

When shopping I have experienced racism and mistreatment. White people are waited on before me or I am overlooked on line. I am not offered help at the stores etc.

Next

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q3 - What can I do personally and we do as a community to advance inclusion and equity?

What can I do personally and we do as a community to advance inclusion and...

Request the commission to go to six districts

Support African American businesses and the people who run them. Support six districts for city commission.

—

Change the system by implementing laws that will address both issues. Vote officials in with the mindset to advance inclusion and equity. Keep the conversation going and support one another in the journey.

I believe we should all (me) volunteer, give time, and realize we are a village when it comes to our youth, and vulnerable populations

Encourage parents to participate, community locations for meet ups, sports facilities,

Promote activities that provide the opportunity for people from different neighborhoods to get to know each other by name and story.

Show up, participate, invest in community.

Work on various city committees go help improve the quality of life for everyone in the city

Continue discussions like Sanford speaks. Continue to invite people to come together share their stories and lean in and share with each other in an open and vulnerable way.

Have more meeting like this.

I can continue to have conversations with individuals to better understand all sides. I can meet my neighbors and make meaningful connections. I can cross over to attend community events traditionally perceived to be for races other than mine.

Commit to learning more about the missing stories I was never taught (Goldsborough) and sharing these stories. I believe that community organizations that are working to achieve equity in different ways (health, education, etc) should make a concerted effort to partner with one another to enact systemic change.

listen to the answers to question #1 & identify what structural inequalities are contributing to those personal inequalities (STARTING WITH UNEQUAL RESOURCE\$\$\$ in schools & community institutions)

Start health centers and public places inclusive which provide comfort level to all races and religions etc

More public transportation, reparations, job training, protect the black vote

I will be the voice for the voiceless and try to help the undeserved. So if I identify someone I can help I will lend a helping hand

Making myself visible in spaces like this to say Latinos are here. I work in the school system and I am organizing workshops for the Spanish speaking community.

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

What can I do personally and we do as a community to advance inclusion and...

Should be open to meeting people outside my race. Don't think everyone that is white are evil. And this "Sanford Speaks" helps.

To have more real conversations like this with both communities.

Start and continue uncomfortable, inclusive conversations. I would love to have more of these conversations in unusual settings, like commission work sessions, church's, community meetings.

Have more meetings like this and continue these conversations

Continue to host public forums in each neighborhood and provide a means for residents to voice their concerns.

Participating in groups like REEI. Vote and attend city and county commission meetings. Attend school board meetings,

Communication is key Understand all race and background instead of assuming or being judgmental

Advocate for my local neighborhood. Protest with my vote. Support local businesses that promote diversity and equity and practice inclusion.

Offer more workshops for employment, business ownership and education

Bring ppl that don't look like me to outings

Would love to fund a minority business initiative if I was aware of the opportunities.

Speak to the systemic assumptions about building and governing a city...less business model and more community building.

Have diverse relationships

Make sure we treating everyone with equality and not based on a click

Get the people that feel like they don't have a voice out to these type of events. They need to feel heard if you ever want to truly be able to make a difference.

Listen and learn and advocate.

Have tough meetings to talk about about important issues.

Continue with encouraging others to be inclusive.

Have more intentional uncomfortable conversations

Continue to have challenging uncomfortable conversations

Consider a city certification or approval for businesses that are committed to justice and inclusion

Listen to residents and vote in there best interest

Begin to participate in activities that promote inclusion. I can visit businesses and places that I am not used to.

Encourage diversity in community event boards

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q4 - What is my vision for the City of Sanford?

What is my vision for the City of Sanford?

Create six districts ensuring the Black vote

Unity and justice

We need to go to 6 districts. NOW!

I want Sanford to be a welcoming place for all. Continue to advance in development without isolating or ignoring certain communities in the planning process.

Peace, love, harmony, kindness to eachother, kindness to animals and the environment. Prayers for peace in the small and the global community.

Continue the great progress since the 70s but faster and more intentionally.

To be a diverse community in which there is pride in heritage and history no matter what neighborhood you live in.

Economically strong, safe, healthy community.

To be an all inclusive community for all race of people

I want to see Sanford as a community that acknowledges its past and moves forward in a just and equitable manner. Where fairness and peace transcend gender, race or ethnicity.

For our City to become one community.

Full integration. No more black church. White neighborhood. Etc. also, I heard someone make a good point today about Main Street and the popular restaurants getting too upscale... it's a tough balance.

Not a resident of Sanford, but my vision for community in general is one where the whole story of the community is known, honored, and respected. My vision of a community is one that prioritizes accountability and collaboration, ensuring that the voices of the most marginalized are essential in decision making processes concerning their lives and community.

happy children!!!

A beautiful city with high quality of life and law and order

In the picture that was shown....I want the tree of justice...where there is economic equality

My vision will eliminate the need for meetings like this one. This is great but it's highlighting that issues still exist.

To have more of my community represented in spaces like this. To move towards equity and justice framework

To be a melting pot where everyone and live and thrive together. In every community

My vision is have a diverse and thriving community. Where you feel welcome to walk into any space or establishment.

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

What is my vision for the City of Sanford?

I love Bokey! I'd love to see Sanford become a more unified and vibrant city!

To see that all are treated equally and fair. I want my children to have a seat at the table and not be left behind.

I want Sanford to maintain it's historic charm but I want to see it become more inclusive for all cultures and ethnicities.

To get people educated and rid themselves of racism.

Having more sit down uncomfortable truthful conversations about the matter at hand

Where all are celebrated, not homogenized

To be a city full of just and equitable communities/neighborhoods. For everyone to feel welcome and supported. Equal opportunity and equal access.

To bridge the gap with our community

Safe equality for all

To stop saying White Community & Black Community and just say "Community"

A shining light of racial equality that includes a thriving business community. A "black Wall Street" for Goldsboro.

City of justice for all residents and visitors

Diverse, more family and adult activities, transportation, affordable housing for my children and grandchildren

To see an inclusive city amongst the African American.

My vision is to see a city that comes together not just when there is tragedy, but even during the good times. Unity doesn't always have to be for a sad moment in this city.

That there will be a diverse city where all are included.

That more of the citizens work together.

End the division.

All neighborhoods are treated equal

To feel like it's truly diverse. We are diverse but we still ate seperated depending on where we live or spend our free time

Real equality and not lip service

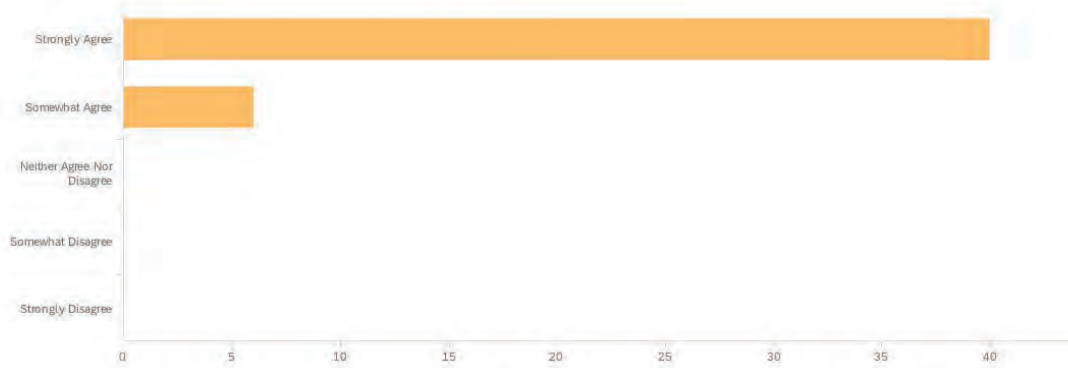
To be a city where all are welcome!

A more thriving downtown

One that residents feel comfortable.

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q7 - I felt engaged during the workshop:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I felt engaged during the workshop:	1.00	2.00	1.13	0.34	0.11	46

#	Field	Choice Count
1	Strongly Agree	86.96% 40
2	Somewhat Agree	13.04% 6
3	Neither Agree Nor Disagree	0.00% 0
4	Somewhat Disagree	0.00% 0
5	Strongly Disagree	0.00% 0
		46

Showing rows 1 - 6 of 6

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q9 - I would like to provide the following comments, suggestions and/or feedback about the workshop.

I would like to provide the following comments, suggestions and/or feedback:

Provide a planning document that each person can take with them to brainstorm ideas, continue the conversation, and contemplate his/her role.

Thank you all for doing this great program!!

Awesome

Host frequently.

Excellent workshop

None. I enjoyed myself. Really enjoyed meeting new people and get acquainted with the issues facing Sanford.

Latercomers causes several groups to go up to 5-6 people and that is challenging given how the timer is strictly for 4 people.

The strict adherence to time sometimes detracted from the value of the conversations had

This was amazing & very engaging! As a white woman myself, I think the white facilitator could have done less mentioning of her experiences as a white woman as she listened to the stories from a white perspective, & just let the stories of community members speak for themselves (this centers whiteness unfortunately even though this wasn't her intention).

