

ONE Ferguson

A Plan toward a Unified Community



Acknowledgement: Since the fatal shooting of Michael Brown on August 9th and the subsequent protests and demonstrations, the divisions (albeit racial, cultural, economic, generational, age, or geographical) in the Ferguson community have become starkly apparent, negatively affecting the community and its residents. In hindsight, there were several missed opportunities, which could have prevented this tragic event, and similar occurrences. We are all to be held accountable as a community, government officials, citizens, institutions, industries, businesses, community leaders, and residents. We, as a whole, have been granted a chance to make the necessary changes to strengthen and build a better Ferguson.

Mission: To re-create our community through citizen engagement, empowerment, and accountability in a sincere endeavor to move toward ONE Ferguson.

Background: The need for a unified approach to heal and build community has been discussed over and over through meetings, protests, and one-on-one conversations. This dialogue and the overwhelming request for action led the steering committee to design this action plan to lead the community into ONE unified Ferguson.

Plan: Drafted by residents and other stakeholders in the community, ONE Ferguson provides a framework of city and community based actions to address the current issues, which include (racial disparities, broader community divisions, and a shortage of resources) facing Ferguson. Now is the time to begin the challenging task and necessary steps to become a better community and a better Ferguson; a Ferguson for which we can all love, a Ferguson that fully embraces all of our community. The plan’s priorities will be directed toward three specific areas (*Children, Commerce, and Community*). Focus actions will incorporate specific initiatives that work toward justice, understanding, reimagining, systemic reform, and a unified community.

		Children	Commerce	Community
Focus Actions	✓ Police and Court Reform	C		C
	✓ Community Relations & Development	C	C	C
	✓ Economic Development	C	C	C
	✓ Citizenship Support & Progress	C		C
	✓ Resident Education Advocacy	C	C	C

Summary: Ferguson is connected through those who continually offer support and have been open and honest with us. ONE Ferguson is designed to convene key local stakeholders in the community, assemble resources to support ongoing and innovative work building capacity for addressing racial and other disparities facing not only Ferguson, but many cities throughout the region and nation. The ONE Ferguson action plan serves as a voice for a group of residents and other stakeholders to build on the new narrative in moving forward as the community continues to grapple with difficult yet necessary circumstances to become a unified Ferguson for all its citizens. We thank you and look forward to your help, buy-in and engagement as we start this long-term process.

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ONE Ferguson is designed to convene residents and other key local stakeholders in the community, assemble resources to support the ongoing and innovative work of the residents, and build capacity for addressing racial and other disparities that face

Ferguson and many cities throughout the region/nation. ONE Ferguson will work as a unified community to identify and address the policies, practices, and conditions, that perpetuate the social/cultural divisions in Ferguson and throughout the region that directly contribute to an unhealthy community.

Priorities: The plan's priorities will be directed toward three specific areas:

- **Children** – For there to be ONE Ferguson, children must be a main priority. Creating a safe environment that supports and educates our children is the goal. Actions will be implemented that specifically address and improve social and educational outcomes for Ferguson youth.
- **Commerce** – ONE Ferguson will focus on developing opportunities and creative ways to engage businesses and the residents of Ferguson in meaningful enterprises that foster possibilities, pride, ownership and opportunity.
- **Community** – Community is the essence of the action plan. Community based conversations are critical to establishing trusted working relationships among residents and allies, including law enforcement and key community groups. Listening sessions, relationship building and providing specifically designed actionable steps engaging allies will grow the opportunity for a more immediate culture shift toward inclusion. Actions will be made to engage the community in designing programs that promote an equitable and unbiased society.

Focus Actions: ONE Ferguson will be working toward justice, understanding, reimagining, systemic reform, and a unified community through:

- *Police and Court Reform* - Providing reform to the justice system through refinement of local ordinances and coordinated efforts to restructure the process in which police and courts are presently operating in the region.
- *Community Relations & Development* - Providing opportunities and formulating structured dialogues to encourage residents to openly discuss issues that divide us across racial, socio-economic, and political boundaries.
- *Economic Development* - Formation of innovative ways to bring development to our community and region.
- *Citizenship Support & Progress* - Improving opportunities for residents to be engaged in Ferguson and coordination of resources/grass roots efforts that improve the living conditions of all residents of our community.
- *Resident Education Advocacy* - Expansion and promotion of youth programs, civic agencies, and educational programs that provide community education and training.