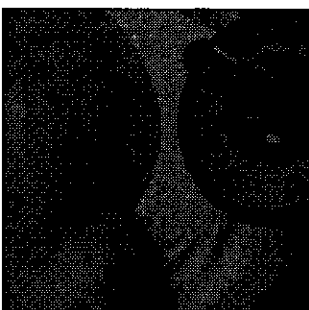
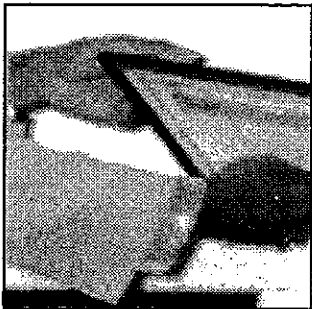
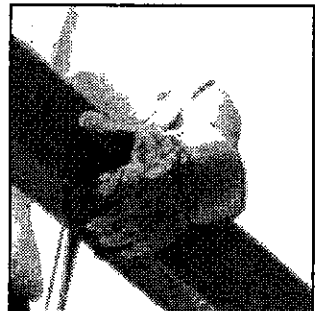
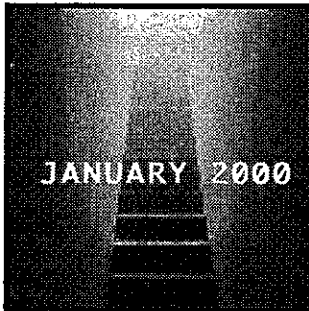
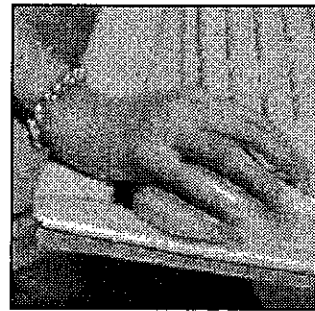
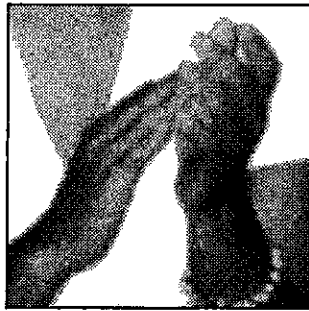
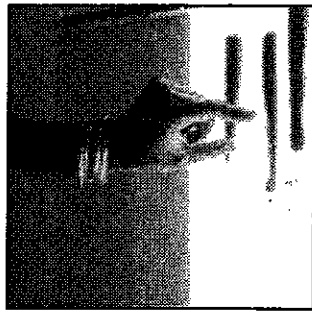


Codman Square/Four Corners Millennium Project

Our Community's Vision for the Future of Our Neighborhood



Dorchester, Massachusetts, U.S.A.

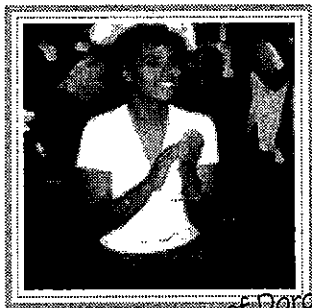
"Codman Square Millennium is a vision created and formed by all people of all cultures in the community."

—Gene Smith, Harlem Street resident



This has to be one of the most interesting places in America. Coming out of the depths of the depression in the 1970s, it has emerged as a strong, vibrant place - a leader among communities. That it has been so successful while maintaining its racial, ethnic, and economic diversity is an amazing story, worthy of focus by other communities of the world. The secret of our success is the seemingly unlimited numbers of good-willed individuals who have come forward at various times to make a difference. In its essence, Codman Square represents the best of what DeToqueville described of the American character more than 150 years ago: "These Americans are peculiar people. If, in a local community, a citizen becomes aware of a human need that is not being met, he thereupon discusses the situation with his neighbors. Suddenly a committee comes into existence. The committee thereupon begins to operate on behalf of the need and a new community function is established. It is like watching a miracle...."

—Bill Walczak, Codman Square Health Center



"I have been a resident of Dorchester for many years. I have seen many positive changes. Crime issues have been resolved; new houses have been built; run down properties have been fixed up. All because of the commitment of residents who met and worked together."

—Mary Parchel, Theroch Resident Association; Erie-Ellington Brinsley resident, Codman Square NBC



"This process has stimulated grassroots resident involvement in setting the community development agenda. I hope this snowball will eventually turn into an avalanche of resident involvement."

—Gail Latimore, Codman Square resident and Executive Director of Codman Square Neighborhood Development Corporation



"Codman Square is suburban Four Corners. One day, there will be a healthy community where resources are more equally distributed."

—Mark Scott, Ella J. Baker House
Rev. Eugene Rivers, Azusa Christian Community

A Letter from the Steering Committee

As The Steering Committee of the Codman Square Millennium Project, we hope this document will inform you, deepen your sense of hopefulness and pride in our community, inspire you to act, and help you find new ways to get involved with making the vision a reality. We also hope it will mark the beginning of a new process for thinking and planning together, taking action based on the community's hopes and concerns, and keeping one another informed of our successes and challenges along the way. Below, we want to say a few words to each of the different audiences we hope will read this Blueprint.

To All Residents of the Community:

We hope that you will read this Blueprint, and talk about it with neighbors, friends, and any organized groups you may be involved with or receive services from. We hope that you will find yourself in the Blueprint—that your vision and concerns are reflected in these pages, and that you can see ways to get involved. For example, you might:

- Join one of the working groups that is going to continue working on aspects of implementing the Blueprint;
- Attend meetings of the Codman Square Neighborhood Council or the Four Corners Action Coalition to keep yourself informed about what's going on
- Link up with any of the many civic groups and non-profit organizations that are working on the ideas in the Blueprint; or,
- Get together with a few other people and starting a new group to tackle an idea you especially want to work on.

To Young People in the Community

We believe strongly that the future of the neighborhood depends in large part on how much we continue to build a community where young people can learn, grow, experience healthy relationships, and prepare to take full advantage of real, enriching opportunities. We believe that every topic covered in this Blueprint has something to do with young people. We also believe that you can play a powerful role in helping to make the vision for the neighborhood a reality. We hope that you will read and talk about the Blueprint with other young people, and with organized groups in which you may participate. All of the ideas for involvement listed above apply to you as much as other residents of the community. We encourage you to:

- Find ways to get involved with—or to start—projects that you care about ;
- Attend meetings of the Codman Square Neighborhood Council and the Four Corners Action Coalition to find out about what is happening in the neighborhood and to let your voice be heard as community residents;
- Hook up with other young people who are organizing or participating in youth-oriented activities associated with churches and community organizations.

To Civic Groups, Clubs, and Neighborhood Associations

We hope that organized groups in the neighborhood, such as block groups, crime watches, and other civic associations, will read the Blueprint and talk about it together. Ask yourselves:

- How does our group's vision for the future relate to the issues and ideas expressed in the Blueprint?
- How is the work of our group contributing to the vision described in the Blueprint?
- What ideas in the Blueprint might we get involved with implementing? How could we contribute to making the vision a reality?
- Which other groups might we want to connect with or learn more about?

A Letter from the Steering Committee, continued

To Other Organizational Players in the Neighborhood

There is a wide range of “organizational players” in the neighborhood, including civic associations, non-profit organizations, businesses and merchants associations, and religious institutions. We understand that your organization has its own mission, set of services, volunteers, staff (in many cases), geographic boundaries, funders and investors, and collaborative partners. We hope this Blueprint will help you to play a strategic role in the community, making the most of your resources and expertise to advance the community’s vision for the future. We also hope that you will consider supporting implementation of this Blueprint by committing staff resources to participate in and support the ongoing Millennium Project Working Groups as part of their job responsibilities.

Specifically, we hope that this Blueprint will provide you with:

- Community input about activities, concerns, and programming ideas that will influence your own internal planning and decision making processes and help you to decide what programs to offer or projects to undertake;
- A yard stick (though not *the only* yard stick) for measuring success in contributing to the neighborhood’s future;
- Ideas and opportunities to discover new ways to combine resources and support the efforts of others who are interested in working together on your issues;
- Ideas about how others are working toward the vision for the future;
- Ideas to share with other organizations and coalitions with whom you work inside and outside of the neighborhood.

To Organizational Players From Outside the Neighborhood, Including Public Officials

We understand that each of you has your own organizational mission and strategies. We also recognize that your work also intersects with our hopes for the neighborhood. We hope the Blueprint will give you a deeper insight into the vision, hopes, and concerns of our community. Armed with that deeper understanding, we hope that you will:

- Read and talk about this Blueprint with your colleagues;
- Act on the Blueprint’s recommendations in cooperation with community residents and organizations;
- Use the Blueprint as a tool for comprehensive planning within your realm of influence (for example, on a citywide or statewide basis);
- Incorporate these ideas into the Citywide Master Plan;
- Use the Blueprint as a tool for resource allocation and provide funds to support implementing the recommendations and additional research needs outlined in the Blueprint.

We hope this Blueprint will be useful to you, and that you will find ways to get connected and stay connected! Signed on behalf of the Steering Committee by,

Gail Baltimore

Codman Square Millennium Project Co-Chair
Codman Square Neighborhood Development Corporation

Nathan Cooper

Codman Square Millennium Project Co-Chair
Codman Square Neighborhood Council

Codman Square Millennium Project Steering Committee

The Steering Committee was open to any and all who expressed an interest. Attendance at meetings averaged 12-15 participants, many of whom attended regularly. Below, we list (alphabetically) anyone who attended at least one meeting, though many attended several and some attended almost all meetings.



- Davida Andelman, Bowdoin Street Health Center
- Diana Aubourg, Ella J. Baker House
- Louray Barton, Codman Square Health Center
- Lovey Bryan, Codman Square Health Center
- John Cooper, Codman Square Health Center
- Nathan Cooper, Codman Square Neighborhood Council, Steering Committee Co-chair
- John Dance, Project FREE
- Amy Davidson, Codman Square Neighborhood Development Corporation (NDC)
- Charlotte DeBarros, Rusty's Auto School, Washington St, Codman Square
- Captain Bob Dunford, Area C-11 Police
- Sargent Tony Fonseca, Area B-3 Police
- Candice Gartley, Codman Square Health Center
- Dan Gibbons, Codman Square NDC
- Inez Gilzene, Inez Hair Design
- Charles Gordon, Codman Square Merchants Association/BankBoston Codman Square
- Fran Grady, Codman Square Neighborhood Council
- Shirley Jones, Community resident
- Alan Jordan, Community resident
- Lena Julien, Codman Square NDC Board
- Christina Keefe, Codman Square Main Street
- Patrice Keegan, Codman Square Health Center
- Maryanne Kirkbride, Codman Square Health Center
- Maryclaire Knight, Dorchester YMCA
- Gail Latimore, Codman Square NDC, Steering Committee Co-chair
- Brilton Levy, Codman Square Neighborhood Council
- Paul Lewis, Unity Club, Caribbean Carnival Committee
- Richard Lewis, Community Resident Grace Ford Locker, Community Resident
- Bill Loesh, Greenwood Family Life Center
- Ronald Majors, Ellington-Brinsley Neighborhood Association, Codman Square NDC Board
- Katherine Mallory, Codman Square NDC
- Marvin Martin, Four Corners Action Coalition
- Jack McCarthy, Area C-11 Police
- Liz McNeil, Codman Square Health Center / Codman Square Main Street
- Pat Morris, West of Washington Street Committee, Codman Square Neighborhood Council
- Barry Mullen, Retail District Safety Initiative
- Anita Nasra, Kit Clark Senior Services
- Joel Nicrosz, Syria Temple
- Mary Paschal, Erie, Ellington, Brinsley Resident, Codman Square NDC
- Hal Phillips, READ Boston
- Bill Pires, Community Resident/Codman Square Neighborhood Council
- Sharon Riley, Codman Square NDC
- Mark Scott, Ella J. Baker House
- Adam Shyevitch, Codman Square Health Center
- Vincent Simmons, Syria Temple
- Gene Smith, Community Resident
- Kate Snow, Codman Square Health Center
- Captain John Sullivan, Area B-3 Police
- Danah Tench, Community Resident/Four Corners Action Coalition
- Tricia Tillman, Codman Square Health Center
- Mercedes Tompkins, Dorchester Community Roundtable
- Bill Walczak, Codman Square Health Center
- John Werner, Citizens School
- Lassiter Woodley, Citizens Schools, Community Resident
- Susan Worgaftik, Dorchester Center for Adult Education
- Representative, Dorchester ABCD

Acknowledgements

The Codman Square Millennium Project was an incredible project that involved many, many individuals, organizations, and businesses. Throughout this Blueprint, you will see many of their names. Here, we want to express our thanks to:

- The Codman Square Neighborhood Council and the Codman Square Neighborhood Development Corporation, which co-sponsored and lent their support to this project;
- The individuals who live and work in the neighborhood who gave their time, contributed their ideas, and opened their homes to make this project a reality;
- The Focus Group Leaders, who invested their time and talents in facilitating the thinking of the individuals whose ideas have become the foundation of this Community Blueprint, and who drafted the reports from each group;
- The Steering Committee members, who met regularly for most of this year, sacrificing evenings and trading off involvement in other activities in order to provide the direction and ideas needed to conceive and guide this project through each of its phases;
- The Steering Committee Co-chairs, who spent countless hours outside of Steering Committee meetings acting as the “glue” to hold the project together;
- The funders of the Codman Square Millennium Project: the Hyams Foundation, Management Consulting Services, and the Neighborhood Reinvestment Corporation, who enabled us to hire consultants to assist us with this project;
- The many organizations and businesses that offered meeting space for the Steering Committee, focus groups, and community meetings, including: Kit Clark Senior Center, Four Corners Action Coalition/Greenwood Memorial Church, Codman Square Health Center, Codman Square Neighborhood Development Corporation, Dorchester YMCA Youth Development Center, Second Church in Dorchester, Harvard Street Health Center, Levi’s Restaurant, Syria Temple, and Café Calypso;
- The CyberShop, which produced flyers and the slide show for the Town Meeting to release the Community Blueprint;
- John Werner, of Citizen’s School for the Blueprint’s cover design;
- The Codman Square NDC and the Civic Health Institute at the Codman Square Health Center for taking the lead in organizing the Town Meeting to release the Community Blueprint; and,
- Cynthia Parker and Andrea Nagel of the Interaction Institute for Social Change (IISC), who facilitated the work of the Steering Committee, coached and supported the focus group leaders, synthesized focus group reports and steering committee analysis into our final Community Blueprint; Angela Royer who designed the page layout of the Blueprint; and the IISC (several of whose staff members live in the neighborhood) for donating approximately one-half of the total costs of their services in connection with this project.

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What is the Millennium Project?

The Codman Square Millennium Project has been a community planning process aimed at getting people who live and work in the greater Codman Square area involved in describing their vision for the future of the neighborhood, and gathering ideas for action steps to bring that vision to reality. The project was sponsored by the Codman Square Neighborhood Council and the Codman Square Neighborhood Development Corporation, and was led by a Steering Committee in which more than 50 people participated. All in all, at least 229 people who live and work in the area were involved in the creation of this Community Blueprint.

This Community Blueprint pulls together the thinking of ten focus groups, which met to think about very specific topics, ranging from the arts, to economic development, to public safety. During the summer and fall of 1999, each group talked about what it would like to see in the future and developed ideas for action. The Blueprint spells out a vision for the future, and makes many recommendations about how individuals, organizations and businesses within the community, and external players can get involved in building the future.

We are proud to publish this Community Blueprint as a reflection of the hopes and thoughts of many, many people who have given their time and ideas to the Millennium Project. At the same time, we think of it as a living document, to which new ideas can be added all the time.

We hope this Community Blueprint will give you ideas about how you can get involved, and encourage you about the number of other people and groups that are working together to build on our strengths and create a brighter future.

Why the Millennium Project?

The Millennium Project is not the beginning, nor is it the end of a process of involving people who live and work in the community in building the future together.

What Came Before?

In 1989, a community planning process resulted in an Action Agenda that has guided many of the positive developments in and around Codman Square over the past ten years.¹ In 1997, the Four Corners Action Coalition initiated a community planning process, involving over 100 residents to address many of the issues covered in this Community Blueprint. Our hope was to get community residents involved in another round of planning to build on these successes and thinking together about how to make this community the best it can be.

As we were designing the Millennium Project, we were able to build on the efforts of many coalitions, organizations, and efforts. For example, the Public Safety Focus Group included many of the same people who have been working for more than a year on a strategic plan for public safety in the business district. Similarly, the Technology Focus Group was led by the ongoing 450 Working Group, which developed the Youth and Technology Center at 450 Washington Street. The East and West of Washington Street Focus Group involved many people who have been part of the ongoing West of Washington Street Committee. The Four Corners Action Coalition had already taken the lead on community planning in the Four Corners area.

What is the Millennium Project, continued

How Did the Millennium Project Work?

In March of 1999, a group gathered to form the Steering Committee for the Millennium Project. We developed the following "Statement of Common Ground/Purpose" for the project:

- To increase collaboration and communication and reduce duplication among and between organizations and community groups in and around the Codman Square area;
- To increase information sharing;
- To market the community affirmatively;
- To garner resources (financial and otherwise) to address community needs;
- To assess opportunities to engage new stakeholders and to hear the community's priorities; and,
- To utilize the vast resources available within the community.