This was very impactful

The format is great, I was engaged the entire time.

This has been an amazing experience and networking with individuals that we don't know.

Keep it up this is great for something special happening here

This was great and very interesting and more of them need to happen

This was excellent!

The workshop was phenomenal and real conversation that need to be heard in our city commission meetings.

We need more of these workshops.

Continue this committee throughout the year.

Awesome, need it to be on going

We need more like this at least annually.

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

I would like to provide the following comments, suggestions and/or feedback...

This was important and very engaging about the things that are still going on in Sanford

Have an open forum for ideas. Collect them all in the meeting. Then anonymously rank them at the end of the session as most impactful

I would love to see another workshop and to have it open to community by advertising

Did your best at starting and stopping individuals who were sharing.

Much needed and more needed

Keep it going! These small things will make a huge impact

It was great

What change the commission is racist against African Americans in Sanford

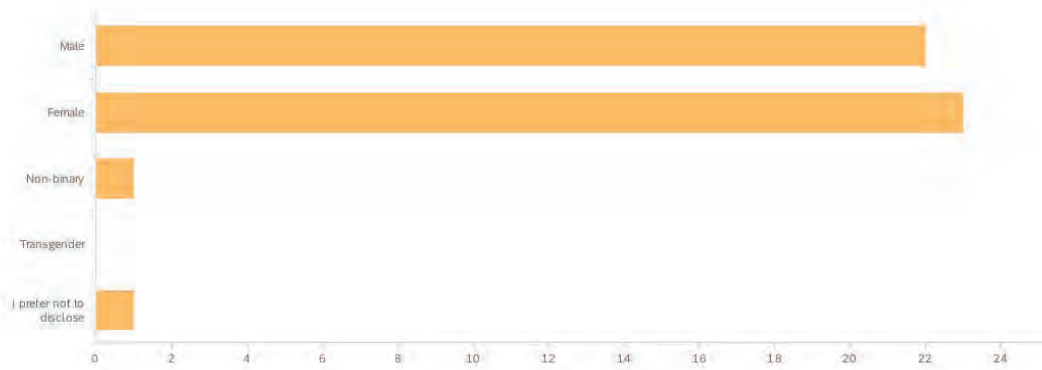
It was great and really made me think about some things that I can do to be better.

None

Great workshop more is needed

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q12 - Gender



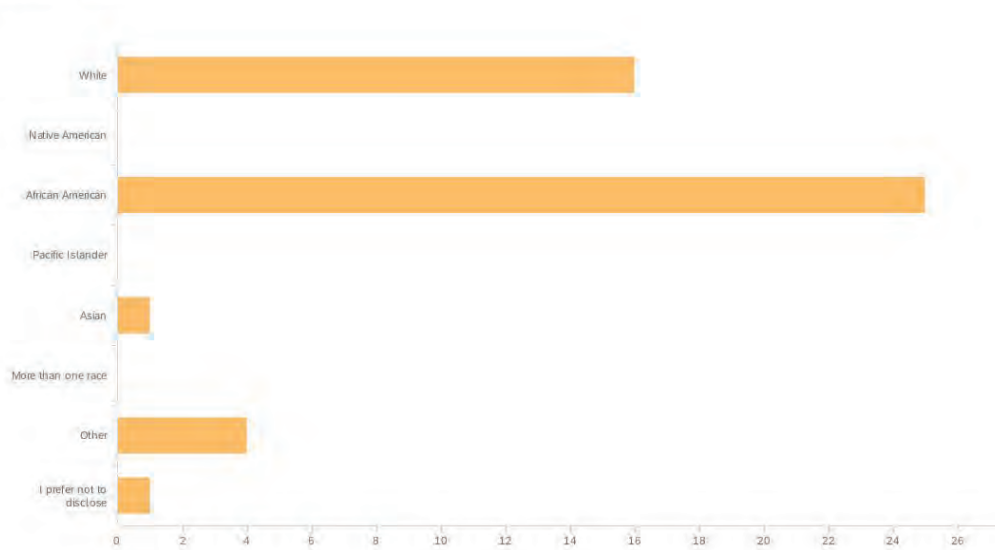
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Gender	1.00	5.00	1.62	0.73	0.53	47

#	Field	Choice Count
1	Male	46.81% 22
2	Female	48.94% 23
3	Non-binary	2.13% 1
4	Transgender	0.00% 0
5	I prefer not to disclose	2.13% 1
		47

Showing rows 1 - 6 of 6

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q13 - Race



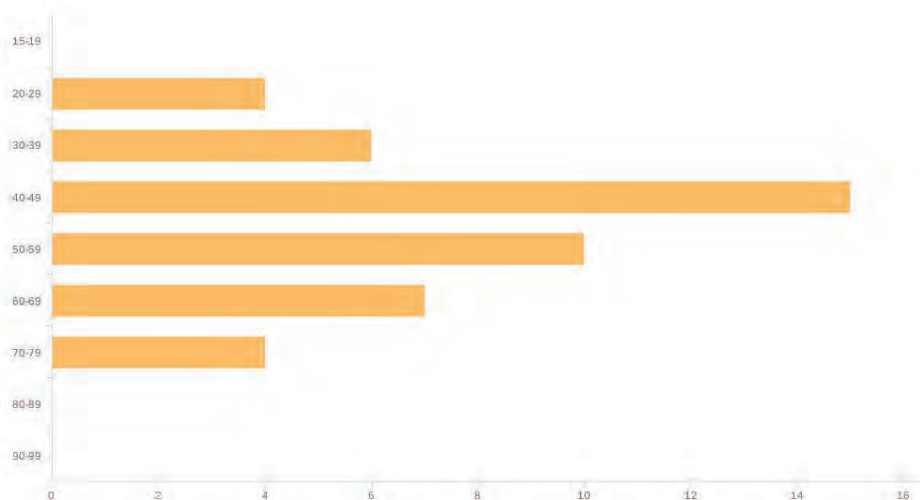
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Race	1.00	8.00	2.81	1.82	3.30	47

#	Field	Choice Count
1	White	34.04% 16
2	Native American	0.00% 0
3	African American	53.19% 25
4	Pacific Islander	0.00% 0
5	Asian	2.13% 1
6	More than one race	0.00% 0
7	Other	8.51% 4
8	I prefer not to disclose	2.13% 1
		47

Showing rows 1 - 9 of 9

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q14 - Age

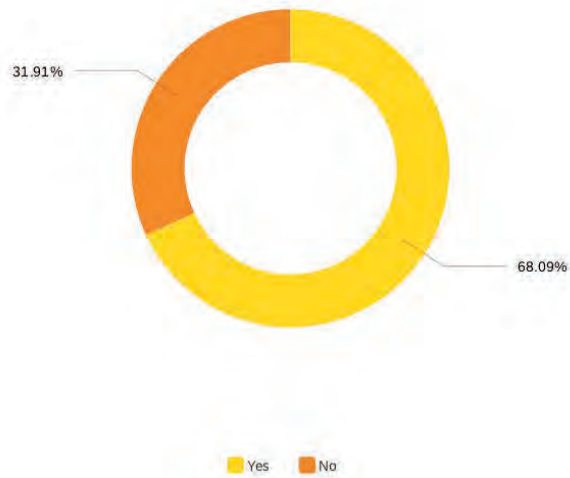


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Age	2.00	7.00	4.48	1.36	1.86	46

#	Field	Choice	Count
1	15-19	0.00%	0
2	20-29	8.70%	4
3	30-39	13.04%	6
4	40-49	32.61%	15
5	50-59	21.74%	10
6	60-69	15.22%	7
7	70-79	8.70%	4
8	80-89	0.00%	0
9	90-99	0.00%	0
			46

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q15 - I am a resident of the City of Sanford



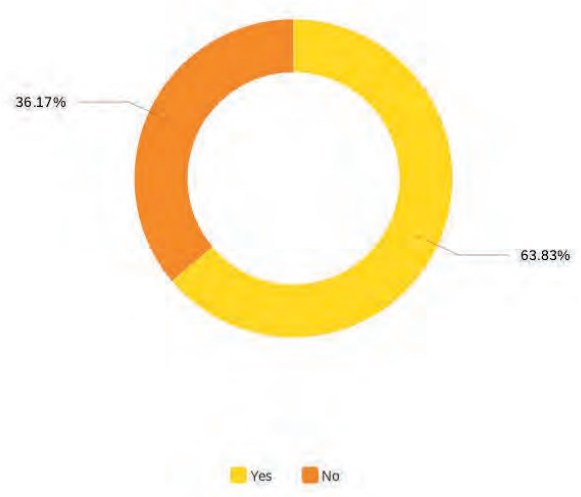
#	Field	Minimum	Maximum	Mean	Std. Deviation	Variance	Count
1	I am a resident of the City of Sanford	1.00	2.00	1.32	0.47	0.22	47

#	Field	Choice Count
1	Yes	68.09% 32
2	No	31.91% 15
		47

Showing rows 1 - 3 of 3

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q16 - I work in the City of Sanford



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I work in the City of Sanford	1.00	2.00	1.36	0.48	0.23	47

#	Field	Choice Count
1	Yes	63.83% 30
2	No	36.17% 17
		47

Showing rows 1 - 3 of 3

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

Q10 - How did I hear about Sanford Speaks?

