

# PROJECT UNITY

# CORE BELIEFS



Economic prosperity  
in all parts of our city



Open, efficient and  
effective customer-friendly  
environment



Emphasis on comprehensive  
planning and infrastructure  
investments



Citizen safety in all  
areas with swift and  
effective response



Highly effective  
pre-k programs



Shared responsibility among  
employees to provide high  
level of dedication

**Passion** must be transformed into **Policies**

**Policies** must achieve **Results**

# A STRONG FOUNDATION

**ELEVATE**

**INNOVATE  
TUSCALOOSA**

Tuscaloosa  
**BUILDS**

**FRAMEWORK**

**INVEST  
TUSCALOOSA**

**WEST TUSCALOOSA  
COMMUNITY INVENTORY**



## UNIVERSAL PRE-K

Added **54 students** during **2019-2020** school year

**\$4,134** estimated savings per student

## SUMMER LEARNING ACADEMIES

**435** students participated virtually

**\$4,914** estimated savings per student

## DUAL-ENROLLMENT

**218** seniors registered for **2020-2021** school year

**\$2,560** estimated savings per student







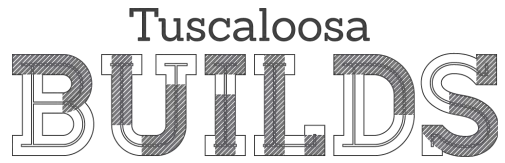
## TUSCALOOSA PRE-K INITIATIVE

**\$324,000** raised since **2007** through the **Tuscaloosa Mayor's Cup**

**Source** Tuscaloosa City Schools, City of Tuscaloosa







Tuscaloosa Builds is a comprehensive training and development program assisting **minority-owned, women-owned, and disadvantaged businesses**

**280** participants

**\$59,488,386** trackable earnings

**Source** City of Tuscaloosa





# TUSCALOOSA BUILDS

## MCDONALD-HUGHES PROJECT

Awarded to Tuscaloosa Builds member, **Spencer Management**





# WEST TUSCALOOSA CONNECTS

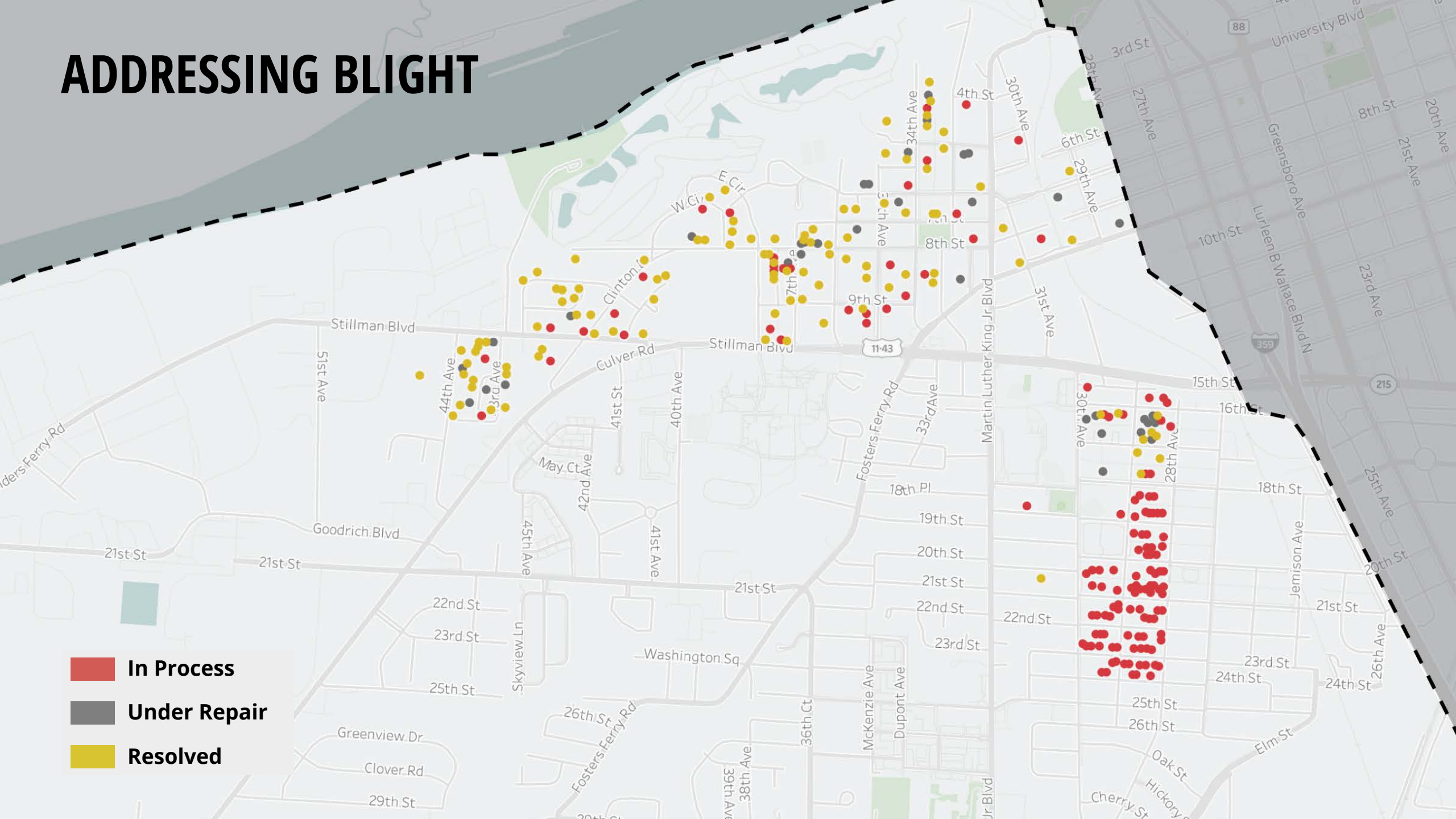
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## ● Wireless Access Points