The Steering Committee met monthly to design and guide the process with assistance from the Interaction Institute for Social Change whose consultants (who also live in the neighborhood) facilitated meetings, compiled reports, and drafted documents for review. Early in the process, we decided to set up focus groups that would gather ideas from community residents and staff of organizations about specific topic areas. The focus groups each met at least three times to explore visions for the future, ideas for action, resources to make the vision a reality, and challenges that would have to be addressed if we were to succeed. The focus group topics (which were based on the Boston Indicators of Progress, Change and Sustainability, developed by The Boston Community Building Network at the Boston Foundation) included:

- | | |
|--------------------------------------|--|
| • Arts and Culture | • Economic Development |
| • Health and Substance Abuse | • Literacy, Education, Employment and Training |
| • Public Safety | • Youth |
| • East and West of Washington Street | • Environment |
| • Housing and Vacant Lots | • Public Policy and Civic Participation |
| • Technology | |

The Vision is Already Beginning to Take Shape...

Some of the ideas people articulated as part of the vision for the neighborhood are already happening. They are actually "recommendations in progress" highlighting important ongoing work in the community. For example, the Youth and Family Coalition, which began as a Healthy Boston Coalition group, has sustained a working group of 7 agencies and residents focused on increasing services for youth. Another example is the 450 Working Group, which continues to develop the technology resource center called the CyberShop. The Four Corners community recently received funding to start a Main Streets initiative, and new businesses are beginning to arrive in the area. The Codman Square NDC is working on housing in the Erie-Ellington area.

The Millennium Project itself has already initiated some very positive activities, expanded the number of residents who are working on issues, and increased collaboration among organizations and groups in the neighborhood. One example is the East and West of Washington Street focus group, which has had a number of successful events in addition to its meetings relating to the Millennium Project. Another example is the number of people who have been introduced to one another and to different civic associations through their involvement in the Millennium Project.

Finally, some of the ideas that came up through the Millennium Project have been "in circulation" for a long time, such as creating a community resource guide, a clearinghouse for academic internships, or developing a community fellows program. The Millennium Project has created added momentum for making some of these ideas a reality.

¹ Copies of the Action Agenda may be requested from the Civic Health Institute at Codman Square Health Center.

What is the Millennium Project, continued

What Will Come Next?

Each of the focus groups has transitioned into an ongoing working group. The purpose of each group is to keep up the momentum that the Millennium Project either created or helped to build, and to keep one another informed about our efforts to take the action steps outlined in this Community Blueprint. The working groups will report out regularly at the Codman Square Neighborhood Council and the Four Corners Action Coalition's meetings to keep the community informed.

While we covered a lot of topics and addressed many concerns in this process, we recognize that there are many important groups about which we could learn more in the future, including the specific needs and concerns of:

- specific blocks or sections of the neighborhood
- senior citizens
- immigrants
- the courts and justice system, and people who are involved with them
- multi-lingual residents, those for whom English is a second language
- communities of faith
- unemployed and underemployed residents, as well as those seeking to expand their education and training
- long-time residents

We think of this Blueprint as an important milestone in an *ongoing* effort to envision and plan together for the future of our community.



What and Where is Codman Square?

The Millennium Project set out to focus on a large, culturally diverse community—really a set of communities—in the heart of southern Dorchester, a neighborhood of Boston. The area covers two square miles. Its boundaries extend from Blue Hill Avenue on the west (beginning at Morton Street), to Columbia Road, to Geneva Avenue on the north, to Dorchester Avenue on the east, to Gallivan Boulevard over to Morton Street and back to Blue Hill Avenue on the south.² While we began with the idea of focusing on this entire area, which includes many distinct neighborhoods, this Blueprint focuses largely on the Codman Square and Four Corners areas. We hope that through the ongoing working groups we will be able to expand involvement and focus into other parts of the broader area.

The Codman Square area is the intersection of not only many streets, but also many cultures, faith traditions, generations, types of business enterprise, educational backgrounds, and hopes and dreams about the future. The area is home to approximately 41,000 people. According to the 1990 census, the population is 67% African-American, Afro-Caribbean, and African, 20% Caucasian, 10% Hispanic, and 1% other, mainly Southeast Asian, ethnic groups. Although incomes range widely throughout the area, one half of the households have incomes in the mid-to-high \$30,000's per year or higher. More than 1,000 businesses and at least 61 churches are located in the area.

We recognize that "the neighborhood" is many different things to many people. It is a quiet place to live in the midst of a busy city, and it's also an area with traffic challenges and all of the noises of a big city. It is a place where some come to get an education, and a place where the "academy of the streets" is the teacher of choice for others. It is an elegant old Victorian, a new townhouse, and an aging triple-decker—sometimes all in a row. It shares some of the charm of historic Boston, with beautiful public buildings and churches. It is a place to shop for all kinds of goods and services, many within walking distance. It is a neighborhood rich in resources and opportunities, and a place where needs sometimes exceed the resources that have been organized thus far. It is a neighborhood where people are ready, willing, and already working for positive change; and a community with room to involve even more people in the future. It is a place where many are experiencing the benefits of Boston's prosperity, while many others experience unemployment, poverty, poor educational preparation and other indicators that tend to shut them out. It is a neighborhood that is "coming back," a place that faces challenges; a community that has already begun to arrive.

² These boundaries match the service area of the Codman Square Neighborhood Development Corporation, one of the Millennium Project's co-sponsors.

Listening to Community Voices—A Vision for the Future

A Vision for the Future of the Neighborhood

A vision is an image of success—it's a picture of what our community will look like in the future. We began our project with each focus group imagining a successful future. Then, we began the task of coming up with action steps that will take us there. Below, we pull the ideas from the different groups into a unified statement about the neighborhood as a whole.

We envision a vibrant urban community where individual residents, civic groups, community organizations, businesses, and other institutions are involved in shaping the neighborhood; where the residents feel proud of their neighborhood, and think of it as a great place to live and work. We see an expanded and strengthened network of relationships and systems (political, social, economic, educational, service-providing, and technological) working cooperatively to make the vision a reality. We see a neighborhood where...

Our people...

... will be ready for the 21st century. Our residents will reflect the wealth and diversity that comes with living in Boston's most desired neighborhood. Our residents will partake in the "goodness" that is Dorchester and participate in the city's cultural, educational, and financial gains. We will have the skills and knowledge to compete in the job market. We will be effective in accessing the resources we need to solve problems, make decisions, live healthy, addiction-free lives, and produce the most desirable outcomes possible for our families and ourselves. We will participate in the political process by voting, contacting elected and appointed officials, and organizing around the issues of concern. And, we participate in sustaining community life by getting involved in civic groups, getting to know our neighbors, supporting local businesses, and taking an active part in building up the quality of life in our community.

Our young people, in particular, will have access to academic, recreational, developmental, and economic opportunities that will enable them to grow into a healthy and productive adulthood. They will have relationships with networks of caring adults and access to health and social services that can support them and their families. And, they will have opportunities to be heard in conversations about community concerns that affect them.

Our physical environment...

...will be beautiful, clean, pleasant, handicapped accessible, and free from environmental hazards. Our neighborhood will be safe and inviting—day and evening—and people all over the city will believe it. Our neighborhood will be filled with attractive, well-kept homes and businesses, sprinkled with beautiful parks and other public spaces, and graced with varied and interesting public art. Formerly vacant spaces have been reclaimed for residential, commercial, or recreational purposes. Dead trees have been replaced and trees are flourishing all over the neighborhood. Our transportation system will include good access to public transportation, well-organized auto traffic and parking, and safety for bicyclists and pedestrians.

Our institutions...

...both public and private, will recognize the importance of their position within the community and not abuse their status for profit or gain. They will listen and respond to community concerns and hold themselves accountable for the promises they make. Each will play a role in making the community a great place to live and work. Community-benefit organizations, public agencies, and businesses will involve a diverse range of residents as staff and board members. Businesses will cater to the varied cultures, tastes, and needs of neighbors. Schools will be clean, safe, lively learning communities that are filled with teachers who are trained, ready to teach, and reflect the diversity of the community. Public officials will visit the neighborhood regularly, respond to the concerns of residents, and make staff, information, and resources available to residents in a timely manner.

A Call to Action—Summary of Action Ideas, by Focus Group

The focus groups took a look at a number of specific topics that we thought would have the greatest influence on creating a positive future. These included:

- Arts and Culture
- East and West of Washington Street
- Economic Development
- Environment
- Health and Substance Abuse
- Housing and Vacant Lots
- Literacy, Education, Employment and Training
- Public Policy and Civic Participation
- Public Safety
- Technology
- Youth

The focus groups came up with a large number of concrete action steps, projects, ideas, and resources for bringing the vision closer to reality. Before summarizing these ideas, though, we want to point out several ideas about how we should get the work done, that came up in the discussions of many of the focus groups, including:

- We should work to coordinate action and collaborate whenever possible to be sure that our efforts are not duplicated, and that they have the greatest possible impact.
- We should “work the politics.” In other words, we should identify the players who can influence decision making and bring resources toward our concerns and our work, and we should develop ongoing working relationships with them.
- We should promote the neighborhood, build positive perceptions both within the neighborhood and beyond, and build up civic pride.
- We should create resource directories to make sure that residents and organizations know who is doing what, and where they can go to access available resources—whether the topic is health or technology or voting.
- We should notice and build on the links between the different focus groups. An example might be to explore the ways in which the arts can contribute to economic development.

Below, we summarize the specific visions and goals that came out of each focus group. In the section that follows these summaries, we report in detail on the discussions and ideas that came out of each focus group.

Arts and Culture

Vision for the Future

We see the arts as a vehicle for unlocking hidden potential, bringing people together and healing broken communities and bruised hearts. We see a neighborhood where the arts enliven our every day life, create a way for the people of Codman Square to share their many and varied cultures, and build neighborhood pride. Artists live, work, and teach here and the arts provide a powerful way to reach and teach young people. The open spaces and other public spaces are made more beautiful and functional through a varied mixture of visible public art. And, the arts add an important element to our local economy, spurring interest in the neighborhood and leading to the creation of businesses that cater to artists from across the city.

Recommendations for Action

- Set up a resource pool for art production
- Create resources to help artists market themselves
- Develop or attract an arts supply business to the neighborhood
- Develop or attract an art café center (neighborhood hang out and venue for all types of art)
- Plan for open space (e.g., art as street furniture; reclaiming “dead space” between buildings or empty lots)
- Traveling art van
- Research how other cities promote art and culture on citywide scale (e.g., Portland, ME, Holyoke, MA)
- Work with Codman Square NDC to locate space to implement arts programs and create subsidized housing for artists (e.g., Brickbottom, Fort Point)
- Develop arts geared toward specific age groups and/or intergenerational art projects
- Family arts projects
- Create community traditions through art, such as the Lantern Walk, Wake up the Earth Festival (in Jamaica Plain) or Caribbean Carnival
- Create a multicultural artists center
- Use the arts to promote the community and build community spirit
- Establish a youth-run business that transforms old furniture by painting it in amazing ways
- Host coffee houses for local musicians
- Host poetry readings and poetry slams at Café Calypso or the Great Hall
- Create an annual calendar celebrating and promoting our community

For a detailed report on this topic, see page ____.

East and West of Washington Street

Vision for the Future

Committee Members of the East and West of Washington Group believe Codman Square has the makings of a model community – a community with thriving businesses, rich with culture and diversity. In the future all the organizations, civic associations will network and share community resources. This vision will connect Codman Square, Four Corners, and Saint Marks Main Streets together so residents can shop and help strengthen businesses in all three communities. In this future vision, our seniors and other adults will partner with our youth to tutor and mentor them into becoming involved in community building. Funding will be made available to businesses from area banks to support and encourage the growth of small business. Neighborhoods east, west, north, and south will share a common vision, communicate effectively, and share resources. Civic groups and businesses will network more actively. Many community events will celebrate our cultural diversity. City services will be delivered evenly throughout the neighborhoods, so that there is no visible distinction between the different parts of the neighborhood.

Action Steps/Recommendations

RECOMMENDATIONS FOR RESIDENTS

- Get involved! Attend meetings of your neighborhood council, block club, or Main Streets.
- If there is no block club or neighborhood association in your area, start one! Check with the Codman Square Neighborhood Council, Four Corners Action Coalition, Retail District Safety Initiative, or Codman Square Neighborhood Development Corporation, or the Civic Health Institute at Codman Square Health Center for ideas about how to get started.
- Support community-sponsored events and neighborhood potluck dinners
- Serve on a Millennium Project Working Group or other community committees
- Volunteer to work on community events

RECOMMENDATIONS FOR MERCHANTS

- Get involved! Attend Merchants Association and Main Streets meetings
- Find out more about the tastes and interests of your customers and potential customers

RECOMMENDATIONS FOR ORGANIZATIONS

- Hold more events that would foster relationships between organizations east and west of Washington Street
- Encourage the use of the many resource guides available in the Codman Square and Four Corners areas
- Help home-based businesses to become active in the Main Street commercial district
- Disseminate information out to the communities on an action plan that will empower business districts to unite neighborhoods
- Form diverse action sub-committees to help target organizations, merchant associations and civic groups to help get out the vision
- Hold more house meetings on east and west of Washington to discuss community issues and events

RECOMMENDATIONS FOR THE MILLENNIUM PROJECT/CODMAN SQUARE NEIGHBORHOOD COUNCIL

- Keep the conversation alive. Continue to meet as a working group. Create opportunities to involve others in the conversation.
- Create opportunities to celebrate and learn about the various cultures and groups in the community.
- Develop a process and skills for solving problems and resolving conflicts based on the collective vision, respect for differences, and faith and trust in the shared commitment to community progress.

* For detailed report see page 37.

Economic Development

Vision for the Future

We see a diverse (culturally and size), safe, clean, attractive business district with a mix of goods and services that residents want. A mix of local entrepreneurs and outside business owners populates a vibrant, family-friendly commercial district. Stores are open late, and community events attract both neighborhood residents and people from other neighborhoods. There is a lot of foot traffic and vehicle traffic is well managed. The architectural design is in keeping with the neighborhood.

Action Steps/Recommendations

IDEAS FOR ACTION STEPS, PROJECTS, INITIATIVES THAT COULD HELP MAKE THE VISION A REALITY

- Develop a Small Business Administrative Support Center to provide administrative services (e.g., financial services/accounting, legal, word processing, document preparation and filing copying, etc.) to small businesses develop a Small Business Administrative Support Service Center to provide these administrative services. The Center could be wholly owned/operated by a local entrepreneur who has the skills to provides these services.

RECOMMENDATIONS FOR RESIDENTS OF THE NEIGHBORHOOD

- Patronize businesses in the Square.
- Local entrepreneurs can develop a cooperative Small Business Administrative Support Center to provide administrative services (e.g., financial services/accounting, legal, word processing, document preparation and filing copying, etc.) to small businesses develop a Small Business Administrative Support Service Center to provide these administrative services. The Center could be wholly owned/operated by a local entrepreneur who has the skills to provides these services.
- Residents/block groups can encourage their churches to get involved in business development programs/activities.
- Block groups become more engaged in business development organizations and activities
- Block groups informing their members of goods and services available in the Square/encourage their members to patronize merchants
- Block groups co-sponsoring/assisting in merchant discount program with Merchants Association
- Participate in the Merchants Association
- Participate in Retail District Safety Initiative
- Ensure the viability of the Codman Square and Four Corners Main Street Programs by getting involved in those organizations. Involvement means participating in the Board, Committees and events of these programs and getting to know the principals involved.

RECOMMENDATIONS FOR ORGANIZATIONS IN THE NEIGHBORHOOD

Codman Square Neighborhood Development Corporation and other non-profit organizations in the Square such as the YMCA, the Health Center and Kit Clark, can educate merchants about the process for bidding on NDC work.

CODMAN SQUARE MERCHANTS ASSOCIATION

- Strengthen the Merchants Association
- Merchants Association uses a portion of its money to support small business development.
- Merchants Association, working with Codman Square Main Street and the Codman Square NDC explore joint purchasing consortiums/cartels/cooperatives for small businesses, doing similar types of businesses neighborhood/city-wide.
- Merchants Association, Codman Square Main Street and Retail District Safety Initiative sponsor periodic cultural markets selling goods in open-air format.
- Merchants Association sponsors neighborhood wide merchant coupon /discount campaign.
- Merchants Association sponsors a cultural market selling goods in open-air format.
- Ensure the viability of the Codman Square and Four Corners Main Street Programs by getting involved in those organizations. Involvement means participating in the Board, Committees and events of these programs and getting to know the principals involved.

Economic Development, continued

CODMAN SQUARE NDC

- Codman Square NDC, working with the Merchants Association and Main Street, provide administrative services (e.g., financial services/accounting, legal, word processing, document preparation and filing copying, etc.) to small businesses develop a Small Business Administrative Support Service Center to provide these administrative services. The Center could be wholly owned/operated by a local entrepreneur who has the skills to provide these services.
- The Codman Square NDC to acquire distressed commercial and residential properties and vacant lots and redevelop them as a means of revitalizing the community. Target neighborhoods abutting Codman Square with an emphasis on the Four Corners neighborhood (several sites now being sought for development by the Codman Square NDC along Washington Street between Park Street and Columbia Road) and the Norfolk Street/Talbot Avenue corridor.
- The Codman Square NDC, Codman Square Main Street and the Codman Square Merchants Association to beautify/upgrade the Norfolk Street graveyard. Graveyard could be included on the annual Codman Square House Tour.