How did I hear about Sanford Speaks?

Facebook Church

Fellow employee

Goldsboro Front Porch

I'm a professor at Valencia, and local attorney

Through tv

Through email that randomly came to me perhaps because of my association with other groups.

Sign posted on Westside Community Center door.

Social media

Invited my the City Manager. So glad he encouraged attendance of City Staff

Dr. Velma Williams

Meghan Killingsworth and Citizens Academy

PJl

Erick Sanchez

City

Co-worker

Barbershop talk Podcast

Through a friend.

My supervisor

Through my job

I'm a Peace and Justice Fan!

The Barbershop Conversation

Word of mouth

SANFORD SPEAKS EVENT SURVEY - APRIL 26, 2022

How did I hear about Sanford Speaks?

City Commission Meeting.

Bentley, Williams

Facebook and my church. FUMC Sanford

Facebook

Friend

Email

Commissioner Williams

Pastor Meghan for Methodist Church

Valencia employee

City of Sanford Citizens academy

Employer

One of my friends.

Originally from pastor Meghan

City of Sanford

I'm on the committee

I was invited by a leader in the community

Social media

City hall

Friends

Flyer

Friend

End of Report

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q2 - What inequalities have I witnessed or experienced in Sanford?

What Inequalities have I witnessed or experienced in Sanford?

Personal Safety, inequality in "equal protection" under the law.

Equal job opportunities

Poor communities with great disadvantages that need community support.

Sanford Goldsboro is a food desert.

Not being treated equal as students, we had to use the old schoolbooks from the white school every year until segregation ended in the country.

I've experienced colorism for the first time in Sanford, FL for the first time. A black boy said I was "blue black"

People without cars being turned away from free food lines Roads is disrepair in poor neighborhoods

The older neighborhoods like Goldsboro and Georgetown need infrastructure improvements, sidewalks, etc.

Supermarkets are few and not competitively priced. Public transportation is very bad. City administrators do not respond or correct problems.

Seen food injustice, food apartheid or "food deserts" in areas of Sanford. Inequities in the school system. Achievement gaps between some Black/Brown students and white students. Not enough diversity and inclusion in hiring of Black and Brown teachers, staff and administrators

Education. When I moved here and searched for a middle school for my daughter, I didn't have transportation, and felt that it was wrong to be distracted outside of your neighborhood. We were in walking distance to Sanford Middle School, but zoned for Markham Woods. That harkened to the old days of bussing that is still happening today. I was told even though I was in close proximity, she couldn't go to that school. Zoning and rezoning need to be looked at more deeply.

City Sanford Softball league, the Umpires always take a wrong decision on the field

None so far

Educational System- promotions within that system and lack of support for our children.

Neighborhood cleanliness is number one on my list. If the neighborhoods are cleaner and brighter more people will experience an increased pride of ownership.

Business owners publicly denouncing minorities.

Food desert. Inadequate public transportation. Commissioners ineffective.

Money in neighborhood's equal

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

What Inequalities Have I Witnessed or experienced in Sanford?

Less homogeneous businesses located in the commercial areas.

People of color being pushed out as an area became gentrified.

Consequences for Black/Brown boys in school compared to consequences of white students committing same infractions.

Housing continues to be inequitable and largely segregated. Most neighborhoods and communities are not integrated.

Educational opportunities, specifically access.

The County and City have not historically invested equally in infrastructure in historically black communities like Goldsboro and Midway.

Goldsboro has completely different landscape than downtown waterfront. Veteran's memorial park is beautiful with lush trees and goldsboro doesn't have that. They have wooden murals that are barely standing up.

Blacks not feeling welcome in some restaurants

From Goldsboro to Georgetown those communities are underserve in comparison to Downtown Sanford, airport new housing.

Students of color being identified as discipline problems rather than helping them with their issues before the behaviors take over.

Sanford speaks doesn't have Hispanic or Latino as an option on its survey

None

Transportation and infrastructure inequalities

High paying job opportunities

Lack of true community. My privilege was to not be aware that BIPOC did not feel welcome on First Street and city events held there.

Racial inequality in the community depending on what neighborhood you live in

Quality in neighborhoods.

No access to Healthcare in Goldsboro

To Sanford more equal

Gerrymandering, exclusion of certain communities, lack of action on the part of elected officials over the years.

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q3 - What can I do personally and we do as a community to advance inclusion and equity?

What can I do personally and we do as a community to advance inclusion and...

Advocate for community gardens; locally sourced produce/meat Farmer's markets in food desert area; encourage our church's preschool to provide scholarships for minority kiddos; see something, say something - be an ally

Work with various groups d

Provide more intentional opportunities for people of diverse backgrounds to come together for discuss open discussion like this

I want to and I'm trying to support Goldsboro getting a farmers market and a strong community garden. If I can find connecting a grocery store.

Be more involved in my community

Being committed to take this chance to work this issue from churches to school, and work places.

We can support historical black homes, instead of pushing those families out of their homes. The city of Sanford could help keep the houses safe and livable for the families to live in.

More open, honest discussions Teach white people how to be active anti-racist, being an ally is not enough

Support minority owned businesses

Be more active with my volunteering.

Provide tutoring for children who are part of achievement gaps. Serve on Diversity, Equity and Inclusion committees. Tutor young children to help close the achievement gap. Would like to see us go to the School Board and set up more tutoring of young children (ex. Nanas, Papas and Friends and Rap Tutors)

I want to be able to offer more cultural arts to the community.

Share all information about events in all social media including differents communities in the Sanford area

Educate the public about equality

Find those with like concerns and advocate for my areas of concern.

Involvement. That's why I attended tonight.

Making sure minority communities are informed of opportunities. Traditional methods are not always effective.

As a non resident I am able to volunteer within Sanford in some fashion

Volunteer

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

What can I do personally and we do as a community to advance inclusion and..

Provide greater mobility within the community like city sponsored transportation, Small business grants to minority/underrepresented groups

Continue to have sanford speaks on a steady basis

I joined the Diversity & Inclusion Committee of the Semdems, attend all the meetings & events to try & educate.

Integrate, by going to places that you typically won't go. Make new connections with folks outside of your norm.

—Comprehensive audit of zoning and housing policies. —Incentives for businesses to open in historically underserved areas.

Be intentionally welcoming. Go into other neighborhoods to get comfortable and get to know or at least recognize different people there.

Not only have discussions like these but make a genuine effort to change policy and practice.

Change the County Commission districts so that they are not elected County wide. This would allow the opportunity for more diverse people to be elected, especially in District 5th which covers Sanford.

We want people to have access to jobs and resources but we need to build programs to help them get there.

I personally - work to make more friendships across racial lines. City- more intentional programs that bring together diverse populations

Get faith based groups together and have a cultural day.

Have people like me understand we need to change this system it starts with us bridging the gap.

Keep inviting and bringing new and varied people to everything.

Say something/ come to the defense of those being excluded - small individual steps make the biggest changes

Be willing to listen to others' experiences. Call out inappropriate and non-inclusive behaviors.

Attend local meetings

Bring different communities together to host events. Have true whole community events celebrating each culture in our city.

Talk about the inequalities, have open discussions

Get out of your comfort zone and try new places. Ask why instead of being judgmental.

Continue providing resources

Make it to more meetings

Raise awareness and vote.

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q4 - What is my vision for the City of Sanford?

What is my vision for the City of Sanford?

Know better; do better by

Equally

Keeping the good banking Build the history and build cultural events. Preserve the remaining diversity Reopen the historic hotel Build tourism

To be as 1

Being all on one accord.

I would like the city of Sanford to be a safe haven for all ethnic communities to live and thrive in.

An integrated city where all people are respected and given opportunities and tools to lead

All areas and neighborhoods receiving funding to create healthy, equitable communities instead of all the focus on first Street and Sanford Ave.

All peoples given equal and equitable opportunities and living in harmony.

That there will be more of the diversity and beauty of a multicultural city..where Historic Goldsboro Blvd. is a place where we can shop, listen to all kinds of music but especially jazz, where there are shops of all kinds, book stores, etc. Where people are comfortable in places where they don't look like everyone else.

To see more cultural events in the city, beyond MLK day.

Ground Cultura though support differents event, work together

Diversity and union

I would like for it to be a truly inclusive city. There should not be a noticeable difference when you cross over from one side of the highway to the other.

Cleaner neighborhoods and increased commerce in those neighborhoods.

See more growth in the traditional Black communities and not gentrification.

Good public transportation that runs in areas that are presently have no public transportation. Public Wifi. Demand results from commissioners. Increase food stores. Demand that Jaly post prices for their product as all stores do that are not in black areas. Provide security for HUD housing in area. Increase affordable housing in Sanford

Living & working together

Increased melding of population s, less homogeny, but retaining individual histories and culture of certain areas. Also providing greater recognition to the contribution these minority communities have made to SF and Sem Cty.