**Completed**

 **Expansion Area**

# ADDRESSING BLIGHT





Invest Tuscaloosa seeks to **stimulate economic development** in underserved areas of Tuscaloosa by

- Encouraging private investment

- Creating community focal points

- Enhancing overall appearance

- Providing diverse service options



**WE'RE LISTENING**  
**WE'RE LEARNING**



# COMMUNITY-GENERATED IDEAS

Invest more into predictive analytics

Leverage the use of schools beyond normal hours

Create a Department of Youth Services

Enhance early intervention programs

Identify at-risk children prior to pre-k

Revamp the Hope Initiative

Implement Homeless Outreach Proactive

Implement parenting skills programming

Enhance the HELP Program

Increase the amount of street lighting

Address blight

Bolster Minority Entrepreneurship at The Edge

Establish TPD at TCTA

Increase diversity within TPD

Explore utilization of school auxiliary officers

Create true community policing

Increase the amount foot patrols

Add social workers to TPD

Identify functions within TPD that don't need an officer

Create Officer Next Door Program

Increase TPD Elementary School Programs

Establish Explorers Program for teenagers

Revamp TPD Citizens academy

# COMMITTEES

## **Mayor's Alliance**

for Opportunity and Advancement

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Education

Housing & Neighborhood Revitalization

Economic & Workforce Development

Youth Sports & Recreation

## **Chief's Commission**

for Community Policing

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Officer Recruiting, Training & Retention

Community Connection & Outreach



# MAYOR'S ALLIANCE FOR OPPORTUNITY AND ADVANCEMENT

## MISSION

Enhance educational, economic, housing and recreational opportunities while reducing crime, poverty and blight that disproportionately impacts the underserved communities in Tuscaloosa

# CHIEF'S COMMISSION FOR COMMUNITY POLICING

## MISSION

Sustain positive, lasting bonds between the Tuscaloosa Police Department and the communities they serve while enhancing recruiting, training and retaining the most qualified and diverse workforce