CODMAN SQUARE HEALTH CENTER

- Codman Square Health Center/Cybershop, working with the Codman Square Merchants Association, the Codman Square NDC, and Codman Square Main Street Program, explore concept of cooperative technology/computer purchase and utilization by a collective of small businesses. Ideally, these groups would support a local entrepreneur in developing this concept.

CODMAN SQUARE MAIN STREET AND CODMAN SQUARE RDSI

- Codman Square Retail District Safety Initiative continues its public safety work with merchants to improve public safety issues in the Square.
- RDSI coordinates with the Codman Square NDC and Codman Square Main Street Program to implement
- Codman Square NDC and Codman Square Main Street coordinate to provide business development/improvement services to local merchants.
- Merchants Association sponsors neighborhood wide merchant coupon /discount campaign.
- Public safety improvements.

CHURCHES

- Churches create small business lending and technical assistance programs (e.g., Shalom Zone, Dorchester Bay EDC's work with Twelfth Baptist Church, etc.)
- Churches get involved in business development activities and work closely with entities like the Codman Square NDC, Codman Square Main Street, Retail District Safety Initiative, etc., in designing and implementing small business lending and support programs.
- Churches become active members of, Codman Square NDC, Main Street, RDSI, etc.
- Churches help promote the business district to their congregations (City Mission Society model).
- Churches use their resources within their community. Work with community development corps.

OTHER

- Local non-profits, and churches and other businesses patronize Codman Square businesses. Buy their goods/services
- Ask business to get involved in a community projects (e.g., block parties, cultural fairs, National Nite Out, etc.)
- Local non-profits, and churches and other businesses patronize Codman Square businesses. Buy their goods/services

RECOMMENDATIONS FOR CITY, STATE AND FEDERAL GOVERNMENT

- City establish a commercial development financial assistance pool to support rent costs for small businesses leasing NDC-developed commercial properties, thereby stimulating/creating small business development and job creation.
- Lobby for the creation of tax incentives for bulk suppliers of small inner-city businesses

Economic Development, continued

- City, state and local agencies work cooperatively with the Codman Square NDC to acquire distressed commercial and residential properties in and around Codman Square (e.g. Nelson Manor at 3 Aspinwall Rd).
- City, state and local agencies work cooperatively with the Codman Square NDC to acquire distressed commercial and residential properties and vacant lots and redevelop them as a means of revitalizing the community. Target neighborhoods abutting Codman Square with an emphasis on the Four Corners neighborhood (several sites now being sought for development by the Codman Square NDC along Washington Street between Park Street and Columbia Road) and the Norfolk Street/Talbot Avenue corridor.
- Change city/state/federal small business loan program regulations—require less by way of financial documentation (1 year of financials instead of 3 years)
- Support/facilitate connections between the Codman Square NDC, Codman Square Main Street, the Boston Empowerment Center and the Office of Business Development to provide a comprehensive package of business development/improvement services to local merchants.
- Work with the Codman Square NDC, Codman Square Main Street and the Merchants Association to identify gaps in small business technical assistance services. Coordinate a package of services/plan to fill the gaps.
- Work with the Codman Square NDC, Codman Square Main Street and Codman Square Merchant's Association to beautify/upgrade the Norfolk Street graveyard. Graveyard could be included on the annual Codman Square House Tour.
- Public regulatory entities will target illicit businesses; work with Codman Square NDC, Merchant Association, West of Washington Street Committee, Codman Square Main Street and local civic groups to remedy problems. Find re-use for numerous auto body shops along Talbot Ave. and Norfolk St.
- Continued financial support to ensure viability of the Codman Square Main Street Program.
- Continued financial support of the Codman Square Retail District Safety Initiative currently funded by LISC (augment with city, state and federal funds—e.g., Safe Neighborhoods Initiative funds, Drug Elimination funds, CDBG, CSBG funds, etc.)
- Create a resource directory for small businesses regarding access to small scale (\$500-5,000) and larger scale (\$10,000+) capital/loans.
- Coordinate services of Codman Square Main Street Program with services of the Codman Square NDC and other City-funded business development services in the area.
- Develop vacant lot at 218-224 Washington Street as housing and commercial and/or business incubator space.
- Develop building owned by Azusa Christian Community at 213 Washington Street (at corner of Norwell) as an athletics/performing arts/computer center for high-risk youth.
- Determine if owner of the bottling recycling center on Washington Street near Harvard St., would consider selling building for re-development into a community-desired use.
- Determine if church at corner of Washington and Harvard Street, would consider selling building for re-development into a community-desired use.
- Determine more efficient use of the building used by City Fresh Caterers at the corner of Washington Street and Bowdoin St. Step up efforts to get City Fresh or others to open a full service retail restaurant in the building.
- Engage with City to develop land in back of Norwell Street as a light industrial area. Potential to relocate bottle recycling business to this area.
- Redevelop the contaminated Newmarket building site owned by the City, at 2-8 Bowdoin Street for an appropriate commercial/retail use.
- Engage Cliff Davis, owner of the "Ring My Bell" building at the corner of Harvard and Washington Streets in a discussion to sell or re-develop the building. Currently vacant commercial space on ground floor with single room occupancy above.
- Engage owner of Vaughn Fish Fry/Shorty's Variety Store building at the corner of Washington Street and Erie Street in a discussion about renovating or selling the building.

Economic Development, continued

- Identify office space in Four Corners as a “home” for the Four Corners Action Coalition.
- Determine best way to move forward on vacant garage building owned by Bill Perkins on Harvard Street. Building/lot needs to have a redevelopment plan going for it.
- Establish a new Economic Development Committee of the Four Corners Action Coalition with the key players in Four Corners and Codman Square as participants (i.e., Four Corners Action Coalition, Codman Square NDC, Azusa Christian Community, Four Corners Main Street, Codman Square Health Center, Bowdoin Street Health Center, Four Corners Merchants Association, etc.)
- Coordinate services of the Office of Business Development with those available through the Codman Square Main Street Program and the Codman Square NDC with other City-funded business development services in the area to ensure that the existing gaps in business development technical assistance are filled.
- The Office of Business Development to work closely with Codman Square agencies (the CSNDC, Codman Square Main Street, Codman Square Merchants Association, Codman Square Retail District Safety Initiative) to identify current gaps in business development services. Work with these organizations to create a plan to fill the gaps to get needed services to local businesses. Examples of gaps include:
 - Need for commercial business Landlord/Tenant Rights and Responsibilities Workshops.
 - Need for code enforcement-related education for small businesses and support to correct code related issues within business premises
 - Need for more intense (hand holding) business planning services for small businesses.
- Support Codman Square Neighborhood Development Corp in developing a business incubator for startup and fledging businesses in Codman Square.

RECOMMENDATIONS FOR ACADEMIC INSTITUTIONS

- Universities support the Codman Square NDC through providing capital for physical economic development projects.
- Universities establish a commercial development financial assistance pool to support rent costs for small businesses leasing NDC-developed commercial properties, thereby stimulating/creating small business development and job creation.

RECOMMENDATIONS FOR BANKS AND THE FUNDING COMMUNITY

- LISC and other national intermediaries use their connections to assist the Codman Square NDC in tapping into and negotiating with national retailers as anchor tenants for NDC-developed commercial projects.
- LISC, banks, corporations and other funders, establish a commercial development financial assistance pool to support rent costs for small businesses leasing NDC commercial properties, thereby stimulating/creating small business development and job creation.
- Banks, foundations and corporations to support/fund the creation of a Small Business Administrative Support Center to provide administrative services (e.g., financial services/accounting, legal, word processing, document preparation and filing copying, etc.) to small businesses.
- Academic institutions partner with local entities to provide courses for small businesses (e.g., Quincy Geneva CDC In Touch Global Communications).
- Banks pay for courses for small businesses

**For a detailed report on this topic, see page 43.*

Environment

Vision for the Future

We see a beautiful, clean and environmentally safe future, where individual residents, businesses, community organizations, and schools all are actively involved in addressing our major environmental challenges. Lead poisoning, unsafe water, and contamination by underground tanks are things of the past. Vacant lots have been rehabilitated for home ownership, rental housing, commercial or open space uses. Trees and plants are flourishing and rodents are rarely seen. Both individuals and businesses take responsibility for reducing trash on the streets, and we conserve water, recycle, and use our resources well.

RECOMMENDATIONS FOR ACTION

Concerning Lead:

- Make sure that all homes have water filters.
- Launch an education campaign for homeowners about assistance available for removal of lead paint and pipes.

Concerning Water:

- Develop a coupon or promotional coupon or other promotional campaign to make water filters available inexpensively.
- Launch an education campaign in schools, community organizations, health centers, and churches concerning water conservation and purity.

Concerning Recycling:

- Launch a community education campaign aimed at trash recycling and trash reduction.
- Create an innovative business to recycle clothing, furniture, used clothing, and other household goods.

Concerning Gasoline/Oil Tanks:

- Survey location and status of underground tanks.
- Work with community to identify tanks that must be replaced.

Concerning Other General Issues:

- Work with Parks and Recreation Department to identify and replace dead trees.
- Meet with City of Boston's Department of Neighborhood Development, Codman Square Neighborhood Development Corporation to plan and prioritize vacant lots usage.
- Develop an education and elimination campaign aimed at rodents.

**For a detailed report on this topic, see page 53.*

Health and Substance Abuse

Vision for the Future

The Codman Square neighborhood is well on its way to being a "Drug Free Square." We see a future where the substance and alcohol-related health concerns, arrests, restraining orders, child abuse reports (51A's), children in need of services referrals (CHINS), evictions, divorces, work terminations, poor pregnancy outcomes are all greatly reduced. In dollar terms, the neighborhood has reduced the financial impact of alcohol and substance abuse by \$10 million a year. The word on the street is that is just isn't worth doing illegal business in the Square—too much risk and too much hassle. The churches, schools, and youth workers are collaborating to ensure that any young person beginning to go on a wayward track stays clear of it, and treatment and support groups are available to everyone who wants them.

Recommendations for Action

- Form an ongoing working group, preferably as part of the Codman Square Neighborhood Council, to develop an annual work plan.
- Identify all substance and alcohol abuse funds coming into the community, and bring the agencies into the working group. Hold the groups accountable for reporting progress to the community.
- Identify short-term, no/low cost initiatives that improve prevention, early treatment, or other reduction in suffering.
- Celebrate success: publish work plan and victories every six months.
- Create strategic plan to improve access to prevention and treatment.
- Identify and implement common sense, meaningful evaluation strategies.
- "Work the politics:" meet with key legislative leaders; identify bills to track and advocate for or against; assign watchdog responsibilities.

** For a detailed report on this topic, see page 59.*

Housing and Vacant Lots

Vision for the Future

The larger Codman Square area is thriving, clean and safe. Homes, businesses and public spaces are well integrated into the fabric of the neighborhood. People of varied ethnicities, races, income levels, and ages live together and side by side in housing that is affordable. Open spaces are beautifully maintained as play yards, parks and sites for public art.

Recommendations to City/Public Policy Makers

- Develop vacant lot at 241 Washington Street (at corner of Norwell and Washington) as housing.
- Develop Cedar Street (near Mt. Bowdoin/Geneva Cliffs, Star Five Oil area), as housing. (Dorchester Housing Action Team is working with Dorchester Bay EDC to acquire lot from Boston Edison.)
- City works closely with the Codman Square Neighborhood Development Corporation (NDC) and the Four Corners Action Coalition to investigate strategies for development of privately owned land and buildings including seriously exploring the concept of land banking and eminent domain, utilizing the Dudley Street Neighborhood Initiative model. City works closely with the Codman Square Neighborhood Development Corporation (NDC) to transfer long fallow vacant land and buildings to responsible community ownership.
- "Cluster" scattered site, city-owned vacant lots for development as a package. Facilitate development funding for scattered site parcels. Work with the Codman Square NDC to identify scattered site parcels for packaging/development.
- City to re-assign neighborhood planner to work with the Codman Square Neighborhood Development Corporation (NDC), the Codman Square Neighborhood Council and the Four Corners Action Coalition to develop a comprehensive plan for the Codman Square and Four Corners neighborhood. Incorporate existing plans done by Four Corners, the Spencer/Whitfield Neighborhood Association, and other groups into a comprehensive plan.

** For a detailed report on this topic, see page 65.*

Literacy, Education, Employment and Training

Vision for the Future

Children, adults, and families flourish in Dorchester! A context and expectation of success pervades this neighborhood as every person –from conception to their last days– is armed with quality health care, educational opportunities and employment prospects. Children love to learn in a variety of community settings. Parents know about and use resources designed to assist them in supporting their school-aged children. Schools view each child as valuable and collaborate with a diversity of programs (including before/after school programs, alternative schools) to design and implement “learning centers.” Young people and adults are gainfully employed in work that taps their innate talent and intelligence. Businesses and employers seek out residents of Dorchester because they are well prepared and motivated.

Recommendations for Action–Education

- Include business community in purchasing \$150 worth of literacy related materials for neighborhood childcare centers.
- Codman Square becomes a member of the Children’s Literacy Network formulating a community-wide literacy plan for children.
- Build knowledge base among parents about necessary information to guide their children’s school progress.
- Leadership video and parent involvement in literacy planning.
- Provide leadership academy for parents in the Codman Square areas.
- Learning Standards presentations to childcare center parents.
- Include inserts on standards, promotion and attendance policy in church bulletins in Codman Square/Four Corners
- Literacy jeopardy game with book lists published for children to read in order to participate.
- Cluster #10 schools have children passing the MCAS.
- Profile local merchants, residents, children and workers in local media outlets.
- Building literacy skills directory.
- Develop a directory of training programs.
- Names of the parent coordinators at the Annenberg Schools.
- Establish reading program where older children tutor/mentor younger children. Supervision from adults, administrators, and programs.

Action Steps for Employment and Training

- Utilize the media to promote and publicize the accomplishments of children (local newspapers, citywide papers, radio stations, church bulletins, etc.)
- Utilize the resources of such agencies as ReadBoston, Citywide Parents Council, Institute for Responsible Education (IRE), and others interested in the promotion of early childhood education, to increase parent participation in education.
- Recruit parents to participate in the education/employment programs that will promote and move forward the accomplishments of adults.
- Support such programs, such as STRIVE, which have curriculums designed to promote job readiness, employment retention skills, academics, and community development.

RECOMMENDATIONS FOR RESIDENTS OF THE NEIGHBORHOOD (BOTH INDIVIDUALS AND ORGANIZED GROUPS, LIKE BLOCK CLUB ASSOCIATIONS)

- Join local groups, such as block clubs, to increase the information and association you have regarding your neighbors.
- Support local community development activities, such as fairs, workshops, and community meetings.
- Join organizations that support and advocate for community development and community enhancement.
- Participate in local elections. Vote!

Recommendations for neighborhood organizations

- Reach out to the residents of the neighborhoods and encourage them to participate in all education-related decisions made on their behalf.

Literacy, Education, Employment and Training, continued

- Businesses should promote academic excellence by participating in school contests, promoting school events, and supporting children who show progress in their classrooms.
- All health related sites should provide information to parents about the importance of education. Subject areas, such as health, career, employment, etc., would be discussed so that adults come to expect that the larger community is very interested in their growth.
- Social service agencies should train all of their staff in the area of how to discuss education with their clients child(ren), how to access their child's school records and progress, and what types of questions parents should ask when meeting with teachers.
- Job training organizations should re-structure their curriculums to address the special needs of single parents, families with limited education, and residents who may be new to our country (language and cultural differences).
- Employers within the community must be willing to hire residents from our neighborhood so that resources can be held within the community.
- Create an alliance (through the Codman Square Neighborhood Council or the Codman Square Youth and Family Coalition) of all Codman Square/Four Corners organizations working on employment and training issues. Alliance to coordinate community-wide approaches/responses to employment & training. Alliance will also coordinate with local, state and federal entities to inform them of the community's employment and training needs and to do fundraising around these needs.

RECOMMENDATIONS FOR FUNDERS AND OTHER ORGANIZATIONS OUTSIDE OF THE NEIGHBORHOOD

- Foundations and philanthropic agencies, look for sound investments in our neighborhoods and promote the growth and development of our community.
- Funders, look for projects that support the educational and employment independence of our businesses and develop relationships that improve our business skills.
- Organizations outside our neighborhood, look to us for the wealth of knowledge and information which we possess and utilize our skills to support and develop their organizations. In the areas of diversity, employment enhancement, and product expansion, businesses and other organizations should think "community".

RECOMMENDATIONS TO CITY/PUBLIC POLICY MAKERS AND ELECTED OFFICIALS

- Politicians, truly know the constituents and concerns of the residents of their districts as it relates to education and employment.
- Our political leaders, make yourselves available to residents to address their concerns, have staff knowledgeable in the area of education and employment.
- Our political leaders, always advocate for and promote the well being of our communities' educational and economic growth.
- Our political leaders should always put the interest and concerns of our neighborhood before any gains that do not reflect the will and best interest of our neighborhood.
- Require school principals to facilitate parent/community input and involvement in setting educational agenda for the school through participation in the Codman Square Neighborhood Council.
- Open schools into the evenings for community meetings, programming and special events (e.g., Codman Square Neighborhood Council and Four Corners Action Coalition meetings, Adult Basic Education classes, after school tutorial programs, etc.)
- Set goals with the community, for student achievement to improve standardized test scores.
- Coordinate with programs such as READ Boston.