To be a city where we all are one.

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

What is my vision for the City of Sanford?

More integration rather than segregated neighborhoods.

A healthy and equitable community for all!

A community where the Justice concept on the handout is fully implemented.

BIPOC welcome and fluid community with whites

A city full of just and equitable communities where anyone can live anywhere in the city and feel safe and comfortable.

The growth of downtown and the investment in downtown is mirrored in Goldsboro and Midway. They become centers where people invest in relocating their businesses and restaurants to.

My vision for sanford is be as diverse as Orlando, where we eat , pray, shop together as a big community

More racial equity. Have it become more natural- the inclusion,

Great place to live,work, & play.

All cultures will feel comfortable with going to downtown and holding events downtown.

A truly blended city where we reach out to support each other.

It will be good to see African American leaders in the public schools: Principals, school board members

A more diverse, accepting community

To become one City. Not black or white part of town

For us to all feel welcome in all places.

To feel unified

A community that is reflects the diversity it has.

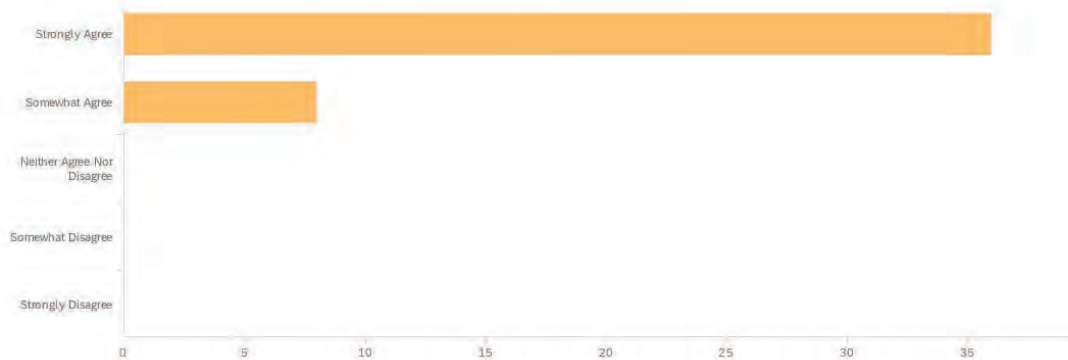
To be more inclusive

Equal

Honestly dealing with complex issues rather than letting money and ego make decisions

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q7 - I felt engaged during the workshop:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I felt engaged during the workshop:	1.00	2.00	1.18	0.39	0.15	44

#	Field	Choice Count
1	Strongly Agree	81.82% 36
2	Somewhat Agree	18.18% 8
3	Neither Agree Nor Disagree	0.00% 0
4	Somewhat Disagree	0.00% 0
5	Strongly Disagree	0.00% 0
		44

Showing rows 1 - 6 of 6

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q9 - I would like to provide the following comments, suggestions and/or feedback about the workshop.

I would like to provide the following comments, suggestions and/or feedback...

More meetings with educators and leaders

I love that it kept me engaged and started conversations.

Fewer testimonials from area leaders and more time for group work

Very well done

I felt it was somewhat pre-scripted.

Please bring us together to talk more about the recommendations that the committee comes up with and how we can follow up with actions.

Just keep these meetings going

This was much needed, and I hope that we can honestly make the necessary steps in a timely manner. It should not take another twenty years.

Keep up the STRONG WORK.

Reach out more to get minorities involved.

I think it was great!

I would recommend we switch seats and move to other groups during the process.

A room with less echo.

This was very eye opening and helped to see how others experience inequality.

Excellent engagement from all.

Please duplicate these workshops in other venues, purposefully recruit participants. I am not sure that tonight's audience was representative (too many city employees, except where was the police department—noticeably absent; too many educators).

Nice way to connect with others with similar concerns or hopes. But how do we keep moving forward?

It would have been nice to have more time in cross talk, especially with our group that had 5 people.

This was great and they need to do more of these

Have a follow up with the members of the small group. Really enjoyed getting to know them.

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

I would like to provide the following comments, suggestions and/or feedback...

A little high tempered discussion are great to move forward.

We need more of these opportunities.

The facilitator was awesome

well run, kept to time, many opportunities for small group and all-group sharing

Salute Mr Bentley and Dr Williams for bringing this to Sanford.

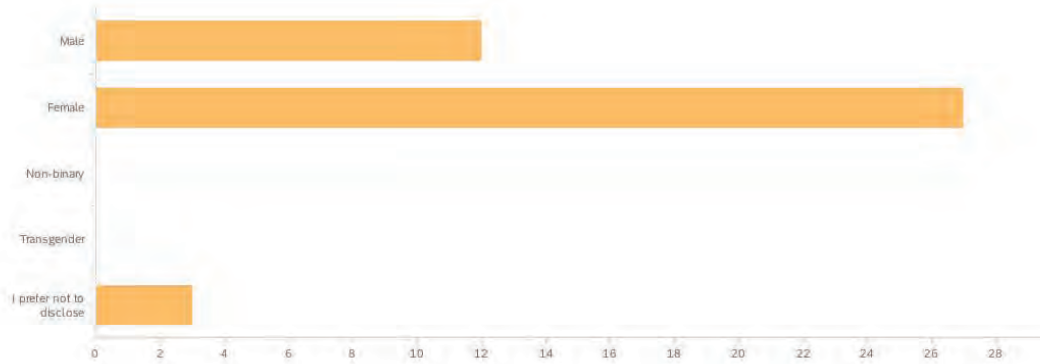
Amazing. Eye opening and heart breaking.

It was perfect - thank you

More workshops

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q12 - Gender



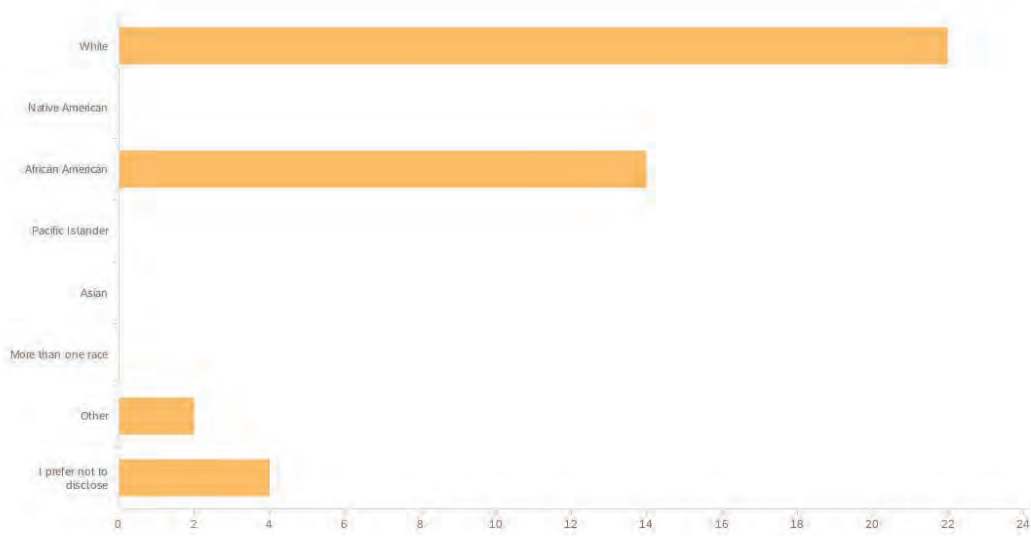
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Gender	1.00	5.00	1.93	0.96	0.92	42

#	Field	Choice Count
1	Male	28.57% 12
2	Female	64.29% 27
3	Non-binary	0.00% 0
4	Transgender	0.00% 0
5	I prefer not to disclose	7.14% 3
		42

Showing rows 1 - 6 of 6

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q13 - Race



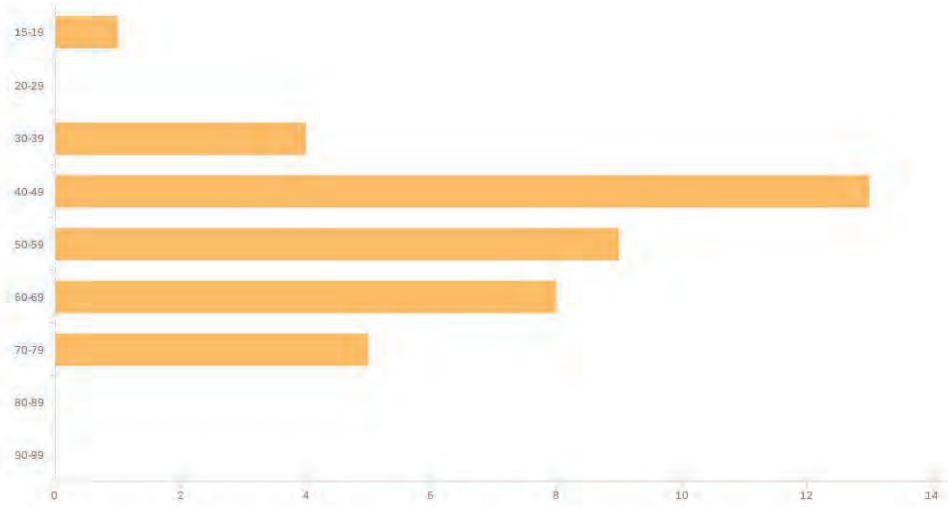
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Race	1.00	8.00	2.62	2.26	5.09	42