# MAYOR'S ALLIANCE FOR OPPORTUNITY AND ADVANCEMENT

## COMPOSITION

**40 members** divided into **4 subcommittees**

Subcommittee is comprised of **10 members**

**City Council Members** serve ex-officio

Must **reside** in the City of Tuscaloosa; *and/or*

Have an **expertise** in a subject matter

## SUBCOMMITTEES

Education

Housing & Neighborhood Revitalization

Economic & Workforce Development

Youth Sports & Recreation



# MAYOR'S ALLIANCE FOR OPPORTUNITY AND ADVANCEMENT

**LaParry Howell**

Project Team Leader

**LaShonda Kemp**

Deputy Project Team Leader

***Deputy Chief for Community Policing and Scott Holmes***

Ex-Officio

## **SUBCOMMITTEE TEAM LEADERS**

**Carly Standridge and Stephanie Taylor**

Education

**LaParry Howell and Brendan Moore**

Housing & Neighborhood Revitalization

**Brendan Moore and Audrey Buck**

Economic & Workforce Development

**Lillie Leatherwood and Terrance Young**

Youth Sports & Recreation

# MAYOR'S ALLIANCE FOR OPPORTUNITY AND ADVANCEMENT

## EDUCATION SUBCOMMITTEE

**Alexis Wilson**

Community Service Programs of West Alabama

**Jill Beck**

University of Alabama, School of Social Work

**Isaiah Harper**

Tuscaloosa City Schools

**Katherine Waldon**

Tuscaloosa City Schools

**JacQuan Winters**

Kristen Amerson Youth Foundation

**Qadeem Ali Hassan**

Student

**Dr. Janet Sherrod**

Tuscaloosa City Schools

**Ronald Range**

Shelton State Community College

**Dr. Jessica Constant**

Tuscaloosa City Schools

**Sabrina Thomas**

Tuscaloosa's One Place

# MAYOR'S ALLIANCE FOR OPPORTUNITY AND ADVANCEMENT

## ECONOMIC & WORKFORCE DEVELOPMENT SUBCOMMITTEE

**Ebony Rice**

Student

**Joshua Sahib**

University of Alabama, The EDGE

**Dr. Erik Johnson**

University of Alabama, Culverhouse College of Business

**Michele Coley**

Allstate

**Isaac McCoy**

Stillman College, School of Business

**Mildred Hooks**

People Optimum Consulting

**Jason Moore**

Shelton State Community College

**NaTa'sha Black**

The Chamber of Commerce of West Alabama

**Jim Page**

The Chamber of Commerce of West Alabama

**Thomas Dedrick**

Raymond James



# MAYOR'S ALLIANCE FOR OPPORTUNITY AND ADVANCEMENT

## HOUSING & NEIGHBORHOOD REVITALIZATION SUBCOMMITTEE

**Chris Hall**

Tuscaloosa Housing Authority

**Daphne Curtis**

RealtySouth

**Dora Drake**

City of Tuscaloosa

**Ellen Potts**

Habitat for Humanity of Tuscaloosa

**Jerry Carter**

NAACP Tuscaloosa

**Jessica Alexander**

Tuscaloosa Housing Authority

**Karen Burklew**

Alabama Power

**Mark Sullivan**

Retired, Synovus

**Patrick Kennedy**

Sealy Management Company

**Richard Henry**

Druid City Properties

# MAYOR'S ALLIANCE FOR OPPORTUNITY AND ADVANCEMENT

## YOUTH SPORTS & RECREATION SUBCOMMITTEE

**Chris England**

Alabama House of Representatives

**Gary Minor**

Tuscaloosa County Parks and Recreation Authority

**Daniel Pruet**

Browne House Law Group

**Harold Bishop**

Pfizer

**Danielle McInerney**

Big Brothers Big Sisters

**LaKeda Smith**

Benjamin Barnes YMCA

**Demario Pippen**

Tuscaloosa City Schools

**Pastor David Gay, Jr.**

Whatley Health Services

**Eric McAlpine**

Cintas

**Tiffini Grimes**

University of Alabama, Athletics

# CHIEF'S COMMISSION FOR COMMUNITY POLICING

## COMPOSITION

**16 members** divided into **2 subcommittees**

Subcommittee is comprised of **8 members**

Must **reside** in the City of Tuscaloosa; *and/or*

Have an **expertise** in a subject matter

Must complete the **Citizen's Police Academy**

Must complete **ride-along** twice annually

Initial terms will be staggered with no member able to serve more than **two consecutive three-year terms**