** For a detailed report on this topic, see page 71.*

Public Policy and Civic Participation

Vision for the Future

Codman Square is a welcoming community with strong, supportive social and civic networks that offer a high quality of life to all and allow residents to maximize their potential as healthy and productive participants in community life. Recognizing that civic life often evolves from a sense of social connection, non-profits agencies and resident groups have worked very hard to continuously create opportunities for people to connect with one another, and to plug into civic life when they are ready to do so. Voter participation is the highest in Boston, and the community has earned a reputation for generating articulate bills, especially at the city and state levels, that are backed by credible local research. Participation in political processes and advocacy efforts is high, even among those who cannot vote (such as youth and non-citizen immigrants) because everyone realizes that their needs are important and there have been enough success to show that everyday people can make a difference around public decision-making. The area's elected officials are frequently seen at community meetings and events, and they enjoy well-deserved reputations throughout Boston and at the State House for being hard-working, responsive and effective. Codman Square is known as a community that cherishes and enjoys the practice of democracy.

Recommendations for Action

RECOMMENDATIONS FOR EVERYONE

- Participate fully in community-wide events such as National Night Out and the Codman Common Tree Lighting ceremony; continue to create and expand more localized traditions that get people out and connecting with one another such as the Lumiere & Caroling Evening in the the Melville-Shawmut area; and instigate new, creative civic traditions — such as for an annual arts & culture contest called “A Day in the Life of Codman Square,” which could include many genres of artistic expression and could be open to people of all ages. Corporate sponsorship could underwrite awards, finalists could exhibit & perform in the Great Hall over an entire week and then culminate with a big community party at the end.
- Attend meetings of “umbrella” civic groups such as the Codman Square Neighborhood Council and the Four Corners Action Coalition.
- VOTE, tell people that you vote, and encourage them to do the same.
- Promote our community's successes, great and small — contact the media about events, write short articles, submit captioned photos for publication in the local press, write letters to the editor regularly about important issues and community successes.
- If you already are involved in a group invite a friend or neighbor to join.
- Start a block club or start a group around a shared interest (such as a book club) to get people connected with one another.
- The community should hold an annual Civics Fair where as many groups as possible can promote what they do, recruit new members, and become familiar with others.
- Promote awareness by creating a permanent exhibit on Codman Square history which will serve as the start/end point for a series of self-guided walking tours throughout the community.

RECOMMENDATIONS FOR THE CODMAN SQUARE NEIGHBORHOOD COUNCIL AND FOUR CORNERS ACTION COALITION

- Institutionalize the Millennium Project by creating sub-committees for priority topics, and allow each to report on its progress on a rotating basis throughout the year; select at least 2 of these areas as priorities each year; and conduct an annual “State of the Neighborhood” event for major progress reports and celebration of accomplishments.
- Create a committee that can serve as an “academic clearinghouse” for getting student interns, developing research projects, etc.

Public Policy and Civic Participation, continued

RECOMMENDATIONS FOR OTHER VOLUNTEER CIVIC AND COMMUNITY GROUPS

- Organize activities to boost civic pride such as neighborhood clean-ups, flower planting days, graffiti clean-up patrols, etc.
- Smaller groups should adopt at least one policy issue per year and advocate for it.
- Invite elected officials to meetings, and periodically ask them to be the guest speaker.

RECOMMENDATIONS FOR MERCHANTS & LOCAL BUSINESS COMMUNITY

- Invest in community events — adopt an event or activity and then agree to cover the cost of producing fliers or making a poster, postage, provide refreshments, pay for a promotional ad in the local press, etc.

RECOMMENDATIONS FOR NON-PROFIT ORGANIZATIONS

- Encourage staff to attend civic meetings and to participate in events, and to “adopt” a sub-committee of one of the umbrella civic groups and provide support for it.
- Make public the findings of research studies that are conducted through agencies, and circulate copies to local agencies, and work together to develop agency capacity to research priority community issues, which will help with community advocacy.
- Encourage Boards of Directors to meet together periodically, publicize your annual meetings, and attend annual meetings of other agencies.
- Review the entire Millennium Project and determine where agency resources can be allocated to support recommendations.
- Partner with one another and with community groups to develop projects and apply for funds which respond to Millennium Project recommendations.
- An agency needs to adopt the “Hidden Heroes” awards and improve its effectiveness as a vehicle for generating civic pride, and also improve its capacity to raise money for the Youth & Family Coalition’s summer programs (Wainwright & Roberts Parks).
- Partner with citywide efforts to promote civic involvement and resident participation such as Project Vote or the Indicators of Change and Progress Project.

RECOMMENDATIONS FOR SCHOOLS

- Schools with special public services programs such as Dorchester High’s Academy of Public Service should encourage students to become involved in local civic projects.
- The School Department should develop ways for students to receive credit for participating in local civics.

RECOMMENDATIONS FOR ELECTED OFFICIALS

- Attend neighborhood council on a regular basis and come to special events.
- Aold “office hours” in the district at least once a month.

RECOMMENDATIONS AROUND COMMUNICATIONS

- Create a communications network among neighborhood groups — phone trees, e-mail & listerv, snail mail, etc.
- Develop a community website, and create a network of information kiosks.
- Create a centralized directory of community groups including contact information, meeting schedules, issues of concern, priorities of the group, etc. — one format for presenting this information can be a grid/spreadsheet that cross-references groups by issue area, which might make it easier to mobilize people around specific concerns.
- Create a civic communications clearinghouse to support press and publicity needs.

RECOMMENDATIONS AROUND VOTER REGISTRATION & TURNOUT

- Create a “Codman Square Votes!” campaign to improve both voter registration AND turnout — Codman Square should strive to have the best turnout in Boston.

Public Policy and Civic Participation, continued

RECOMMENDATIONS AROUND EDUCATION, AWARENESS & LEADERSHIP DEVELOPMENT

- Continue to produce and map voting trends, and use this information for community education, and continue improving and producing resources like *Your Elected Officials and Government Departments*.
- Develop a series of practical, basic political process trainings for activists and agencies, and get public officials to participate in teaching some sessions. People need to understand what happens at different levels of government, and how that relates to their needs. For example, go to the City for things like potholes, go to the State or Federal levels for things like immigration policies and welfare reform, etc.
- Develop related trainings for emerging civic leaders exploring and bolstering their motivations to participate.

RECOMMENDATIONS AROUND RELATIONSHIP BUILDING — INTERNAL & EXTERNAL

- Develop a series of walking tours of the area for elected officials.
- Continue and deepen the *Your Voice, Your Choice* forums in the Great Hall.
- Continue to hold early evening Election Eve “Get Out the Vote” rallies in the Great Hall — this event should become a part of Boston’s political landscape, a credible “must attend” event for the candidates.
- Develop an *In the District* breakfast series where each month or so a different elected official meets with community people around specific issues, and in advance of those meetings someone (different agencies, depending on the issue) should produce a short briefing paper or fact sheet on the topic.

* For detailed report see page 83.

Public Safety

Vision for the Future

We envision an inviting neighborhood where people inside and outside the community share an accurate sense of safety. They have peace of mind about living, working, and shopping in the neighborhood because they know that we experience dramatically fewer criminal activities and traffic problems. Our streets are cleaner and better patrolled. Residents of all ages have access to a variety of successful prevention activities, including organized activities for young adults, after school programs, violence prevention education for all ages, and expanded training and employment opportunities. We have strengthened and expanded the network of neighbors who know one another, welcome new comers, participate in block watches and other efforts to maintain the improvements we have experienced in public safety.

RECOMMENDATIONS FOR RESIDENTS OF THE NEIGHBORHOOD

- Develop crime watches on all streets.
- Encourage block captains to join Public Safety Committee.
- Encourage Public Safety Committee and Merchants Public Safety Committee to merge and share resources.

RECOMMENDATIONS TO MERCHANTS ASSOCIATION

- Get members to participate actively in the Codman Square Retail District Safety Initiative.
- Support the Merchant Block Watch initiative through the Codman Square Retail District Safety Initiative.
- Encourage members to keep their sidewalks clean as a deterrent to crime.
- Encourage merchants to seek façade improvement and window display assistance from the Codman Square Main Street Program as a means of improving the appearance of businesses and decreasing the perception of crime.
- Identify and engage home based entrepreneurs/businesses in the Merchants Association. Support home based merchants.
- Hire youth for merchant jobs.
- Hire staff person for Merchants Association.

RECOMMENDATIONS FOR ORGANIZATIONS IN THE NEIGHBORHOOD

- Build partnerships.
- Share information and resources.
- Promote Codman Square as a whole.
- Less promotion of agency, more of the Square.
- Hire staff person for Public Safety Committee.
- Raise funds.
- RDSI, Main Street, Merchants Association, Four Corners Action Coalition and the Codman Square Neighborhood Council to plan and coordinate more with other Dorchester-based groups.
- Codman Square organizations/groups participate more actively in C-11 and B-3 Advisory Committees.
- Codman Square/Four Corners organizations concerned with youth services (e.g. Asuza/Ella J. Baker House, Dorchester YMCA, Four Corners Action Coalition/Greenwood Family Life Center, Codman Square Health Center and Neighborhood Association) better communicate with and coordinate/plan with each other. Purpose of this is to better understand and utilize current services available to youth (particularly at risk youth) and to collaborate around the development of additional services.

Public Safety, continued

RECOMMENDATIONS TO CHURCHES

- Get involved with the public safety programs in the Codman Square and Four Corners (e.g., the Codman Square Retail District Safety Initiative and Four Corners Action Coalition.)
- Create a business development fund to assist businesses in making public safety related improvements (e.g., lighting upgrades, storefront improvements, etc.)
- Coordinate/outreach to Codman Square/Four Corners organizations concerned with youth services (e.g. Asuza/Ella J. Baker House, Dorchester YMCA, Four Corners Action Coalition/Greenwood Family Life Center, Codman Square Health Center and Neighborhood Association) to better coordinate/plan services with these organizations. Purpose of this is to better understand and utilize current services available to youth (particularly at risk youth) and to collaborate around the development of additional services.

RECOMMENDATIONS FOR POLITICIANS, CITY OFFICIALS, FUNDERS, AND OTHER OUTSIDE RESOURCES

- Allocate more funding.
- Politicians, talk up the Square when they are out door-knocking.
- City officials, visit the Square four times a year. We need their help all year, not just when there is an election.
- Ensure active participation and support of the C-11 Police District in the Codman Square Retail District Safety Initiative. C-11 needs to be involved in planning and implementing, in coordination with RDSI, additional public safety activities in Codman Square to diminish crime and the perception of crime in Codman Square.
- C-11 to continue business safety audits through the RDSI.
- Establish a joint C-11/B-3 police "kiosk" in Codman Square and Four Corners.
- C-11 and B-3 police officers stationed regularly (once or twice a week) in a Codman Square facility (such as the office of the Four Corners Action Coalition or the Codman Square Health Center) to field community complaints and to garner information from the community.
- Support the work being done through by the Police Executive Research Forum (PERF) by area C-11 and B-3 Police Districts (through the Codman Square Retail District Safety Initiative strategic planning process) to improve formal coordination and information sharing across boundaries in Codman Square and Four Corners. Intent of this work is to prevent crime along the boundary (Washington Street is the dividing line between the two districts.)
- Boston Police Department Crime Watch Unit to work with the RDSI, the Codman Square Neighborhood Council, the Four Corners Action Coalition and other Codman Square groups and organizations to support the establishment and strengthening of new and existing block watches.
- Through the BPD and other city/state/federal entities, develop a plan with Codman Square and Four Corners organizations to address youth loitering and youth unemployment in the neighborhood.
- Through BPD, develop a plan with Codman Square and Four Corners organizations to share information on youth gang activity.
- Develop a plan with Codman Square and Four Corners organizations to address youth social service support needs.
 - Ensure that Codman Square/Four Corners organizations are aware of/have access to existing program supports such as the PAL Program, the Youth Service Providers Network, camp vouchers, recreational/fishing trips for youth, etc.
 - Coordinate activities through the Codman Square Youth and Families Coalition and the Dorchester YMCA.
 - Coordinate with Codman Square/Four Corners organizations to support needs assessments, planning and fundraising for youth service support needs.
- Maintain values/practices of community policing.
- Increase MBTA police coverage at the Fields Corner, Shawmut and Ashmont train stations.
- Dorchester Courthouse becomes more involved in planning for community public safety activities through the Codman Square Retail District Safety Initiative and the Four Corners Action Coalition. Create a community court.
- Engage Bob Gittens as a Youth Commissioner.

* For a detailed report on this topic, see page 89.

Technology

Vision for the Future

Codman Square residents of all ages and abilities love using computers and demonstrate that they are good at it. They frequent the community technology labs located throughout the neighborhood, in community centers, libraries, community agencies, churches and local businesses. Youth run a multi-media center that includes computers, TV, radio, and music. Every family has at least one computer in its home. Residents feel more connected to one another and much more informed about what is going on in the neighborhood as well as in the rest of the world.

Recommendations for Action

- Participate in the City of Boston/Hi-Q collaborative pilot program Technology Goes Home, where 6 organizations will work together to select and train 10 families who will—at the end of a 8-12 week training period—receive a free, brand-new computer and Internet connection.
- Continue to build on the 450 Working Group vision.

RECOMMENDATIONS FOR RESIDENTS OF THE NEIGHBORHOOD (BOTH INDIVIDUALS AND ORGANIZED GROUPS LIKE BLOCK ASSOCIATIONS)

- Use the existing resources in this community and demand even more.
- Support the existing technology resources by contributing money.
- Volunteer time in the labs, fixing computers, helping to track down donations, helping your neighbors learn to use their new computer.
- Pay attention as your children's schools are adding computers and make sure you know the school's plans to use these in the classrooms and to support teacher training on them.
- Be vigilant of Internet access issues in the news and speak up for this community when the City of Boston is negotiating contracts with cable companies and other Internet Service Providers.
- Let your elected representatives know that you want to make sure that any telecommunications legislation, such as the E-rate, for example, supports access for people in this community.
- Buy computers, parts and service locally as often as possible.

RECOMMENDATIONS FOR ORGANIZATIONS IN THE NEIGHBORHOOD

- Create new programs that offer advanced computer training for community members, especially that offer A+, Microsoft and other certifications, internships and hands-on experience.
- Ensure that no one in this neighborhood is left without some kind of access to computers and good training; this includes senior citizens, very small children, those for whom English is not their first language, the physically disabled and others.
- Create a community web site that provides information about local technology resources.
- Make sure your programs' information is accurate and up-to-date in the Local Resource Guide (call Kate Snow at 822-8206 for changes) and on any community web page(s).
- Create places where families, especially those with very small children can become comfortable with computers.
- Help educate residents so they can make smart decisions about buying computers.
- Provide ways for residents to learn the array of job and career opportunities available through technology, especially helping people to discover what kinds of things they really love to do with computers and how that might translate into well-paid work.
- Be vigilant about keeping community members informed of new programs, classes and projects for technology, either your own or others.
- Before starting new projects, talk with others running similar projects or other technology programs to see how programs can complement each other or provide a duplicate project to an area or constituency in the neighborhood that doesn't yet have access to this kind of program.
- Put money and time into making sure your employees have good computer skills training as part of their jobs, as appropriate.
- Add a computer component to existing programs, when appropriate, such as teaching graphic design skills to teens doing flyers.
- Create programs that integrate technology learning with real-life experience, such as the CyberShop, a MIDI music production studio, web design businesses and the like.

Technology, continued

- Encourage all of your corporate supporters and contacts to donate computers and let them know how well their good old computers could be used in the this community.
- Make good use of existing national resources, such as Community Technology Centers' Network, to increase your own capacity.
- Continue to participate in community-wide efforts to increase technology access, such as the 450 Working Group, the Technology Goes Home initiative, Federal grant proposal processes and others.
- Continue to place pressure on officials to ensure equitable Internet access in this community through good, fair telecommunications legislation at the city, state and Federal level.

RECOMMENDATIONS FOR SCHOOLS

- Ensure that all children in school have access to good computers in their classrooms from Kindergarten through the 12th grade.
- Make sure that teachers have adequate training and support so they can use the computers in the most educationally sound and beneficial ways in the classroom.
- Open school computer labs up to community programs after the school day is over and on weekends.
- Make sure that children are not penalized in any way for not having access to computers at home, and work with community organizations to make sure children have ways to get computers in their homes.

RECOMMENDATIONS TO LOCAL BUSINESSES COMMUNITY

- Ensure that your workers get good training on computers as part of their work.
- Get to know the local community technology resources and find ways to contribute to their programs: mentor a teen, teach a class, volunteer to help in a public access program or fix computers, for example.
- Share information about new technologies with the local residents and organizations.
- Encourage other businesses outside of Codman Square/Four Corners to recognize the technology capacity of this community.
- Hire technically skilled residents in this community; look first to your neighbors for skilled technology workers.

RECOMMENDATIONS FOR POLITICIANS, CITY OFFICIALS

- Pass legislation that supports equitable access to the Internet for all members of the community.
- Help ensure that community members understand what is at stake when telecommunications legislation is in process.
- Support Federal funding for community technology centers such as the Department of Education's Community Technology Center funding and the TIAPP funding.
- Make sure this community has a place and voice at the Digital Divide.
- Summit every year and at any local or state forums about technology.
- Continue to encourage private-public partnerships that bring the resources of technology corporations into this neighborhood.

RECOMMENDATIONS FOR FUNDERS AND OTHER OUTSIDE RESOURCES

- Notice that community organizations are already working together to provide more resources in a more efficient way-by working together to avoid duplication and increase new opportunities-and support those efforts.
- Encourage other funders and corporations to get to know the technology capacity of this community.
- Help organizations keep abreast of the latest technology issues by holding forums for nonprofits.
- Provide resources to support the above recommendations.