#	Field	Choice Count
1	White	52.38% 22
2	Native American	0.00% 0
3	African American	33.33% 14
4	Pacific Islander	0.00% 0
5	Asian	0.00% 0
6	More than one race	0.00% 0
7	Other	4.76% 2
8	I prefer not to disclose	9.52% 4
		42

Showing rows 1 - 9 of 9

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q14 - Age

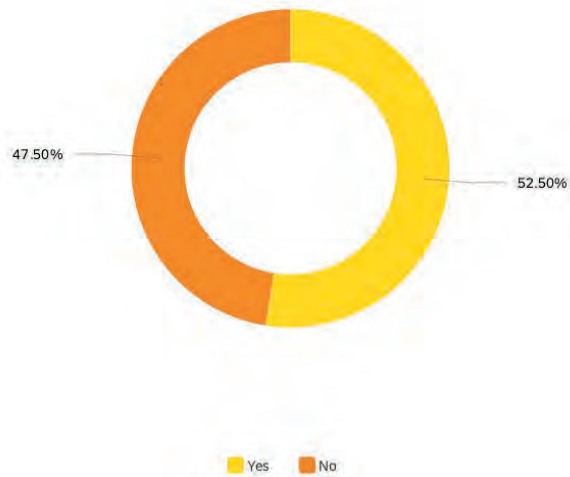


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Age	1.00	7.00	4.83	1.34	1.79	40

#	Field	Choice Count
1	15-19	2.50% 1
2	20-29	0.00% 0
3	30-39	10.00% 4
4	40-49	32.50% 13
5	50-59	22.50% 9
6	60-69	20.00% 8
7	70-79	12.50% 5
8	80-89	0.00% 0
9	90-99	0.00% 0
		40

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q15 - I am a resident of the City of Sanford



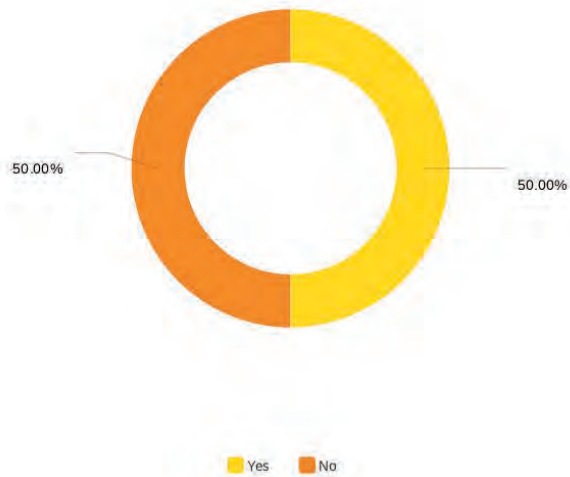
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am a resident of the City of Sanford	1.00	2.00	1.48	0.50	0.25	40

#	Field	Choice Count
1	Yes	52.50% 21
2	No	47.50% 19
		40

Showing rows 1 - 3 of 3

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q16 - I work in the City of Sanford



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I work in the City of Sanford	1.00	2.00	1.50	0.50	0.25	40

#	Field	Choice	Count
1	Yes	50.00%	20
2	No	50.00%	20
			40

Showing rows 1 - 3 of 3

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

Q10 - How did I hear about Sanford Speaks?

How did I hear about Sanford Speaks?

City community meeting

A family member.

A friend

City Hall

Flyer at Colonial Room

Dr. Velma Williams

Meghan Killingsworth...social media...Dr. Williams

Peace and Justice Institute

Social media

Working at the civic center

A friend

Katie Murphy encouraged me to attend

Email

Poster

Ad

My employer

Online

I can't remember

Press Release

REEI Advisory Board member Venise White

City website

Thu PJI

SANFORD SPEAKS EVENT SURVEY - MAY 19, 2022

How did I hear about Sanford Speaks?

Facebook

I live in Lake Mary near Sanford and our friend invited us who is a pastor at a church in Sanford.

My job

From a friend. From my church. From Facebook

Community Legal Services of Central Florida

Work

PJI

In the community

Lisa Holden email

Poster/ City of Sanford Facebook page

Neighbor recommended this

The Barbershop Conversation Podcast

From PJI email

I am in the committee :)

Someone on the committee.

Committee member

My friend

Email

End of Report

CITY OF SANFORD ONLINE SURVEY DATA

Q2 - What inequalities have I witnessed or experienced in Sanford?

What Inequalities have I witnessed or experienced in Sanford?

Leftover neighborhood segregation from redlining, schools are largely segregated, large number of black males in ESE behavior units in schools, waterfront area and low numbered streets gentrified

Housing crisis has created no affordable housing options on the city. As you know, low-income, single-parent households rely the most on access to affordable housing. Even with the addition of Monroe landing development. The development doesn't provide enough units to accommodate the large population of the community seeking and in desperate need of suitable, affordable housing.

Racist supervisors at the city of Sanford. Not allowed to do things because of my nationality while others can do it with no problem. Was called a N.

District one commissioner never comes out to her other part of District

Flooding in predominantly black neighborhoods. Zimmerman getting away repeatedly -with inciting violence & remaining legally unscathed AND with his carry permit.

Poor people, the majority people of color, live in places that Sanford chooses to ignore. There is little maintenance of the streets and basic needs. Meanwhile, downtown Sanford gets all the perks. There are too many unhoused people, and the NIMBYs complain about them, without even thinking about how terrible must be to lose everything and have no place to be. Meanwhile, Sanford allows the real state industry to build all over the place, destroy the environment and not contribute to the wellbeing of every Sanford resident. Unhoused people are Sanford too. Why not demand that for every house the construction companies build, they also build a tiny house for the unhoused, in a place with easy public transportation and grocery stores? There are cities doing that and with success, including providing counseling

A severe lack of Black-owned business storefronts in the more developed areas. It's very evident that there are two Sanfords, where one side is fast developing, and the other looks nearly derelict. School zoning seems to disproportionately affect young Black students, typically resulting in a high number of low income students at one school; there's a contentious imbalance of wealthy kids and poor kids at schools (as reported on the news) which impacts quality education. Students should be able to go to school wherever they want.

None honestly.

None really since I lived here

Sanford annexed the thriving town of Goldsboro, which didn't want to be annexed. Kids in Goldsboro can't even attend the excellent high school in their own neighborhood (unless they are lucky enough to get selected.)

Black Racism against Whites by acting entitled, refusing service, passive aggressive comments, and immediately say "Race" when ANY issue occurs.

N/a

Much of the advertising, imagery, calendars, history, etc., are mostly about and picture white Sanford.

This whole city is divided. All you have to do is drive down park avenue or drive down a different part of Sanford avenue and all you have to do is look around and you'll see the division. The city cares more about what Park avenue looks like the river and downtown than anything else. When you beautify a city you should beautify the entire city not one section. Stop throwing money all in one area and consider the rest of the town as well

CITY OF SANFORD ONLINE SURVEY DATA

What Inequalities Have I Witnessed or Experienced in Sanford

none

Redlining, gentrification, exclusion,

None

Government agency employment discrimination on different levels

I saw that Latino Community is big and most of them don't speak English and most of the city informations are only in English

A lot of the family activities are tarnished by other groups pushing their agendas.

I have not witnessed any as I am only a 1 year resident.

None

Zero

The maintenance/control of flood issues in regards to installation of curbs/drains in marginalized neighborhoods have been neglected and there is no Community Benefit Service Agreement framework to address concerns about In-Fill residential property construction/stormwater runoff/water retention/lighting in public spaces/permitting for Non-contributing resources/dumping/traffic control and lack of seamless communication and due diligence to reach the general public. Make residency a requirement

Disparity in focus between districts. Downtown areas receive more focus than mid sanford to south sanford areas, despite large businesses being located in these areas. Lack of job opportunities for sanford civilians, most moderate to high paying jobs are located in Lake Mary. Sanford citizens may not be able to have adequate transportation to the Lake Mary area. Sanford is being highly promoted as a recreational city as opposed to a city with jobs for its civilians, which is particularly

My daughter being on the receiving end of implicit bias while shopping on 1st Street.

In an effort to "include" minorities, the community has gone off the rails in excluding anyone that doesn't buy into the flavor of the day. By continuously segregating people by race, gender etc. to "include" them, we are only excluding and segregating more.