**City Council Members** serve ex-officio

## SUBCOMMITTEES

Officer Recruiting, Training & Retaining

Community Connection & Outreach

# CHIEF'S COMMISSION FOR COMMUNITY POLICING

***Deputy Chief for Community Policing***

Project Team Leader

**Scott Holmes**

Deputy Project Team Leader

**LaParry Howell and LaShonda Kemp**

Ex-Officio

## **SUBCOMMITTEE TEAM LEADERS**

**Steve Rice and Jake Johnston**

Officer Recruiting, Training & Retention

**Sebo Sanders**

Community Connection & Outreach



# CHIEF'S COMMISSION FOR COMMUNITY POLICING

## OFFICER RECRUITMENT, TRAINING & RETENTION SUBCOMMITTEE

**Andrea Gregg**

Hope Grows Center for Counseling

**Cliff Dorsey**

Tuscaloosa Charter Service

**Dennis Conner**

Tuscaloosa City Schools

**Harrison Taylor**

Former Tuscaloosa City Council President

**Hudson Cheshire**

Browne House Law Group

**Mary Bailey**

Tuscaloosa VA Medical Center

**Tripp Powell**

Community Corrections

**Will Adams**

Tuscaloosa VA Medical Center

# CHIEF'S COMMISSION FOR COMMUNITY POLICING

## COMMUNITY CONNECTION & OUTREACH SUBCOMMITTEE

**Cassius Lanier**

Lanier Automotive

**Scotty Hollins**

Blueprint Tuscaloosa

**Jerome Elliott**

Tuscaloosa County School System

**Shanna McIntosh**

University Of Alabama, School of Social Work

**Jheovanny Gomez**

Jalapeno's Mexican Grill

**Dr. Teresha Jones-Hamilton**

Tuscaloosa City Schools

**LaSelle Spain**

Big Boy Entertainment

**Tripp Rogers**

The District Room

# RESPONSIBILITIES

Comprehensive recommendations are due by May 2, 2021

All meetings must comply with the Alabama Open Meetings Act

All documents must comply with Alabama public records law

All members must complete Ethics Training

All members must maintain 80 percent attendance

# IMMEDIATE RESULTS | **OPPORTUNITY AND ADVANCEMENT**

## **CITY-LEVEL**

- Propose an ordinance that allows for additional street lighting throughout the City
- Propose an ordinance to address blight by reducing the length of time materials such as plywood can be used to shield blighted, and sometimes dangerous, structures
- Recommend to the Elevate Tuscaloosa Advisory Committee and City Council that Benjamin Barnes be transformed into a premier athletic center
- Recommend to the Elevate Tuscaloosa Advisory Committee and City Council that The Gateway incorporate into its mission a digital media center with an emphasis on education

## **STATE-LEVEL**

- Seek authorization from the Alabama Legislature to allow for technology to be utilized to address property code violations and to allow for enforcement by non-sworn personnel

# IMMEDIATE RESULTS | **COMMUNITY POLICING**

## **CITY-LEVEL**

- Propose a Deputy Chief for Community Policing assignment
- Acquire simulator that trains officers on de-escalation
- Propose ordinances protecting police officers who interrupt and/or report abuse by a fellow officer or supervisor, eliminate chokeholds except in instances that necessitate deadly force, and require the adoption of an unbiased policing policy

## **STATE-LEVEL**

- Seek authorization from the Alabama Legislature to issue citations for municipal code violations and minor misdemeanor offenses
- Seek an amendment to the Tuscaloosa Pre-Trial Diversion Act in the Alabama Legislature to allow funds to be appropriated for the expansion of TPD's Mental Health Unit and investment into early intervention programs.



# PROJECT UNITY

**COMMITTEE KICK-OFF MEETING | SEPT. 16**

**[Tuscaloosa.com/Unity](https://tuscaloosa.com/Unity)**