** For detailed report see page 95.*

Youth

Vision for the Future

Young people in the greater Codman Square community want to be seen as a resource to the neighborhood and a part of the positive growth of our community. We envision a future where adults provide safe streets, schools, and parks. We hope that schools will become exciting places to learn where the windows are open on a nice day and the teachers are committed to having learning be fun. Access to college and opportunities to explore a variety of careers are available to us during our out-of-school hours. We see a future where people of all races and ethnicities walking the streets and attending neighborhood schools because the variety of people sends the message that this is a "good place to live." We want to see growing numbers of adults, churches, and organizations building opportunities for young people in this community. We look forward to a future where the number of caring adults in our lives has grown dramatically. And, we see ourselves as visible contributors in every aspect of community life in this vital Codman Square/Four Corners neighborhood.

RECOMMENDATIONS FOR ACTION

RECOMMENDATIONS FOR RESIDENTS OF THE NEIGHBORHOOD

- Support neighborhood youth with a smile and a hello when you pass them on the sidewalk.
- Participate in walking groups by shared interests or historical walking tours.
- Sign up to bring a neighborhood young person to work, be a part of the Codman Square Job Shadowing Week.
- Anyone with the time to research and compile a directory of resources for youth, call the Dorchester YMCA.

RECOMMENDATIONS FOR INSTITUTIONS

- Develop and continuously improve high-quality youth development programs that are linked to schools and serve large numbers of youth.
- Develop a multi-cultural youth council
- Visit and work in schools in the neighborhood. Help to solve problems at Dorchester High School.
- Use prevention and intervention techniques. Model a "zero tolerance" policy regarding youth violence.
- Organize more study groups and tutors.
- Encourage more people to walk by organizing: monthly or bi-monthly walking groups connecting people with shared interests; walking patrols by area/street; monthly historical walking tours of the neighborhood.
- Create a directory of youth-oriented resources and activities in Dorchester.
- Identify more scholarship opportunities. Hold neighborhood-based workshops to educate parents and young people.
- Enlist Dorchester Court probation officers to be involved in youth activities and walk the neighborhood.
- Organize projects for older teens to read and do projects with younger children.
- Create Codman Square Job Shadowing Week: Neighborhood residents to take local young people to work for one day, twice a year.
- Encourage more attractive and varied shops employing young people.

Youth, continued

RECOMMENDATIONS FOR FUNDERS

- Develop incentive funds for young people to act on their ideas and create programs, products and services.
- Invest in youth services programs for multiple years, minimum of 5 years is necessary to support young people through one stage/phase into another.
- Support programs that enhance academic performance and specific job skills (rather than simply job readiness, interviewing and resume writing).

RECOMMENDATIONS FOR CITY/PUBLIC POLICY MAKERS AND ELECTED OFFICIALS

- Young people are the future voting block. Support their development with programs that help them understand civic participation and creating change.
- Involve youth from the neighborhood in the Police cadet program.
- Open Dorchester High School in the afternoons and evenings.
- Increase regular police walking and bike riding.

** For a detailed report on this topic, see page 105.*

Coordinating Our Response

Principles for Bringing the Blueprint to Life

We hope that this Blueprint will inspire new, coordinated action as well as lend support to existing efforts to help bring the vision for the neighborhood closer to reality. We also hope that the attempts to foster coordinated action don't get in the way of efforts on the part of individuals and single organizations. So, we offer a few principles as a way to balance these concerns and ensure that we move forward on the action items outlined in this Community Blueprint:

- Understand that some recommendations will be implemented sooner, some later, some maybe not at all. Don't assume that everything has to begin now and that all of the ideas will be equally successful.
- Get started with what we can. Don't wait for every task to be assigned before starting on anything. Notice, too, that some of the recommendations are already being developed while others will require new initiatives.
- Learn from one another and build on one another's strengths. Don't reinvent the wheel.
- Stay very visible. Keep the Codman Square community and the general public informed about what we are doing, where we are succeeding and where we face challenges.
- Foster coordination between groups, organizations, and agencies. Coordination should not hinder individual efforts and should reduce rather than increase duplication.
- Give ourselves permission to think of new approaches. Be guided, but not stifled, by the initial Community Blueprint.
- Build on existing community infrastructure whenever possible. Don't create a whole new infrastructure or multiply meetings.

Proposed Steps for Implementing the Community Blueprint

In keeping with these principles, we, the Steering Committee, propose a four-part implementation strategy:

1. Support and coordinate ongoing Working Groups related to each focus group topic by:
 - Creating working committees of the Codman Square Neighborhood Council (CSNC) corresponding to each focus group area and establishing a regular schedule for working groups to report out at CSNC meetings;
 - Identifying and coordinating "co-sponsoring agencies or organizations" to support the working committees with expertise, staff or Board participation, and other resources. Encourage organizations to "adopt a community meeting or committee" and participate actively.
 - Strengthening the CSNC's infrastructure so that it can perform this role in addition to its other roles in the community; and,
 - Building relationships between Codman Square and Four Corners by having working groups report out regularly at Codman Square Neighborhood Council and Four Corners Action Coalition meetings; encouraging constituents and staff members from each area to attend one another's meetings and events.
2. Encourage deeper understanding and tighter connections between agencies and organizations by:
 - Suggesting that organizations distribute the Blueprint to their Boards and staff to help inform their own ongoing planning;
 - Supporting community organizers whose focus is more generic than issue-specific; encouraging agencies that hire organizers to do more "generic" organizing work;
 - Developing a council of community organizers;
 - Continuing to identify collaboratives and resources that operate within the community and figure out ways of working together (e.g., Black Ministerial Alliance/Boston Public Schools partnership around after school programs);
 - Convening an annual "summit" of Executive Directors and Board Presidents to share experiences and plans for the future;

Coordinating Our Response, continued

- Reviving the Executive Director's Forum to create ongoing communication links;
 - Suggesting that staff and Board leaders of agencies and civic groups attend one another's annual meetings;
 - Suggesting that organizations distribute their strategic plans to one another; and,
 - Supporting collaborative fundraising by encouraging agencies to share information about resource they encounter that might not meet their own needs, supporting a fundraiser to work on community-wide projects, and writing joint grant proposals.
3. Follow up on the progress of implementing the Blueprint by:
- Hosting an annual "State of the Neighborhood" event where working groups report out, and individual agencies, groups, and collaboratives showcase their work in the neighborhood;
 - In the context of the communicating the Blueprint, highlighting other works in progress that are consistent with the Blueprint even if not directly mentioned in the Blueprint; and,
 - Communicating and celebrating initiatives that have been jump-started by the Millennium Project (e.g., Guide to Civic Organizations); create a list of "recommendations in progress."
4. Develop and support broad-based initiatives that build our capacity as a community, including:
- Establishing an academic clearinghouse to coordinate interns working in the neighborhood;
 - Making training resources that are available to agencies available to residents (e.g., Neighborhood Reinvestment Corp, Boston Community Building Curriculum, involve residents in bus trips);
 - Developing a "Community Fellows" program that would provide money, training, and recognition to resident activists/leaders;
 - Developing a catalogue of resources such as training workshops, fellowships, that are available to residents; and,
 - Developing a Community Resource Guide of civic groups, agencies, and collaborative efforts (this is a "recommendation in progress").
5. Continue to focus on issues relating to race, class, and culture by:
- Supporting an ongoing working group to focus on this topic;
 - Hosting events, dialogues, and experiences that build relationships;
 - Creating opportunities to build cultural competence and skill in working across groups;
 - Sponsoring educational, cultural, and other experiences and create materials designed to deepen shared understanding of various groups in the neighborhood; and,
 - Facilitating the design of community problem solving processes to help us work through conflicts as they arise.

Detailed Reports from Each Focus Group

Each focus group met at least three times between May and November. Through their meetings, the groups were to develop a vision for the future, come up with action steps and specific recommendations, identify high priority problems or obstacles to success and resources to address them, and ways in which racial, class, and cultural diversity in the neighborhood affected their topic. The focus group leaders submitted reports based on the focus group sessions. The Steering Committee reviewed the reports and also added some ideas.

Following these detailed reports you will find lists of resources to help you get connected and involved in making the vision a reality.

Arts & Culture

FOCUS GROUP LEADERS:

- Louray Barton & Candice Gartley

FOCUS GROUP PARTICIPANTS

- Diane Wignall - Codman Square resident/artist
- Patricia Burson - Codman Square resident/artist
- Arthur Sutton - Athelwold Street resident/musician/newspaper editor
- Susan Bright - Codman Square resident/artist
- Jim Anderson - Codman Square resident/artist
- Candice Gartley - Codman Square Resident
- Louray Barton - Codman Square Resident

The focus group met on the following dates: August 17, September 14 and September 28.

Key Facts about the Neighborhood

How do we know that our community is interested in art?

In the 1996 Community survey we asked residents what type of art programming would interest them. Participants in this survey were asked if they would like to see different types of artistic expression in the area such as dance, music concerts, art exhibits, holiday celebrations, acting, storytelling, handicrafts, etc. More than 60% of the respondents were in favor of seeing these types of activities in their neighborhood.

In 1997, a Codman Square Main Streets project showed that many community members are interested in developing a multi-cultural artisan's center.

In 1998, the Boston Foundation sponsored a series of resident focus groups in Codman Square which showed a strong interest in community based arts & culture activities, and revealed a broad range of perspectives on how different residents define arts and culture.

Description of current situation in the neighborhood.

- Codman Square continues to have a high percentage of minorities and immigrants, most of whom are interested in helping sustain their cultural heritage and traditions..
- Recent influx has been seen over the past few years of middle income residents.
- Due to the "Big Dig", the displacement of many artists has caused them to relocate to the Codman Square/Four Corners area.
- There has not been much emphasis on community energy directed to moving forward the arts agenda in the neighborhood. Artists in the area, for the most part, work in isolation or look outside their neighborhood for venues and ways to link up with other artists.

Existing organizations do not currently see the growth of arts in the community as a priority.

Questions the Group Addressed

- "If we are going to help make our vision for Codman Square a reality, what issues are we going to have to tackle?"
- What obstacles could get in our way?
- What resources are available?
- What would an active arts community wish list look like?

Arts & Culture, continued

Vision for the Future

We see the arts as a vehicle for unlocking hidden potential, bringing people together and healing broken communities and bruised hearts. We see a neighborhood where the arts enliven our every day life, create a way for the people of Codman Square to share their many and varied cultures, and build neighborhood pride. Artists live, work, and teach here and the arts provide a powerful way to reach and teach young people. The open spaces and other public spaces are made more beautiful and functional through a varied mixture of visible public art. And, the arts add an important element to our local economy, spurring interest in the neighborhood and leading to the creation of businesses that cater to artists from across the city.

DETAILED IDEAS SUPPORTING THIS VISION INCLUDE:

- artists sharing/teaching
- public art
- open/safe space for all
- all mediums - glass, sculpture, etc.
- different forms of expression - dance, music
- a building for art only!
- a magnet art school in Dorchester, or a branch of an art school opening in the neighborhood
- radio and/or local cable channel
- newsletter
- poetry clubs
- short story clubs
- have a large clock in the Square
- a dance studio
- Codman Square specific postcards, calendars
- community gardens
- public dark room
- music studio
- development of artist housing and/or studio space
- art that can be easily seen by passers-by
- an avant garde neighborhood
- a multi-ethnic, not divided community (art can help make this happen)
- people will be able to access art event in their own neighborhood. Will help foster a sense of pride.
- all merchants and agencies in the area can support at any level. Arts is a **proven vehicle** for economic growth

HIGH PRIORITY PROBLEMS OR OBSTACLES TO OVERCOME AND RESOURCES TO ADDRESS THEM

- suitable, visible space (or lack of)
- dollars
- opposing visions
- design of space
- by-in from CDC and other pivotal organizations
- socio-economic shifts
- gentrification
- control/leadership issues (ownership)
- people participation (slow growth of interest)
- time
- energy
- competition for grants
- inclusion of artists
- same people volunteering to do most of the work - burn out

Arts & Culture, continued

RESOURCES AVAILABLE TO HELP ADDRESS THESE PROBLEMS...

- Codman Square Health Center
- Codman Square Neighborhood Council
- Four Corners Action Coalition
- Citizen Schools
- Community members and organizations involved in the Codman Square House Tour
- Dorchester Center for Visual Arts
- Ashmont Hill Chamber Orchestra
- The 2nd Church/Church of the Nazarene
- The Ella J. Baker House
- Greenwood Memorial Church
- Space within Girls Latin Apartments
- Auto shops
- YMCA
- ABCD
- Kit Clark Senior Services
- Jubilee House
- Cybershop
- Library
- MFA
- MCA (Mass College of Art)
- Boston Ballet and other dance companies
- political buy-in
- an abundance of artists in the community to support programs.
- committed residents to create initial interest.
- Neighboring Civic Associations
- parks in the area

ACTION STEPS/RECOMMENDATIONS

- Set up a resource pool for art production
- Create resources to help artists market themselves
- Develop or attract an arts supply business to the neighborhood
- Develop or attract an art café center (neighborhood hang out and venue for all types of art)
- Plan for open space (e.g., art as street furniture; reclaiming “dead space” between buildings or empty lots)
- Traveling art van
- Research how other cities promote art and culture on citywide scale (e.g., Portland, ME, Holyoke, MA)
- Work with Codman Square NDC to locate space to implement arts programs and create subsidized housing for artists (e.g., Brickbottom, Fort Point)
- Develop arts geared toward specific age groups and/or intergenerational art projects
- Family arts projects
- Create community traditions through art, such as the Lantern Walk, Wake up the Earth Festival (in Jamaica Plain) or Caribbean Carnival
- Create a multicultural artists center
- Use the arts to promote the community and build community spirit
- Establish a youth-run business that transforms old furniture by painting it in amazing ways
- Host coffee houses for local musicians
- Host poetry readings and poetry slams at Café Calypso or the Great Hall
- Create an annual calendar celebrating and promoting our community

East and West of Washington Street

This focus group was formed to discuss perceptions of the racial, class, and cultural issues that divide the neighborhood. We chose the east/west divide because it seems to many in the community that, in some ways, Washington Street divides the more and less prosperous parts of the neighborhood. We recognize the importance of continuing to talk about and work on these issues if we are going to become the kind of community we envision. As we outlined in the section on implementing this Community Blueprint, we agreed to form an ongoing group to continue to work on these issues. We anticipate that this group will continue to create opportunities to build a shared understanding of various perspectives about the neighborhood, set up learning opportunities, and help to design a community problem solving process to help us when conflicts and problems arise.

FOCUS GROUP LEADERS

Nathan Cooper, Brilton Levy, Harry Richmond, Roger Greene

FOCUS GROUP PARTICIPANTS

This diverse group of residents represent a small sampling of the neighborhoods east and West of Washington Street in Codman Square. The focus group held meetings in the east and west sections of the community.

Nathan Cooper, Bailey Street, Codman Square Neighborhood Council
Brilton Levy, Milton Ave, Codman Square Neighborhood Council
Harry Richmond Milton Ave. Resident
Roger Greene, Talbot Ave. Resident
Beulah Gibbs Washington Street Resident
Donna Decaill, Washington Street, Codman Square Health Center
Cheryl Weeks, Burt Street, Codman Square Neighborhood Council
D. Snow, Washington Street Codman Square Neighborhood Council
Gail Latimore, Washington Street Codman Square Neighborhood Development Corp.
Ed Johnson, Center Street Resident
Elsa Smith, Resident
Phil Grandberry, Wellesley Park, House Tour
Rita Lopes, Washington Street, Codman Square Health Center
Lovey Bryant, Fuller Street Resident

FOCUS GROUP MET ON THE FOLLOWING DATES:

May 27 kick off, July 13, July 27, August 7 Cookout, August 10 Codman Commons, August 31, October 5, October 13, October 19 Taste of Codman Square Cooking workshop

The East and West of Washington Focus Group has met and more than nine times since the MAY 27th kick off the Millennium Project.

Introduction

This focus group was formed to discuss the challenging topic of perceptions relating to racial, class, and cultural issues in the neighborhood. We chose the east/west divide because, while the east side of Washington Street does face its challenges, it seems to many in the community that Washington Street tends to divide the more and less prosperous parts of the neighborhood. We could also have chosen to focus on the Codman Square/Four Corners split, given the perceptions that Codman Square proper has access to more resources than Four Corners. Which ever way we slice it, we recognize the importance of continuing to talk about and work on these issues if we are going to become the kind of community we envision.

The group discussed many issues, from city services to the Codman Square House Tours. The focus of the group was not to concentrate on the negatives but to accent the positive and come up with ideas to build stronger relations throughout the neighborhood. Over the last six months, members of the focus group have sponsored a neighborhood cook out and a Caribbean cooking workshop.

East and West of Washington Street, continued

All of the members and residents that took part in the east and west focus group activities have expressed a desire to continue networking and to strengthen relationships on the east and west of Washington Street. As we outlined in the section on implementing this Community Blueprint, the Steering Committee agreed to form an ongoing group to continue to work on these issues. We anticipate that this group will continue to create opportunities to build a shared understanding of various perspectives about the neighborhood, set up learning opportunities, and help to design a community problem solving process to help us when conflicts and problems arise. sources?