Separate celebrations for Goldsboro compared to downtown events. Lesser improvements to park and public sidewalk, lighting amenities outside of the downtown and historic districts.

None

More diversity with the types of restaurants in Sanford. I've only seen Chantelle's for the African American community. Any opportunities for other nationalities?

Plackeds posted from Patriot Front on city property downtown about the marina (you'll remember them as the bunch that tried to bust up the Pride event after they were spotted loading up in a usual truck)

Lack of inclusion. We have a major road that divides us, and keeps Goldsboro away from downtown. That road is a redline road, for sure.

None

None.

CITY OF SANFORD ONLINE SURVEY DATA

What Inequalities Have I Witnessed or Experienced in Sanford?

Prejudicial activity towards minorities

Very real inconsistency in enforcing current city codes. 25th St seems to be the line where it starts and goes south to Lake Mary Blvd. From Sanford Ave west to Old Lake Mary Rd. Drainage is an issue in area, as are junked vehicles being uncovered by tarps, yards full of trash and debris...city codes are not applied for whatever reason.

None

None

We keep hearing Hispanics and African American face disparities because of the color of their skin. I'd like to remind you that a majority of the call centers in the neighboring counties including Seminole are employing mostly minorities.

None

The attitudes expressed by community members both on social media and in person range from grossly inappropriate, to subconsciously expressing various biases. I witness this in Sanford much more than other cities on whose groups/pages I regularly participate in. These are biases that can be best described as involving racism, as well as sexism and homophobia/gender bias.

The areas of Midway and Goldsboro are in stark neglect when compared to other areas of Sanford, and I am afraid they will soon be targets for gentrification.

CITY OF SANFORD ONLINE SURVEY DATA

Q3 - What can I do personally and we do as a community to advance inclusion and equity?

What can I do personally and we do as a community to advance inclusion and...

Make it normal to discuss, particularly as a structural/societal issues and reduce people's perception of it being negative commentary on individuals' character.

Ensuring our community can thrive together as a whole will advance and increase inclusion and equity amongst our residents. My personally goal is always to help those around me in need. Creating opportunities for the residents to be informed of local programs and state/federal initiatives to support and provide information on hardship grants, small business opportunities, family related resources (counseling, food supplements, etc.). Being a beacon for city residents and informing them of all opportunities to thrive both socially and economically.

Actually care about people of color.

know that Sanford has many people who live outside of downtown. Even the police Dept does not come out of downtown unless called

Sanford is very much on right track with this, thanks to changes in admin and training and culture within SPD.

Demanding from the council and mayor that they do their job instead of touting "middle class/small business" policies that only benefit corporations.

Increased community service opportunities, host panels/town hall meetings for the community based on these subjects, bring more culturally diverse events to Sanford. Fight to teach unaltered history in and out of schools that empowers Black and People of Color.

Treat all people respectfully no matter race or religion.

Have more events like the one on the 4th at lake Monroe - was good to meet people

Put the best school in the worst neighborhood without excluding the children from that neighborhood.

Start being more OBJECTIVE looking at FACTS instead of making excuses

Continue hosting different cultural events like st. Patrick's Day Puerto Rican day parade Juneteenth etc

Make sure everyone can access and feels welcomed at all Sanford functions. What demographics/ have the bands been? artists? Does the percentages of all city workers reflect the percentage of the actual city? If not, why not? Who is doing the hiring?

Make more resources available in education, create more inclusive school based programs, provide more multi cultural representation in public offices and businesses. Reach out local underserved communities with solutions to housing crisis and underemployment. Provide better college and career services to all high school students not just athletes.

Be humans

Become more active in city government/civic engagement.

Get to know some of our neighbors

Give more information innothers language such as Spanish

CITY OF SANFORD ONLINE SURVEY DATA

What can I do personally and we do as a community to advance inclusion and...

Different store fronts from people with different ethnicities.

Stop talking about racism that doesn't exist anywhere but the news.

Be open and honest with ourselves and others. Treat each other with respect.

Stop seeing people differently and just see people.

More recognition of our historic roots as an African American community, a focus in our arts, events and marketing to note we are focused on a diverse community, continued focus on mixed income and affordable housing stocks.

Continue same policies.

Make sure opportunities to talk about these issues continue

I've removed those placards along with the marina staff

I try to always be inclusive.

I feel Sanford is becoming more inclusive

Quit making racial diversity a thing. The more you focus on division, the more division occurs.

Treat everyone equally. No more African-Americans or Asian-Americans. We are all just Americans.

Stop treating one side of the city or one neighborhood of the city as a ghetto. It seems like you can only be in one area at a time as opposed to investing in enough staff to make sure that the city is covered consistently and evenly.

Nothing

Be kind

We need to see the police chief continuously post on his social media accounts the crime and the criminals from all walks of life regardless of skin color.

Ongoing education and addressing of this in both public and private. Community meetings, forums, open workshops. Forgive the capitals but HEARING AND LISTENING to some of the voices from the Goldsboro community is VITAL in this. It still is considered "a different Sanford" and that is very wrong.

It is fairly common for monied developers to receive financial incentives to construct new developments and gentrify existing land. Instead, let's buck the trend and provide financial incentives for existing (impoverished) property owners to renovate their properties and make every part of our city beautiful?

CITY OF SANFORD ONLINE SURVEY DATA

Q4 - What is my vision for the City of Sanford?

What is my vision for the City of Sanford?

Not sure what to say here.

My vision for the City of Sanford is to create a safe haven for our residents to raise their children, run their businesses, and be apart of a community that embraces culture, diversity and promotes opportunities to encourage equality and inclusion.

Equality.

remember there are district one people that do live outside downtown Sanford

Continue on current path of inclusiveness. Ditch politicians who want to promote themselves and grow their isn power rather than Advocating for Sanford.

That it starts to include everyone, not only based on race but mostly on class. The police goes to the poorest places to "protect us from drugs" but the bars in downtown Sanford are likely full of drugs. They don't have to bother with enforcement

Cultural parades and events, assist Black-owned businesses, allow students to go to school wherever they want via a choice program versus zoning, develop affordable housing, create more high-paying jobs, offer foreign language classes as early as elementary school (as a standard and not just an online class), recycling bins everywhere, help the homeless by providing food and shelter. As far as entertainment goes, Sanford could use its own premiere movie theater at the town mall. There's a lot of potential for development in that area.

I love the festivities in downtown Sanford. They seem to bring people together.

Peaceful city less crime

Affordable housing that empowers tenants more than landlords. Free public transportation. A community that isn't teeming with unhoused people on every corner.

I'm not overly pleased with Sanford at the moment

To be an upscale community with lots of diversity and growth

Everyone welcome. A genuine apology for our historical behavior, and not just for a PR photo. Best schools in underserved communities. Best public service in underserved communities. Want to make a difference? Be different.

The cultivation, enrichment, and establishment of current citizens making Sanford the shining example of community and commerce

It's going great

Be an inclusive city where all residents are given opportunities to live, work & play in a safe affordable manner.

I would like Sanford to be a place where every resident is/will be proud of where they live, to see law enforcement and government agencies getting out and interacting throughout the neighborhoods.

Involved Latino Community

Family friendly and family safe city,

CITY OF SANFORD ONLINE SURVEY DATA

What is my vision for the City of Sanford?

Where people of color feel comfortable walking downtown.

Great city!

My hope for this community is we become a community of one. Regardless of our individual differences, we have the others and the communities' best interests at the forefront.

To quit wasting time and resources trying to influence those who won't be, and just treat everyone as equal.

One of the most diverse communities in Florida that is strengthened by diversity and inclusion.

Smart slow growth

Diversity for all not just one majority of people

Make Sanford more about its citizens, make it more walkable, and get away from the "drinking town with a historic problem"—almost all major festivals and activities are centered around alcohol and they are solely to line the pockets of a few local businessmen, they do not make Sanford a better, more inclusive community, and they tend to cater only to white folks, it seems.

I would love to see a solution to the homeless problem in Centennial Park. Also, I would love the city to force landlords of vacant storefronts to repair them and rent them out or sell.

In this context, I would say my vision for the city of Sanford is to just not care about anyone's color.

Priority has to be stopping theft. Every person in Sanford is aware of the theft issue. No one is immune. Theft is color-blind. Better policing by more street-to-street patrolling. Stop & frisk will significantly reduce theft. Anyone out after midnight especially. Stop theft.

A city where we are all welcome regardless of our age or our income. Just because the neighborhood's getting old doesn't mean it needs to be ignored or put on a back burner.

Nice sleepy town. Stay far far away from wokeness and group think. Just do what your doing.

Treat others as you would like to be treated

We have to do something about the rise in costs. The 38% in rent since 2019 has affordable houy beyond reach. This isn't just a minority problem: I can barely afford to make ends meet. My car is on it's last leg. I'm not getting any younger and it's Getty more and more difficult to find a lucrative job because of my age, my creditworthiness and my chronic pain.