6. Would you be willing to work on the committee or participate in discussions?

Key Facts about the Neighborhood

The Codman Square area is the intersection of not only many streets, but also many cultures, faith traditions, generations, educational backgrounds, and hopes and dreams about the future. The area is home to approximately 41,000 people. The face of the neighborhood has changed in the past twenty years. According to the 1990 census, the population is 67% African-American, Afro-Caribbean, and African, 20% Caucasian, 10% Hispanic, and 1% other, mainly Southeast Asian, ethnic groups. Although incomes range widely throughout the area, one half of the households have incomes in the mid-to-high \$30,000's per year or higher.

Residents who participated in the East and West of Washington Group discussions believed there are many disparities between the two neighborhoods separated by Washington Street in Codman Square.

While the Codman Square area has experienced major improvements in the buildings and surroundings, some people in the community feel that individual families and households have not experienced similar gains in their own quality of life. Some reported feeling as though the changes in the neighborhood (such as the increasing price of housing, and the influx of relatively more prosperous residents) suggested that families of more moderate means are no longer welcome, and are beginning to look toward cities with greater opportunities for home ownership.

How does the community view the East and West neighborhoods of Codman Square? Here's what Focus Group members had to say about the perceptions:

- East receives better city services. West side residents feel neglected by city government.
- Washington Street represents more to residents than just a dividing line. East and West feel separated socially, culturally and economically.
- East residents are more politically active and participate more actively in civic associations.
- More economic development has occurred on the east side of the square. Homes and businesses west of the Square have more difficulty attracting funding and support for community projects.
- Residents and organizations that are focused on the east side seem to have more access to information, resources, and relationships with key decision makers than those on the west side.
- Public Safety and police responses are viewed as better on the east of the Square.
- The west side has more renters, more low and moderate income home owners, and more homes in need of repair and upgrade than the east side
- There is a clear difference in the nature of the housing stock. Many of the homes on the east side were built as single family summer homes when Dorchester was a suburb of Boston. The neighborhoods were built in different eras and for different purposes. Many homes on the west side were built as multifamily units with working families in mind. Today, East side homes are more expensive, more recently renovated, and more likely to be showcased on the house tour. Homes on the west side are more likely to be in need of repair and are more likely to be abutted by vacant lots. Many of these vacant lots were the site of homes that were burned during the 1970's and never rebuilt.
- Underlying the east/west difference are some important demographic and political facts. West of Washington St. the residents are 90% or more people of color. These streets were targeted for block busting during the 1970's. These parts of the neighborhood have a longer history of home ownership and residency by people of color. On the east side, the increasing residency by people of color began later, in the 1980's.

East and West of Washington Street, continued

- Environmental issues, including illegal dumping, poorly monitored business practices, and abandoned business properties, are more visible on the west side of the neighborhood.

QUESTIONS THE GROUP ADDRESSED

1. How are the police services in your neighborhood?
2. Do you know your neighbors on your street? Is that important to you?
3. Have you participated in any neighborhood events? Were you on a committee?
4. What information do you have to share that would improve the Codman Square area?
5. What do you believe the best forum would be for East and West to share information and resources?
6. Would you be willing to work on the committee or participate in discussions?

Vision for the Future

Committee Members of the East and West of Washington Group believes Codman Square has the makings of a model community – a community with thriving businesses, rich with culture and diversity. In the future all the organizations, civic associations will network and share community resources. This vision will connect Codman Square, Four Corners, and Saint Marks Main Streets together so residents can shop and help strengthen businesses in all three communities. In this future vision, our seniors and other adults will partner with our youth to tutor and mentor them into becoming involved in community building. Funding will be made available to businesses from area banks to support and encourage the growth of small business. Neighborhoods east, west, north, and south will share a common vision, communicate effectively, and share resources. Civic groups and businesses will network more actively. Many community events will celebrate our cultural diversity. City services will be delivered evenly throughout the neighborhoods, so that there is no visible distinction between the different parts of the neighborhood.

High Priority Challenges and Resources to Address Them

The core challenges, as we see them, are to:

- develop a collective vision that is shared by civic groups, residents, organizations, and merchants in the neighborhood;
- increase communication among all parties;
- develop a process and skills for solving problems and resolving conflicts based on the collective vision, respect for differences, and faith and trust in the shared commitment to community progress; and,
- build participation among residents and groups working on these issues.

We see the individuals and organizations that are committed to working on these issues as our greatest resource.

East and West of Washington Street, continued

Action Steps/Recommendations

RECOMMENDATIONS FOR RESIDENTS

- Get involved! Attend meetings of your neighborhood council, block club, or Main Streets.
- If there is no block club or neighborhood association in your area, start one! Check with the Codman Square Neighborhood Council, Four Corners Action Coalition, Retail District Safety Initiative, or Codman Square Neighborhood Development Corporation, or the Civic Health Institute at Codman Square Health Center for ideas about how to get started.
- Support community-sponsored events and neighborhood potluck dinners
- Serve on a Millennium Project Working Group or other community committees
- Volunteer to work on community events

RECOMMENDATIONS FOR MERCHANTS

- Get involved! Attend Merchants Association and Main Streets meetings
- Find out more about the tastes and interests of your customers and potential customers

RECOMMENDATIONS FOR ORGANIZATIONS

- Hold more events that would foster relationships between organizations east and west of Washington Street
- Encourage the use of the many resource guides available in the Codman Square and Four Corners areas
- Help home-based businesses to become active in the Main Street commercial district
- Disseminate information out to the communities on an action plan that will empower business districts to unite neighborhoods
- Form diverse action sub-committees to help target organizations, merchant associations and civic groups to help get out the vision
- Hold more house meetings on east and west of Washington to discuss community issues and events

RECOMMENDATIONS FOR THE MILLENNIUM PROJECT/CODMAN SQUARE NEIGHBORHOOD COUNCIL

- Keep the conversation alive. Continue to meet as a working group. Create opportunities to involve others in the conversation.
- Create opportunities to celebrate and learn about the various cultures and groups in the community.
- Develop a process and skills for solving problems and resolving conflicts based on the collective vision, respect for differences, and faith and trust in the shared commitment to community progress.

Connections to Other Focus Group Areas

In addition to the work of the East and West of Washington focus group, many broad questions surfaced in other focus groups about the ways that race, class, and culture affect the neighborhood. Similar issues came up at many Steering Committee meetings. We recognize that there is much more to explore about how race, class, and cultural differences (and the ways we deal with them) affect each of the focus group areas. Below, we highlight some of the ideas and issues that came up during the focus group session, understanding that these issues also affect the focus groups that are not mentioned below.

Arts and Culture

The advantage to promoting the arts in our neighborhood is that it allows folks to connect across racial and economic lines. People can choose what they like and don't like without feeling as if they made the wrong choice. Art is a way to bring people together to showcase our similarities and talents and celebrate our differences in a respectful way. Because there are so many ways that one can express one's self through art, the aspect of competition or not being recognized is not a large problem.

East and West of Washington Street, continued

ECONOMIC DEVELOPMENT

Race, class, culture, and immigration status play a strong role in how small businesses operate, what goods and services they choose to offer, and their trust of institutions and authority. The focus group generated several ideas for addressing these potential challenges, including:

- Understand the various cultural approaches to doing business.
- Revise small business development program operations and regulations in recognition of these cultural differences.
- Establish business-to-business mentoring programs, using local entrepreneurs/business people who are familiar with the business owner's language and culture to provide information, education and technical assistance to small businesses.
- Avoid "standardizing" approaches to business development based on American culture and values...tailor programs in recognition of cultural differences in business approaches.

HOUSING AND VACANT LOTS

Issues related to race, class, and culture did not arise directly in the focus group discussions. Still, the group's leaders pointed out that representation of a variety of cultural, ethnic, racial groups and special housing interest groups is crucial to identifying needs of each and to ensuring neighborhood cohesiveness.

PUBLIC SAFETY

This focus group identified several examples of how issues relating to race, class, and culture affect safety in the community. These include communications/language barriers; 911 calls; beat cop relationships; community police officer/community policing; confusion with police areas B-3 and C-11.

Ideas for addressing the issues include: providing interpreters; offering English-as-a-second-language classes; public safety literature in all languages; hiring more police officers that represent the total community; and diversity training for all community groups.

TECHNOLOGY

This group discussed the potential challenges of breaking in to the 'technology culture.' The central ideas for addressing the challenge centered on building supportive relationships among people as they learn computer technology, either side-by-side in a computer lab, or with family members, fellow workers or friends.

YOUTH

Young people made several key observations:

- Few Caucasian people walk on Washington Street or are visible in the public areas of the community. The Youth and Family Coalition members suggested initiating various walking groups to increase walking the area.
- Young people also noted that none of the Caucasian teens who live in the neighborhood participated in teen dances, clubs or summer employment in the neighborhood.
- Lack of coordination among adult-led organizations and efforts hinders efforts for young people to build links with their peers in other parts of the neighborhood.

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Economic Development

Focus Group Leaders:

Gail Latimore and Christina Keefe

Focus Group Participants:

Inez Gilzene, Inez Hair Design
Adam Shyevitch, Codman Square Health Center
Nathan Cooper, Codman Square Neighborhood Council
Charles Gordon, Codman Square BankBoston
Charlotte DeBarros, Rusty's Auto School
Christina Keefe, Codman Square Main Street
Vincent Simmons, Syria Temple
Gail Latimore, Codman Square Neighborhood Development Corp.
Jackie Cooper, Local Entrepreneur/Bailey Street resident
Ana Imperizilli, Boston Main Street
Marvin Martin, Four Corners Action Coalition
Susan Worgaftik, Dorchester Center for Adult Education/This Neighborhood Means Business
Levi George, Owner, Levi's Restaurant in Four Corners
Amy Davidson, Business Development Coordinator, Urban Edge Housing Development Corp.

The Focus Group met on the following dates: June 14, June 28, and August 4, 1999

Key Facts about the Neighborhood

SOME KEY FACTS:

- Over 1,000 businesses are based in the Codman Square Millennium Project's geographic focus area.
- The Codman Square retail district includes more than 150 businesses. Personal services are the most common, accounting for almost one out of seven business establishments. Churches are the second, with 13 located along Washington Street. Following closely are financial services, with 12% of the establishments, eating and drinking places with 10% and food stores with 9%.
- There are over 100 childcare and recreational facilities, 4 schools, and 1 post office in Codman Square proper.
- Although they account for only 8% of the establishments, membership organizations (e.g., Dorchester YMCA), public services (e.g., Dorchester District Court), and medical services (e.g., Codman Square Health Center) play a very important role. Between their staff, members, clients, and patients, they attract more patrons collectively to the retail district than any other type of business.

Questions the Group Addressed

- What are the best ways/means to help businesses in Codman Square that are struggling?
- What are the barriers to small business development and expansion in Codman Square?
- What can we do to assist/facilitate small business development?
- What should Codman Square's commercial district (Washington Street) should look like in the next 3-5 years?
- What is your idea of the perfect Codman Square commercial district?
- What type of businesses would you like to see in Codman Square within the next 3-5 years (list top 3-5 businesses)?
- What are the best ways to attract new businesses to Codman Square?

Economic Development, continued

Vision for the Future

All participants completed a brief survey to determine their future vision for the business district along Washington Street from Columbia Road to Gallivan Boulevard). In a nutshell, the vision is a diverse (culturally and size-wise), safe, clean, attractive business district with a mix of goods and services that residents want. The model we seek is akin to that of Jamaica Plain's Centre Street. There was some concern, however, that the Codman Square business district not gentrify as much as that of Jamaica Plain. Other models might include Mattapan Square (offers a wide mix of goods and services with a number of "mom and pops" along with several "anchor" businesses. However, need more uniformity of store facades). Another model for Codman Square's Commercial District is Hancock Street in Quincy, near City Hall, which offers a mix of mom and pops with larger businesses and a wide range of goods and services that attract people from diverse backgrounds. Participants generally agreed that the following characteristics in a business district:

- Culturally diverse
- with small "mom and pops" stores
- with ethnically diverse stores, offering ethnic products and services
- Locally based entrepreneurs and outside business concerns
- Mix of goods and services
- Cleaner streets
- Cleaner storefronts
- Frontage improvements (street flower pots, signage, etc.)
- Family-friendly
- Safe
- Good parking
- Good traffic flow/pattern
- Lots of foot traffic
- Open late
- Architectural design in keeping with the neighborhood
- Community events attracting outsiders and Codman Square residents
- Vibrant and bustling

The type of businesses desired in the Square included:

- Women's clothing store
- Kids clothing store
- Men's clothing store (selling professional men's suits)
- Larger/family restaurant; more diverse restaurants
- Thrift shop
- Movie theater
- Book store
- Record store
- Electronics/computer store
- Print/copy center
- Ice cream shop
- Camera shop
- Dunkin Donuts
- Video store
- Newspaper stand

Economic Development, continued

High Priority Barriers to Business Development and Resources to Address Them

Barrier: Availability of loans to purchase supplies and goods

Resources:

- Educate businesses about availability of loan products (e.g., Working Capital, Nuestra's Neighborhood Development Business Center, Dorchester Center for Adult Education's "This Neighborhood Means Business," Mass. Assoc. of Community Development Corps' Business Center Network, Small Business Administration loans, etc.)
 - Create a resource directory for small businesses regarding access to capital/loans.
-

Barrier: SBA doesn't want to deal with businesses with less than \$100k in sales

Resources:

- Connect smaller businesses to loan pools targeting them, see above.
-

Barrier: Lack of sound small business financial administrative systems. Difficulty finding the history of a business—cash-based businesses (under the table).

Resources:

- Provide administrative services (e.g., financial services/accounting, legal, word processing, document preparation and filing copying, etc.) to small businesses. Develop a Small Business Administrative Support Service Center to provide these administrative services. The Center could be wholly owned/operated by a local entrepreneur who has the skills to provide these services.
 - Get foundations and corporations to support such a Center.
 - Academic institutions partner with local entities to provide courses for small businesses (e.g., Quincy Geneva CDC In Touch Global Communications).
 - Banks pay for courses for small businesses.
 - Merchant's Association uses a portion of it's \$ to support small business development.
 - Change regulations—require less by way of financial documentation (1 year of financials instead of 3 years)
 - Identify gaps in technical assistance services available to small business. Fill gaps.
-

Barrier: Restrictions on small businesses in expanding market due to minimums required of suppliers (bulk purchase)

Resources:

- Explore joint purchasing consortiums/ cartels/ cooperatives for small businesses, doing similar types of businesses neighborhood/city-wide. E.g., Bulk purchasing to facilitate choice and price and to overcome minimum (bulk) purchase requirements of suppliers. This also facilitates small business market expansions to meet new/growth customer demands.
- Lobby for the creation of tax incentives for bulk suppliers of small inner-city businesses

Economic Development, continued

Barrier: Lack of marketing

Resources:

- Develop a Small Business Administrative Support Service Center to provide Assistance with marketing/advertising Provide training and technical assistance on marketing. Assist them with displaying their goods/services. Provide customer service training.
 - Merchants Association sponsors neighborhood wide merchant coupon /discount campaign.
 - Merchants Association sponsors a cultural market selling goods in open-air format.
 - Local non-profits, and churches and other businesses need to patronize Codman Square businesses. Buy their goods/services
 - Ask business to get involved in a community project.
-

Barrier: Need for small business technical assist in business planning and business writing

Resources:

- Develop a Small Business Mentor/Modeling Technical Assistance Program. Utilize local, neighborhood-based, experienced business owners/entrepreneurs, as consultants or program staff, to provide information, education and technical assistance and to businesses. The Center could be wholly owned/operated by a local entrepreneur who has the skills to provides these services.
-

Barrier: Small business lack of knowledge of and access to technology (computers/internet, etc.)

Resources:

- Develop a Small Business Administrative Support Service Center to provide these computer training services. Center will assist access low cost computer equipment. Center will also assist small businesses take advantage of automation to enhance/expand their operations. Center will provide Internet access services, development of web sites for small businesses as a means of expanding their markets. The Center could be wholly owned/operated by a local entrepreneur who has the skills to provides these services.
 - Explore concept of cooperative technology/computer purchase and utilization by a collective of small businesses.
-

Barrier: Language barriers

Resources:

- Develop a Small Business Mentor/Modeling Technical Assistance Program. Utilize local, neighborhood-based, experienced business owners/entrepreneurs who speak the language to provide assistance to small businesses.
-

Barrier: Cultural barriers: Availability of *appropriate* technical assistance and training

- Not seeing value in "traditional" business development approaches.
- Ability of mainstream business support programs to make the translation of value of business support to the small mom and pops.

Resources:

- Develop a Small Business Mentor/Modeling Technical Assistance Program. Utilize local, culturally competent, experienced business owners/entrepreneurs, as consultants or program staff, to assist in making the translation/case for the value of training to small businesses. Mentors to provide follow up to small businesses

Economic Development, continued

Barrier: Strategic interests of the community and those of the individual businesses.

Resources:

- Utilize the Merchants Association, Codman Square Main Street and other groups to educate and inform small businesses and the broader community about specific goals and interests.

Barrier: Proliferation of churches occupying storefronts in commercial district.

Resources:

- Churches create small business lending and technical assistance programs (e.g., Shalom Zone, Dorchester Bay Economic Development Corp.'s work with Twelfth Baptist Church, etc.)
- Churches get involved in business development activities and work closely with entities like the Codman Square NDC, Codman Square Main Street, Retail District Safety Initiative, etc., in designing and implementing small business lending and support programs.
- Churches become active members of Codman Square Neighborhood Development Corp., Main Street, Retail District Safety Initiative, etc.
- Churches help promote the business district to their congregations (City Mission Society model).
- Churches use their resources within their community. Work with community development corps.

Barrier: Illicit/environmentally unfriendly businesses.

Resources:

- Target illicit businesses; work with public regulatory agencies and local civic groups to remedy problems. Find re-use for numerous auto body shops along Talbot and Norfolk.

Barrier: Expansion of business district/target neighborhoods/projects.

Resources:

- Expand business district to Norfolk/Talbot corridor and Washington Street/Four Corners to Columbia Road.

Resources

Below, we list several resources for business owners and those thinking about starting businesses:

In the neighborhood:

Codman Square Neighborhood Development Corporation
628 Washington St.
Dorchester, MA 02124
825-4224

Codman Square Main Street
569 Washington St.
Dorchester, MA 02124
287-0891

Retail District Safety Initiative
This Neighborhood Means Business!
269 E. Cottage St.
Dorchester, MA 02125
474-1170

Four Corners Main Street
380 Washington St.
Dorchester, MA 02124
436-0289

St. Mark Main Street
628-7473

In the area:

Boston Empowerment Center
20 Hampden St.
Boston, MA 02119
445-3413

Working Capital
99 Bishop Allen Dr.
Cambridge, MA 02139
576-8620

Economic Development, continued

Action Steps/Recommendations

IDEAS FOR ACTION STEPS, PROJECTS, INITIATIVES THAT COULD HELP MAKE THE VISION A REALITY

- Develop a Small Business Administrative Support Center to provide administrative services (e.g., financial services/accounting, legal, word processing, document preparation and filing copying, etc.) to small businesses develop a Small Business Administrative Support Service Center to provide these administrative services. The Center could be wholly owned/operated by a local entrepreneur who has the skills to provides these services.

RECOMMENDATIONS FOR RESIDENTS OF THE NEIGHBORHOOD

- Patronize businesses in the Square.
- Local entrepreneurs can develop a cooperative Small Business Administrative Support Center to provide administrative services (e.g., financial services/accounting, legal, word processing, document preparation and filing copying, etc.) to small businesses develop a Small Business Administrative Support Service Center to provide these administrative services. The Center could be wholly owned/operated by a local entrepreneur who has the skills to provides these services.
- Residents/block groups can encourage their churches to get involved in business development programs/activities.
- Block groups become more engaged in business development organizations and activities
- Block groups informing their members of goods and services available in the Square/encourage their members to patronize merchants
- Block groups co-sponsoring/assisting in merchant discount program with Merchants Association
- Participate in the Merchants' Association
- Participate in Retail District Safety Initiative
- Ensure the viability of the Codman Square and Four Corners Main Street Programs by getting involved in those organizations. Involvement means participating in the Board, Committees and events of these programs and getting to know the principals involved.

RECOMMENDATIONS FOR ORGANIZATIONS IN THE NEIGHBORHOOD

Codman Square Neighborhood Development Corporation and other non-profit organizations in the Square such as the YMCA, the Health Center and Kit Clark, can educate merchants about the process for bidding on NDC work.

Codman Square Merchants Association

- Strengthen the Merchants Association
- Merchants Association uses a portion of its money to support small business development.
- Merchants Association, working with Codman Square Main Street and the Codman Square NDC explore joint purchasing consortiums/cartels/cooperatives for small businesses, doing similar types of businesses neighborhood/city-wide.
- Merchants Association, Codman Square Main Street and Retail District Safety Initiative sponsor periodic cultural markets selling goods in open-air format.
- Merchants Association sponsors neighborhood wide merchant coupon /discount campaign.
- Merchants Association sponsors a cultural market selling goods in open-air format.
- Ensure the viability of the Codman Square and Four Corners Main Street Programs by getting involved in those organizations. Involvement means participating in the Board, Committees and events of these programs and getting to know the principals involved.

Codman Square NDC

- Codman Square NDC, working with the Merchants Association and Main Street, provide administrative services (e.g., financial services/accounting, legal, word processing, document preparation and filing copying, etc.) to small businesses and develop a Small Business Administrative Support Service Center to provide these administrative services. The Center could be wholly owned/operated by a local entrepreneur who has the skills to provide these services.

Economic Development, continued

- The Codman Square NDC to acquire distressed commercial and residential properties and vacant lots and redevelop them as a means of revitalizing the community. Target neighborhoods abutting Codman Square with an emphasis on the Four Corners neighborhood (several sites now being sought for development by the Codman Square NDC along Washington Street between Park Street and Columbia Road) and the Norfolk Street/Talbot Avenue corridor.
- The Codman Square NDC, Codman Square Main Street and the Codman Square Merchants Association to beautify/upgrade the Norfolk Street graveyard. Graveyard could be included on the annual Codman Square House Tour.

Codman Square Health Center

- Codman Square Health Center/Cybershop, working with the Codman Square Merchants Association, the Codman Square NDC, and Codman Square Main Street Program, explore concept of cooperative technology/computer purchase and utilization by a collective of small businesses. Ideally, these groups would support a local entrepreneur in developing this concept.

Codman Square Main Street and Codman Square RDSI

- Codman Square Retail District Safety Initiative continues its public safety work with merchants to improve public safety issues in the Square.
- RDSI coordinates with the Codman Square NDC and Codman Square Main Street Program to implement
- Codman Square NDC and Codman Square Main Street coordinate to provide business development/improvement services to local merchants.
- Merchants Association sponsors neighborhood wide merchant coupon /discount campaign.
- Public safety improvements.

Churches

- Churches create small business lending and technical assistance programs (e.g., Shalom Zone, Dorchester Bay EDC's work with Twelfth Baptist Church, etc.)
- Churches get involved in business development activities and work closely with entities like the Codman Square NDC, Codman Square Main Street, Retail District Safety Initiative, etc., in designing and implementing lending and support programs for small businesses.
- Churches become active members of, Codman Square NDC, Main Street, RDSI, etc.
- Churches help promote the business district to their congregations (City Mission Society model).
- Churches use their resources within their community. Work with community development corps.

Other

- Local non-profits, and churches and other businesses, patronize Codman Square businesses. Buy their goods/services
- Ask business to get involved in a community projects (e.g., block parties, cultural fairs, National Nite Out, etc.)
- Local non-profits, and churches and other businesses, patronize Codman Square businesses. Buy their goods/services

Economic Development, continued

RECOMMENDATIONS FOR CITY, STATE AND FEDERAL GOVERNMENT

- City establish a commercial development financial assistance pool to support rent costs for small businesses leasing NDC-developed commercial properties, thereby stimulating/creating small business development and job creation.
- Lobby for the creation of tax incentives for bulk suppliers of small inner-city businesses
- City, state and local agencies work cooperatively with the Codman Square NDC to acquire distressed commercial and residential properties in and around Codman Square (e.g. Nelson Manor at 3 Aspinwall Rd).
- City, state and local agencies work cooperatively with the Codman Square NDC to acquire distressed commercial and residential properties and vacant lots and redevelop them as a means of revitalizing the community. Target neighborhoods abutting Codman Square with an emphasis on the Four Corners neighborhood (several sites now being sought for development by the Codman Square NDC along Washington Street between Park Street and Columbia Road) and the Norfolk Street/Talbot Avenue corridor.
- Change city/state/federal small business loan program regulations—require less by way of financial documentation (1 year of financials instead of 3 years)
- Support/facilitate connections between the Codman Square NDC, Codman Square Main Street, the Boston Empowerment Center and the Office of Business Development to provide a comprehensive package of business development/improvement services to local merchants.
- Work with the Codman Square NDC, Codman Square Main Street and the Merchants Association to identify gaps in small business technical assistance services. Coordinate a package of services/plan to fill the gaps.
- Work with the Codman Square NDC, Codman Square Main Street and Codman Square Merchant's Association to beautify/upgrade the Norfolk Street graveyard. Graveyard could be included on the annual Codman Square House Tour.
- Public regulatory entities will target illicit businesses; work with Codman Square NDC, Merchant Association, West of Washington Street Committee, Codman Square Main Street and local civic groups to remedy problems. Find re-use for numerous auto body shops along Talbot Ave. and Norfolk St.
- Continued financial support to ensure viability of the Codman Square Main Street Program.
- Continued financial support of the Codman Square Retail District Safety Initiative currently funded by Local Initiative Support Corp. (LISC) (augment with city, state and federal funds—e.g., Safe Neighborhoods Initiative funds, Drug Elimination funds, Community Development Block Grants, CSBG funds, etc.)
- Create a resource directory for small businesses regarding access to small scale (\$500-5,000) and larger scale (\$10,000+) capital/loans.
- Coordinate services of Codman Square Main Street Program with services of the Codman Square NDC and other City-funded business development services in the area.
- Develop vacant lot at 218-224 Washington Street as housing and commercial and/or business incubator space.
- Develop building owned by Azusa Christian Community at 213 Washington Street (at corner of Norwell) as an athletics/performing arts/computer center for high-risk youth.
- Determine if owner of the bottling recycling center on Washington Street near Harvard St., would consider selling building for re-development into a community-desired use.
- Determine if church at corner of Washington and Harvard Streets would consider selling building for re-development into a community-desired use.
- Determine more efficient use of the building used by City Fresh Caterers at the corner of Washington Street and Bowdoin St. Step up efforts to get City Fresh or others to open a full service retail restaurant in the building.
- Engage with City to develop land in back of Norwell Street as a light industrial area. Potential to relocate bottle recycling business to this area.
- Redevelop the contaminated Newmarket building site owned by the City, at 2-8 Bowdoin Street for an appropriate commercial/retail use.

Economic Development, continued

- Engage Cliff Davis, owner of the "Ring My Bell" building at the corner of Harvard and Washington Streets in a discussion to sell or re-develop the building. Currently vacant commercial space on ground floor with single room occupancy above.
- Engage owner of Vaughn Fish Fry/Shorty's Variety Store building at the corner of Washington Street and Erie Street in a discussion about renovating or selling the building.
- Identify office space in Four Corners as a "home" for the Four Corners Action Coalition.
- Determine best way to move forward on vacant garage building owned by Bill Perkins on Harvard Street. Building/lot needs to have a redevelopment plan going for it.
- Establish a new Economic Development Committee of the Four Corners Action Coalition with the key players in Four Corners and Codman Square as participants (i.e., Four Corners Action Coalition, Codman Square NDC, Azusa Christian Community, Four Corners Main Street, Codman Square Health Center, Bowdoin Street Health Center, Four Corners Merchants Association, etc.)
- Coordinate services of the Office of Business Development with those available through the Codman Square Main Street Program and the Codman Square NDC with other City-funded business development services in the area to ensure that the existing gaps in business development technical assistance are filled.
- The Office of Business Development to work closely with Codman Square agencies (the CSNDC, Codman Square Main Street, Codman Square Merchants Association, Codman Square Retail District Safety Initiative) to identify current gaps in business development services. Work with these organizations to create a plan to fill the gaps to get needed services to local businesses. Examples of gaps include:
 - Need for commercial business Landlord/Tenant Rights and Responsibilities Workshops.
 - Need for code enforcement-related education for small businesses and support to correct code related issues within business premises
 - Need for more intense (hand holding) business planning services for small businesses.
- Support Codman Square Neighborhood Development Corp in developing a business incubator for startup and fledgling businesses in Codman Square.

RECOMMENDATIONS FOR ACADEMIC INSTITUTIONS

- Universities support the Codman Square NDC through providing capital for physical economic development projects.
- Universities establish a commercial development financial assistance pool to support rent costs for small businesses leasing NDC-developed commercial properties, thereby stimulating/creating small business development and job creation.

RECOMMENDATIONS FOR BANKS AND THE FUNDING COMMUNITY

- LISC and other national intermediaries use their connections to assist the Codman Square NDC in tapping into and negotiating with national retailers as anchor tenants for NDC-developed commercial projects.
- LISC, banks, corporations and other funders, establish a commercial development financial assistance pool to support rent costs for small businesses leasing NDC commercial properties, thereby stimulating/creating small business development and job creation.
- Banks, foundations and corporations to support/fund the creation of a Small Business Administrative Support Center to provide administrative services (e.g., financial services/accounting, legal, word processing, document preparation and filing copying, etc.) to small businesses.
- Academic institutions partner with local entities to provide courses for small businesses (e.g., Quincy Geneva CDC In Touch Global Communications).
- Banks pay for courses for small businesses

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Environment

Key Facts about the Neighborhood

Did you know that....

- One out of every 10 children in our area has high levels of lead in their blood?
- There are 24 dumpster storage lots junkyards, and transfer stations in Dorchester? That is more than 30% of all of Boston's facilities of this type.
- The asthma rate for zip code 02124 is 14.3 children for every 1,000 people?
- There are 116 sites in Dorchester that the Bureau of Hazardous Waste Site Cleanup has identified as disposal sites, 105 with hazardous wastes that have been identified, 11 with unknown waste histories?
- There are many chemicals used in household cleaners that pollute our air?
- That only 12% of Boston's trash is recycled?

In the past few years, people in the Codman Square area have been working on these issues:

- The Codman Square Health Center has a lead paint abatement campaign.
- The West of Washington Street Committee has taken several initiatives, including:
- Holding a community information fair to educate more than 100 residents about toxics in their homes;
- Completing an inventory of the vacant lots and automotive businesses in the area;
- Meeting with the Boston Environment Strike Team to ensure that the automotive businesses on New England Avenue are following all environmental regulations; and,
- Meeting with the Boston Water and Sewer Commission to discuss concerns about the quality of our water.

Questions the Group Addressed

We focused on questions relating to five major topics:

- **Air:** Are there large numbers of children with asthma on your street? Are there soot particles on your windowsills? Do you see diesel trucks or buses regularly idling near your home?
- **Water:** Is your water clean and clear? Is your water ever an unusual color? Are there any unusual smells connected to your water?
- **Trash:** Do you recycle? Do the people in your neighborhood recycle?
- **Vacant lots:** Are there vacant lots in your area? Do you know who owns them? How long have they been vacant?
- **Lead paint:** Have the houses in your neighborhood where children under age 6 live been deleaded? Is your home deleaded? Do you have information about how to prevent lead poisoning?

Vision for the Future

We see a beautiful, clean and environmentally safe future, where individual residents, businesses, community organizations, and schools all are actively involved in addressing our major environmental challenges. Lead poisoning, unsafe water, and contamination by underground tanks are things of the past. Vacant lots have been rehabilitated for home ownership, rental housing, commercial or open space uses. Trees and plants are flourishing and rodents are rarely seen. Both individuals and businesses take responsibility for reducing trash on the streets, and we conserve water, recycle, and use our resources well.

Environment, continued

By the year 2010.....

LEAD POISONING VISION STATEMENT:

- The entire community would be aware and educated about the dangers of lead.
- 100% of area homes would be lead free.
- 95% of the children in the area would be lead free or at safe lead levels.
- The school system would have 90% fewer lead related behavior problems from children living in the Codman Square area.

WATER VISION STATEMENT:

- No home or business in the area will have unsafe or questionable water.
- Education about water conservation and purity will be part of the public school curriculum.
- A water conservation program will be in effect in the Codman Square community.
- All lead pipes transporting water from the mains into individual homes will have been replaced.

RECYCLING VISION STATEMENT:

- All homes in the Codman Square area will recycle at least 40% of their trash.
- Education about recycling will be part of the public school curriculum.
- Trash in the streets will be decreased by 80% from that of 1999.
- Clothing, furniture and other household goods in good shape will be recycled through community organizations or a neighborhood business concentrating on recycling.
- Apartment buildings in the area are also recycling at least 40% of their trash.

GASOLINE/OIL TANK VISION STATEMENT:

- All underground gasoline/oil tanks in the area have been removed or replaced by new appropriate models (gas stations) and land has been reclaimed in an environmental safe manner.

GENERAL VISION STATEMENT:

- Dead trees have been taken away and new ones have been replanted. These trees are flourishing along residential and commercial streets.
- Vacant lots have been rehabilitated for home ownership, rental housing, commercial or open space uses.
- Rodents are under control and rarely seen.