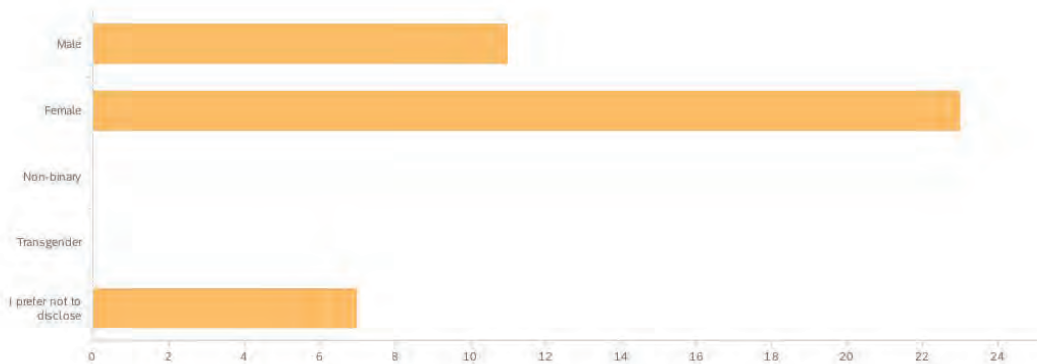
Open for all. A fun place of good dining, and a great place to meet your friends and others

The City of Sanford has so much possibility as a diverse city. Continuing advancing the erasing of division lines will help.

I envision a Sanford that embraces the beauty and potential of its entire history. Historic Downtown Sanford and the surrounding homes are beautiful and improving every day. The new developments in East Sanford and the highway expansion to the west speak to our vibrant future. Now it's time to welcome our brothers and sisters in Goldsboro and Midway to share in that celebration of our storied past by releasing their untapped potential. I would love to see a revival and celebration of one of the oldest African-American founded communities in the US. We can't even begin to imagine what new business, commerce, and beauty these communities could bring to Sanford if only we have them the same support we give to everyone else.

CITY OF SANFORD ONLINE SURVEY DATA

Q12 - Gender



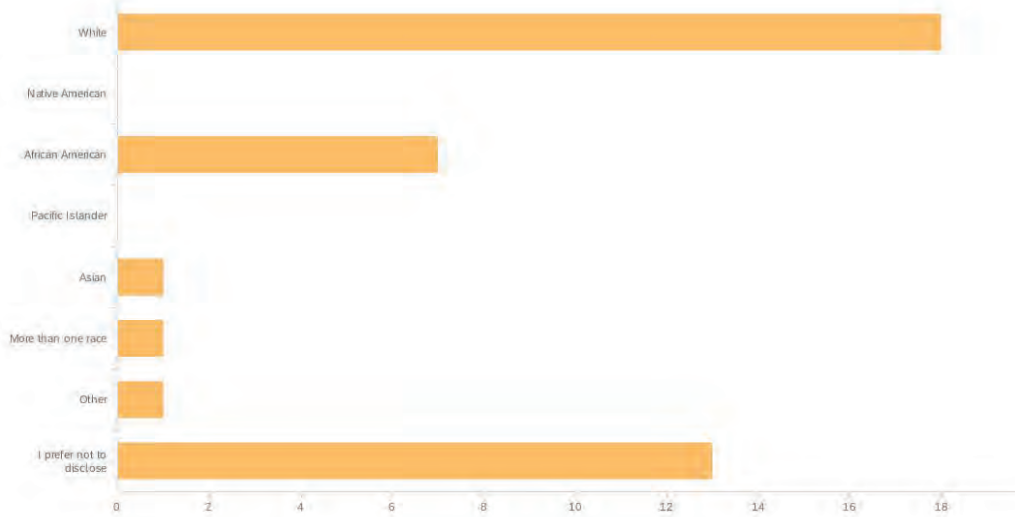
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Gender	1.00	5.00	2.24	1.32	1.75	41

#	Field	Choice Count
1	Male	26.83% 11
2	Female	56.10% 23
3	Non-binary	0.00% 0
4	Transgender	0.00% 0
5	I prefer not to disclose	17.07% 7
		41

Showing rows 1 - 6 of 6

CITY OF SANFORD ONLINE SURVEY DATA

Q13 - Race



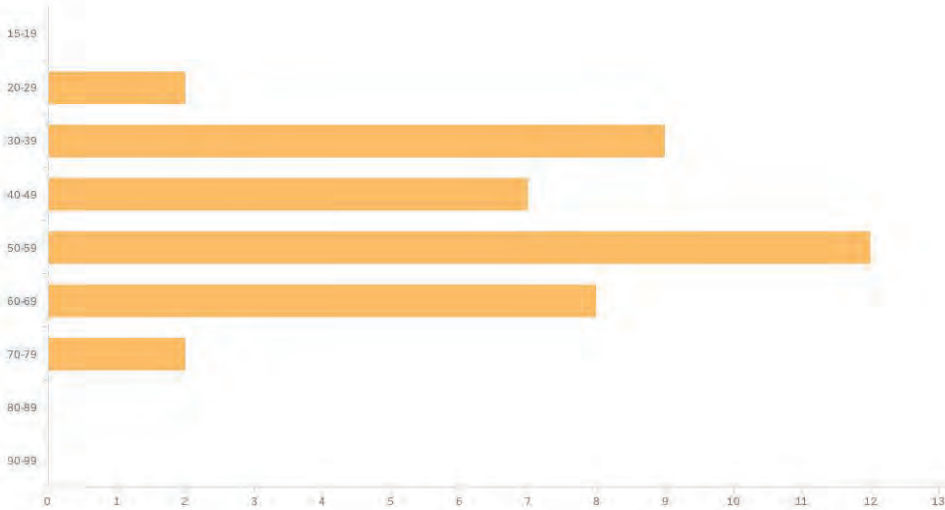
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Race	1.00	8.00	3.93	3.09	9.53	41

#	Field	Choice Count
1	White	43.90% 18
2	Native American	0.00% 0
3	African American	17.07% 7
4	Pacific Islander	0.00% 0
5	Asian	2.44% 1
6	More than one race	2.44% 1
7	Other	2.44% 1
8	I prefer not to disclose	31.71% 13
		41

Showing rows 1 - 9 of 9

CITY OF SANFORD ONLINE SURVEY DATA

Q14 - Age

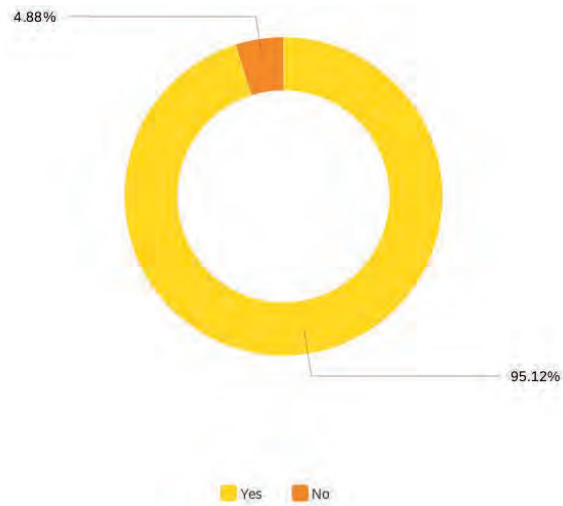


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Age	2.00	7.00	4.53	1.30	1.70	40

#	Field	Choice Count
1	15-19	0.00% 0
2	20-29	5.00% 2
3	30-39	22.50% 9
4	40-49	17.50% 7
5	50-59	30.00% 12
6	60-69	20.00% 8
7	70-79	5.00% 2
8	80-89	0.00% 0
9	90-99	0.00% 0
		40

CITY OF SANFORD ONLINE SURVEY DATA

Q15 - I am a resident of the City of Sanford



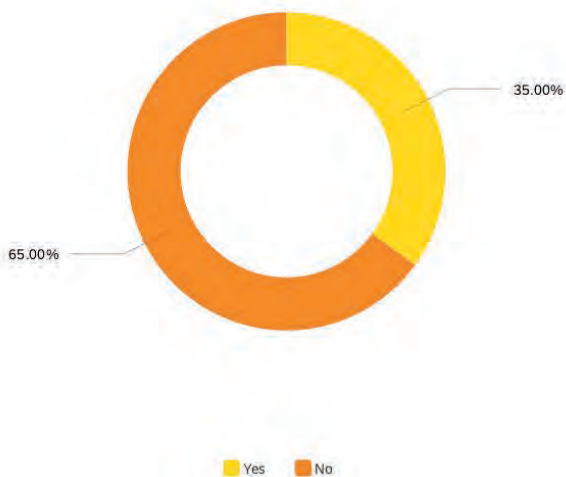
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am a resident of the City of Sanford	1.00	2.00	1.05	0.22	0.05	41

#	Field	Choice Count
1	Yes	95.12% 39
2	No	4.88% 2
		41

Showing rows 1 - 3 of 3

CITY OF SANFORD ONLINE SURVEY DATA

Q16 - I work in the City of Sanford



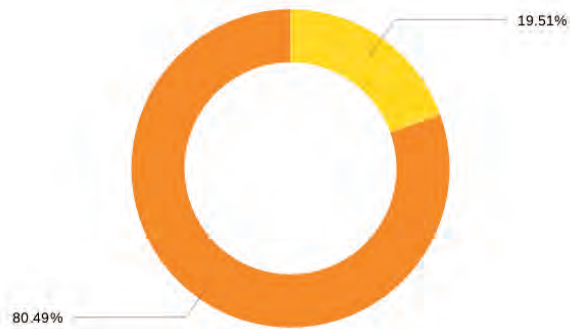
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I work in the City of Sanford	1.00	2.00	1.65	0.48	0.23	40

#	Field	Choice Count
1	Yes	35.00% 14
2	No	65.00% 26
		40

Showing rows 1 - 3 of 3

CITY OF SANFORD ONLINE SURVEY DATA

Q20 - I attended one of the three Sanford Speaks events.



Yes No

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I attended one of the three Sanford Speaks events.	2.00	3.00	2.80	0.40	0.16	41

#	Field	Choice Count
2	Yes	19.51% 8
3	No	80.49% 33
		41

Showing rows 1 - 3 of 3

End of Report

PRINCIPLES FOR HOW WE TREAT EACH OTHER

Our Practice of Respect and Community Building

1. **Create a hospitable and accountable community.** We all arrive in isolation and need the generosity of friendly welcomes. Bring all of yourself to the work in this community. Welcome others to this place and this work, and presume that you are welcomed as well. Hospitality is the essence of restoring community.
2. **Listen deeply.** Listen intently to what is said; listen to the feelings beneath the words. Strive to achieve a balance between listening and reflecting, speaking and acting.
3. **Create an advice free zone.** Replace advice with curiosity as we work together for peace and justice. Each of us is here to discover our own truths. We are not here to set someone else straight, to “fix” what we perceive as broken in another member of the group.
4. **Practice asking honest and open questions.** A great question is ambiguous, personal and provokes anxiety.
5. **Give space for unpopular answers.** Answer questions honestly even if the answer seems unpopular. Be present to listen not debate, correct or interpret.
6. **Respect silence.** Silence is a rare gift in our busy world. After someone has spoken, take time to reflect without immediately filling the space with words. This applies to the speaker, as well – be comfortable leaving your words to resound in the silence, without refining or elaborating on what you have said.
7. **Suspend judgment.** Set aside your judgments. By creating a space between judgments and reactions, we can listen to the other, and to ourselves, more fully.
8. **Identify assumptions.** Our assumptions are usually invisible to us, yet they undergird our worldview. By identifying our assumptions, we can then set them aside and open our viewpoints to greater possibilities.
9. **Speak your truth.** You are invited to say what is in your heart, trusting that your voice will be heard and your contribution respected. Own your truth by remembering to speak only for yourself. Using the first person “I” rather than “you” or “everyone” clearly communicates the personal nature of your expression.
10. **When things get difficult, turn to wonder.** If you find yourself disagreeing with another, becoming judgmental, or shutting down in defense, try turning to wonder: “I wonder what brought her to this place?” “I wonder what my reaction teaches me?” “I wonder what he’s feeling right now?”
11. **Practice slowing down.** Simply the speed of modern life can cause violent damage to the soul. By intentionally practicing slowing down we strengthen our ability to extend nonviolence to others—and to ourselves.
12. **All voices have value.** Hold these moments when a person speaks as precious because these are the moments when a person is willing to stand for something, trust the group and offer something they see as valuable.
13. **Maintain confidentiality.** Create a safe space by respecting the confidential nature and content of discussions held in the group. Allow what is said in the group to remain there.

Prepared by the Peace and Justice Institute with considerable help from the works of Peter Block, Parker Palmer, the Dialogue Group and the Center for Renewal and Wholeness in Higher Education

· RACIAL EQUALITY · EQUITY · INCLUSION · DIVERSITY ·
 · ACCEPTANCE · RACIAL EQUALITY · EQUITY · INCLUSION · DIVERSITY ·
 · ACCEPTANCE · RACIAL EQUALITY · EQUITY · INCLUSION · DIVERSITY ·
 · ACCEPTANCE · RACIAL EQUALITY · EQUITY · INCLUSION · DIVERSITY ·



SANFORD SPEAKS

The City of Sanford is committed to ensuring we are inclusive and accepting of all people, because the strength of our community is our diversity. Building on the national initiative to create more equitable communities, the City of Sanford, in partnership with the Peace and Justice Institute at Valencia College, is hosting community conversations to identify inequities and develop strategies to address them. Join us!

Sanford Speaks welcomes individuals of High School age and above.

For more information visit [Race, Equality, Equity and Inclusion Advisory Committee | Sanford, FL \(sanfordfl.gov\)](https://www.sanfordfl.gov/race-equity).

MARCH 24

VIRTUAL ONLINE SESSION
 ZOOM Link:

12:00 - 2:00 PM

ADVANCE REGISTRATION REQUIRED



SCAN ME

APRIL 26

CROOMS ACADEMY OF INFORMATION
 TECHNOLOGY
 2200 HISTORIC GOLDSBORO BOULEVARD

6 - 8:30 PM

SEATING IS LIMITED.

ADVANCE REGISTRATION REQUIRED



SCAN ME

MAY 19

SANFORD CIVIC CENTER
 401 E. SEMINOLE BOULEVARD

6 - 8:30 PM

SEATING IS LIMITED.

ADVANCE REGISTRATION REQUIRED



SCAN ME



RESOURCES

Bread for the World Institute. Racial Wealth Gap Policy Packet:

www.bread.org

<https://drive.google.com/drive/u/0/folders/1YYI7ECEk16XrQjb2LRogcTfL-xeJINW7>

Bread for the World Institute. Using a Racial Equity Scorecard for Policy and Programs:

www.bread.org

<https://drive.google.com/drive/u/0/folders/1YYI7ECEk16XrQjb2LRogcTfL-xeJINW7>

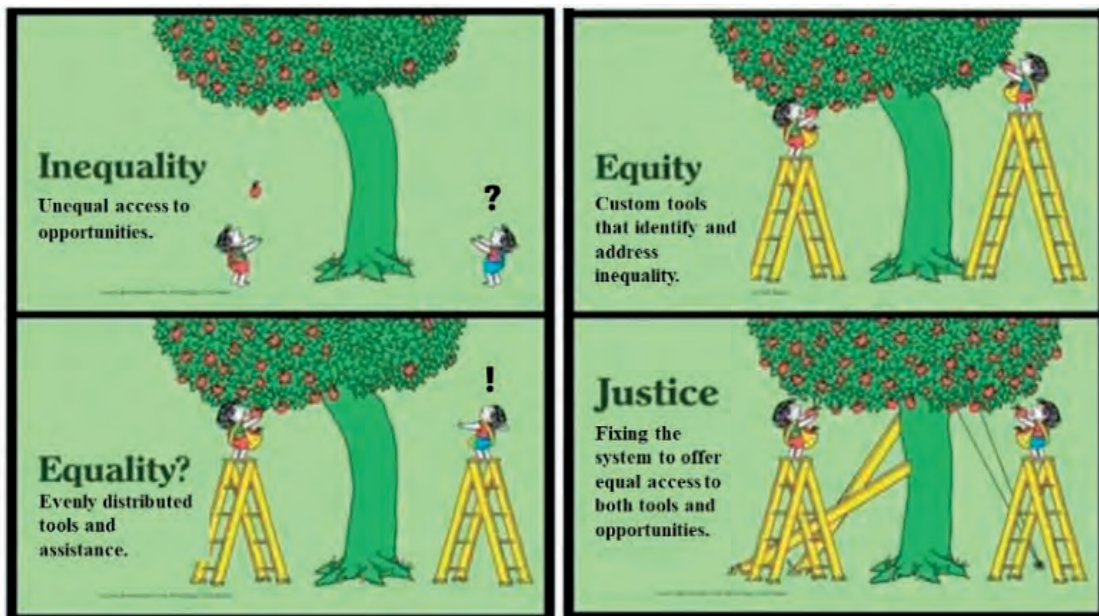
Racial Equity Toolkit:

https://racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf

Racial Equity Toolkit An Opportunity to Operationalize Equity:

<https://www.racialequityalliance.org>

Equity Tree Graphic:



Elements of a Healthy, Equitable Community:

www.changelabsolutions.org



DISCLAIMER

The recommendations of the committee are that of the collective body. Any opinion of individual members is their own personal opinion and not that of any employer or group the individual is affiliated with. No recommendation in this report is to be construed as advocacy for any policy change or financial support by the City of Sanford.



PEACE AND
JUSTICE INSTITUTE

All People. All Voices. All Matter.

VALENCIACOLLEGE

The Peace and Justice Institute at Valencia College promotes peace and justice for all. Our aim is to nurture an inclusive, caring and respectful environment on campus and within our community - one where conflict leads to growth and transformation.

To learn more visit www.valenciacollege.edu/PJI