Environment, continued

Action Steps/Recommendations

Action	Responsible	Needs	When
Lead			
1. All homes will have water filters	Codman Square Health Center Lead Program; National Center for Lead Safe Housing; Boston Childhood Lead Poisoning Prevention Program; Boston Lead Collaborative	Community Education; Work with local merchants to develop a coupon or other promotional campaign to make available inexpensive filters	1999-2001
2. All homes will be free of lead paint	For education: health center, community organizations, churches	Comprehensive education program	1999-2001
	For removal: homeowners	Education of homeowners about assistance that is available to them	1999-2010
3. Lead pipes leading from water mains to homes will be replaced	For education: health center, community organizations, churches	Comprehensive education program	1999-2010
	For change: homeowners	Education of homeowners about assistance that is available to them	1999-2010
Water			
1. All homes will have water filters (See lead above)	Codman Square Health Center Lead Program; National Center for Lead Safe Housing; Boston Childhood Lead Poisoning Prevention Program; Boston Lead Collaborative	Community Education; Work with local merchants to develop a coupon or other promotional campaign to make available inexpensive filters	1999-2001
2. Conservation and purity education will be part of school curriculum	Health center, community organizations, churches, Alternatives for Communities and Environment; Boston Public Schools	Comprehensive education program	1999-2010
3. Water conservation program	Health center, community organizations, churches, Alternatives for Communities and Environment	Comprehensive education program	1999-2010

Environment, continued

Action Steps/Recommendations

Action	Responsible	Needs	When
Recycling			
1. 40% of trash recycled	Residents, businesses, organizations	Community Education	1999-2004
2. Recycling education will be part of school curriculum	Health center, community organizations, churches, Alternatives for Communities and Environment; Boston Public Schools	Comprehensive Education Program	1999-2010
3. Community trash reduction campaign	Health center, community organizations, churches, Alternatives for Communities and Environment	Comprehensive Education Program	1999-2010
4. Clothing, furniture, and other household goods will be recycled	Codman Square NDC will work with local entrepreneur(s) to create an innovative recycling business—something more interesting than a used clothing, etc. store	Entrepreneur with a vision	1999-2005
Gasoline/Oil Tanks			
1. Removal or replacement of all underground gasoline/oil tanks	Businesses/City/State	Survey of what tanks are in ground and their status	1999-2010
2. Community campaign to identify underground gasoline/oil tanks that must be replaced or removed	Health center, community organizations, churches, City of Boston (ISD? Environmental Police?)	Comprehensive Education Program	1999-2010

Environment, continued

Action Steps/Recommendations

Action	Responsible	Needs	When
General			
1. Dead trees are removed and new ones have been planted.	Residents, community organizations, City of Boston Parks and Recreation	Community meetings with Parks and Recreation and a plan to identify and replace trees	1999-2004
2. Vacant lots are rehabilitated for home ownership, rental housing, or open space uses	Residents, community organizations, City of Boston Department of Neighborhood Development, Codman Square Neighborhood Development Corporation	Community meetings with DND, Codman Square NDC and a plan to identify and prioritize lots and uses.	1999-2010
3. Rodent control	a. Health center, community organizations, churches, Alternatives for Communities and Environment b. City of Boston Inspectional Services Department	a. Comprehensive education program b. Education and eradication campaign	1999-2010

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Health and Substance Abuse

Focus Group Leaders

Francis Grady-Codman Square Neighborhood Council, Resident Kenwood St., Mary Ann Kirkbride—Codman Square Health Center

Focus Group Participants

Sean Dennison, Kenwood St.
Dan Gibbons, Codman Square Neighborhood Development Corp.
Ann Grady, resident Kenwood St.
Francis Grady, Codman Square Neighborhood Council, resident Kenwood St.
Mary Ann Kirkbride, Codman Square Health Center
Joe Levin, Moultrie St. resident
Brlton Levy, Codman Square Neighborhood Council
Shannon McCarthy, Codman Square Health Center
Lisa Mu, Moultrie St. resident
Hal Philips, Read Boston
Two new City Year supervisors
Medical Foundation Staff person
Kenwood St. neighbor, active in local union

Additional individual contributions from:
Jerome Jackson, Resident
Margie Henderson, Medical Foundation

FOCUS GROUP MET:

May 27, and twice in August

Executive Summary

Substance and Alcohol Abuse has been identified as a major public health issue in our neighborhood. Although high profile violence and arrests have occurred that have distorted the media's image of us, much of the problem remains hidden, taboo to discuss. This report identifies many of the ways substance and alcohol abuse take their toll on our community and lays out a suggested plan of action including broad based community education, improving opportunities for prevention and early treatment, and evaluation processes to measure our success. Our plan includes simple, currently do-able ideas, as well as those requiring additional financial and organizational resources. We welcome your comments and suggestions, and will undoubtedly need your help to bring the vision of a "Drug-Free Square" to reality.

Introduction

The Health and Substance Abuse group originally planned to create two distinct reports: one covering a broad array of critical health issues and one focusing on substance and alcohol abuse. After several meetings of our focus group, however, it became compellingly clear that the many of the same critical health issues (diabetes, heart disease, etc) challenging our residents were often impacted directly or indirectly by alcohol and substance use. It was therefore decided to examine the broad detrimental effects attributed to substance and alcohol abuse and create this integrated report.

Health and Substance Abuse, continued

This report:

- Examines the status of substance and alcohol abuse in our neighborhood,
- Reflects on key questions that we used in our analysis,
- Creates a vision of the future of the neighborhood regarding substance and alcohol abuse
- Identifies high priority obstacles to overcome (as well as resources to help overcome the obstacles)
- Lists ideas for action steps, projects, initiatives that could help make a drug-free neighborhood a reality (as well as people and agencies that could help)

Key Facts about the Neighborhood

Alcohol and substance abuse are taking a serious toll on our neighborhood. For example, in one focus group it was learned that young children find empty liquor bottles on the streets in front of their houses. They play with these bottles – imitating inebriated adults.

In another example, the Medical Director of Codman Square Health Center, Pano Yeracaris, MD, MPH, relayed anecdotal information about his experience treating health center patients hospitalized at Boston Medical Center. It seems as though patients may be admitted with diagnoses of diabetes or heart disease, but that a great majority of them also had problems with substance or alcohol abuse.

When the health center piloted an outpatient nurse case manager position, it was learned that more patients had substance or alcohol use issues than had diabetes and heart disease combined.

Historically, discussion of this issue has been virtually taboo in our neighborhood. While successful organizing has occurred for many other high impact problems, we have been moot on this.

Currently we estimate that substance and alcohol abuse are impacting the following areas:

Impact	Area
Absentee Fathers	Dept. of Transitional Assistance (DTA), Department of Social Services (DSS), child care
Child Neglect	DSS, child care, child mental health care
Family Dysfunction	DSS, increase in teen pregnancy, mental health care
Family Violence/Violence	Shelters, Emergency Rooms, DSS, Primary Care, DTA,
Housing Problems	Police, Mental Health, Lawyers, Courts, Probation, Parole, Jail
Poor Health Outcomes including Depression	Shelters, Courts-Eviction, Family Disintegration
	Hospitalization, Sub-acute care, Pharmacy, Nursing Home care, Medical Equipment, Visiting Nurses
Poor Pregnancy Outcomes	Hospitalization, Early Intervention, Special Education
Poor School Performance	Boston Public Schools Truancy unit, Illiteracy, Unemployment, DTA, Risk of teen parenthood
Poverty	Malnutrition
	Police response, "Party Line", Jail, Probation, Parole,
Public Safety	Property damage
Risk of HIV	Primary Care, HIV/AIDS treatment
Work Absenteeism	DTA, unemployment, bad for business

It is important to note that these impacts are not mutually exclusive and in fact often occur together. For example, when substance or alcohol abuse causes fathers to be absent, poor school performance, family dysfunction and risk of HIV can all increase.

Health and Substance Abuse, continued

A focus group evaluation in 2010 personalized our statistical results:

- “I thought the biggest problem we had was public drinking, I didn’t know the toll it was taking on my own family”.
- “I was so glad that the apartment superintendent knew that my father was in trouble with his drinking – he is so much safer now.”
- “My son’s after-school program gave us a lot of information. They helped him practice how to say ‘no’ and still be cool.”
- “Who knew what a serious drug tobacco was! I quit and now I have more money and my baby’s asthma is better too.”
- “When I was ready, I called the health center. They said they could help me. It was the hardest, and best call I ever made.”
- “We have to be vigilant – history has shown that people in power can forget neighborhoods like ours.”
- “I’m sure my kid would be dealing by now, given who she was hanging out with – thank heavens she got that after-school job with the bank – she’s putting her ‘sales’ skills to good use.
- “I have a new neighbor who is worried about her husband’s drinking. She came to the block group meeting and I was able to give her the number of some places that could help her.”
- “Can you believe it? My son was caught with a little marijuana and the whole neighborhood is out to get him! I can’t believe that the church sent someone to see me after his arrest, the school called about his suspension and the youth worker came to talk to me about it. Just a little joint! What’s the big deal.... (Well, you can’t please everyone!)...

Questions the Group Addressed

- How is substance and alcohol use affecting us?
- How can we increase the visibility of this stigmatized issue?
- What can we do with what we’ve got?
- How can prevention and treatment goals be coordinated?
- What community resources are available to help us?
- What additional resources will be needed?

Vision for the Future

In the year 2010, all indicators show that Codman Square is well on its way to becoming a ‘Drug-Free Square’. The substance and alcohol related arrests, restraining orders, 51As, CHINS, evictions, divorces, work terminations, poor pregnancy outcomes etc are all greatly reduced. By comparing a recent study with one originally commissioned after the millennium, we see that we have reduced the financial impact of substance and alcohol abuse by \$10 million a year. The word on the street is that is just isn’t worth doing illegal business in the Square – too much risk, too much hassle. In addition, twelve-step and other recovery groups have tripled in number and attendance.

In the Vision 2010, neighborhood leadership is strategizing to use its substantial political clout to keep the resources necessary to sustain the gains that have been made. They are confident that they will win!

Health and Substance Abuse, continued

High Priority Challenges and Resources to Address Them

High Priority Obstacles	Resources to Address Them
Stigma of disease/T aboo subject	• Prevention Center/Medical Foundation (PC/MF) training for community leaders
"Everyone' s too busy"/competing priorities	• Statistics on severity of problem • Integration into existing meeting structure • Pace ourselves for the long haul
Lack of Community Coordination	• Department of Public Health, Bureau of Substance Abuse (DPH,BSAS) • School department • Courts/Police/Corrections • Dept. of Social Services(DSS)/Dept. of Youth Services (DYS) • Community agencies/businesses • Landlords
	• Block associations • Mayor's office • Hospitals/Detox/Methadone facilities • Community leadership
Lack of Training Opportunities	• DPH,BSAS • PC/MF • National Institutes on Health, other federal funders • YMCA • Codman Square NDC • Codman Square Health Center Neighborhood Center • Local religious organizations
Lack of Treatment Opportunities	• DPH,BSAS, DMA • PC/MF • NIH other federal funders • Health Maintenance Organizations • Codman Square Health Center
Lack of Political Constituency	• Community leadership • CivicHealth Institute • Community agencies • Legislative representatives • Americans with Disabilities Act (ADA) Substance Abuse lobbying group

Health and Substance Abuse, continued

Action Steps/Recommendations

Ideas for Action Steps	Implementation Support
1. Form an on-going working group, preferably as part of the Neighborhood Council. Charge this group with developing an annual work plan. Convene the group quarterly to report back progress to the Council.	Implementation Support Fran Grady – resident leader Maryanne Kirkbride – Codman Square Health Center Shannon McCarthy – Codman Square Health Center President of the Codman Square Neighborhood Council Codman Square NDC representation Merchant's association Recovery community representation Others as needed/desired
2. Get a list of all the substance and alcohol abuse monies that are coming to our community. Coordinate with DPH/DMA to bring those agencies into this process. Hold DPH accountable to report back to the community on progress of its initiatives in our community.	Working Group
3. Identify short-term no/low cost initiatives that would improve prevention, early treatment or other reduction in suffering. Create work plans for implementing them. <i>Examples include:</i> • Community training for adults and youth with the Medical Foundation and CityYear • Health information for block group leaders (training and resource manual) • Provider resource manual: who does what, where	Working Group
4. Celebrate success: publish the work plan ideas and any early victories within the first 6 months (and every 6 months thereafter).	Working Group
5. Create a strategic plan to improve access to prevention and treatment including applying for city, state and federal funds. <i>Examples include:</i> • Social marketing campaign a la tobacco to change attitudes/behaviors • Kiosk for public information • Create a community organizing infrastructure to mobilize residents • Bring prevention activities to scale: every child, every family • Bring treatment opportunities to scale: proven models, affordable, remove barriers to access	Working Group with DPH and agency leadership support
6. Identify common-sense, meaningful evaluation strategies and figure out how to fund and accomplish them: • Establish a baseline cost of substance and alcohol abuse in our community • Identify data that is already being collected, and use it • Establish broad process, outcome and impact measures to guide our progress	Working Group with CivicHealth and a designated academic partner
7. Work the politics: Meet with key legislative leaders and discuss our priorities/mandate. Identify key legislative bills to track and advocate for (or against). Assign 'watchdog' responsibility.	Working Group with CivicHealth consulting

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Housing and Vacant Lots

Focus Group Leaders: Sharon Riley w/ Dawn Francis

Focus Group Participants

Delores Adighise
Henry Baston
Sunny Brent-Harding
Aveann Bridgemohan
Joy Brome
Tony Brooks
Anita Christan
Lisa Clauson
Monica Copeland
Eva Cross-Baston
Dawn Francis Codman Square NDC
Veronica Gilliard-Waiters
Florence Hagins
Curtis Jones
Shelly Knox
Katherine Mallory Codman Square NDC
Marvin Martin
Constine Mattier
Velma Pierce
Bill Pires
Catherine Reddick
Sharon Riley Codman Square NDC
Cheryl Scantlebury
Ronald Shelburne, Jr.
Ken Thompson
Ipyana Wasret
Cheryl Weeks

The Focus Group met on the following dates: June 15, June 29 and August 27, 1999.

Key Facts about the Neighborhood

Some Key Facts:

- There are over 16,000 housing units in the Codman Square service area.
- The Codman Square service area is generally defined as Dorchester Ave to Gallivan Boulevard to Morton Street down Blue Hill Avenue to Columbia Road, over to Geneva Ave and back to Dorchester Avenue.
- The number of renter occupied units is just over 10,000 (60%).
- The number of owner-occupied units is 4,600 (30%).
- The vacancy rate in 1990 was approximately 10%.
- The vacancy rate in 1999 is estimated at 5% or less.
- Approximately 90% of the housing stock was built prior to 1940.
- Most of the vacant lots in the Codman Square service area are on the west side of Washington Street, going back down Gallivan and Blue Hill towards Morton Street.
- There are over 400 vacant lots in Wards 14 and 17 (generally bounded by Washington Street, Blue Hill Ave and Talbot Avenue).

Housing and Vacant Lots, continued

Housing ³	Housing Units	Register Occupied Units	Owner Occupied Units	Vacant Units	Number of Structures Built B/W 1940-1990
Area #1 Census Tract 1005	2,224	1,342	662	220	88
Area #2 Census Tract 1003	1,103	578	440	85	Not Available Currently
Area #3 Census Tract 1004	1,784	933	744	107	Not Available Currently
Area #4 Census Tract 922	1,166	600	471	95	Not Available Currently
Area #5 Census Tract 920	1,578	922	503	153	Not Available Currently
Area #6 Census Tract 923	1,101	605	393	103	94
Area #7 Census Tract 919	1,349	869	363	117	60
Area #8 Census Tract 924	2,088	1,454	411	223	16
Area #9 Census Tract 901	1,713	1,068	382	263	44
Area #10 Census Tract 1001 & 1002	2,518	1,672	615	231	Not Available Currently
Totals	16,624	10,043	16,624	1,597	Not Available Currently

Land Development ⁴	Ward 14 Vacant Land (Parcels)	Ward 17 Vacant Land (Parcels)	Ward 14 Vacant Buildings	Ward 17 Vacant Buildings	
Economic Development Small Business Developments⁵	284	155	6	3	
	Total Number of Businesses (Codman Square only)	New Businesses in the last 2-5 years	Apparel and Accessory Stores	Automotive	Building Material & garden Supplies
	106	19	8	5	1
	Childcare & Recreation	Church	Construction	Eating & Drinking Places	Financial
	3	13	1	10	11
	Florist	Food Stores	Medical Services	Membership Organizations	Misc. Retail
	1	8	4	5	7
	Parks & Playgrounds	Personal Services	Schools	US Postal Service	Misc. Retail
	3	15	3	1	

³ Data Source: 1990 US Census.

⁴ Data Source: City of Boston, Department of Neighborhood Development.

⁵ Data Source: City of Boston, Main Streets.

Housing and Vacant Lots, continued

Questions the Group Addressed

- Why did you select this subject area?
- What housing development issues concern you?
- What vacant lot development issues concern you?
- Are you interested in buying, renting? What are the specific issues you have in this regard?
- What are the positive points about housing in the Codman Square Service area?
- What are the specific houses or lots you want to see developed?
- Are you willing to work on these issues to develop a plan to address them over the summer?

Vision for the Future

1. When I think of the environment of Codman Square in the future, I see a neighborhood where...):⁶

- No trash on the streets. [city & public services]
- No vacant buildings.
- Lovely homes: *well kept-up, clean.*
- Thriving businesses: *supermarket.* [economic development]
- Residential areas blending seamlessly into commercial districts of Mom & Pop stores. [city & public services]
- Residential streets with police patrolling on foot or bicycles and interacting with residents.
- Neighborhood parks and community centers blending into residential neighborhoods: *ex: Victorian homes being used for community centers.* [housing/vacant lots & youths]
- Economic development which will benefit residents who live in neighborhood. [economic development]
- Good public transportation where neighborhood residents can use cars less.
- [city & public services; environment; public policy & comm. participation]
- New residential development take into consideration existing land uses.
- Vacant land @ Morton and W. Selden which can be developed as a parking lot or supermarket.
- Well kept homes (*painted & good repair*)
- Vitalized neighborhood business centers [economic development]
- Clean streets & sidewalks [city & public services]
- Less pollution [environment]
- Better public transportation [city & public services; environment; public policy...]
- Less noise: *from airplanes flying above* [environment]
- No structures built over 4 stories high [housing/vacant lots & public policy...]
- Businesses well maintained: *clean community environment*

2. My idea of the perfect residential neighborhood is:

- Feel safe any part of the day
- Safe, clean and visually pleasing
- Develop vacant lots
- Proper street lighting [public safety; city & public services]

3. What type of residential mix would you like to see in the future?

- Non-ghettoized reflection of the general city populace: *neighborhood of mix people—every race—including economic mix where low-income housing blends in (low-income housing doesn't have to look low-income).*
- All races living together in well kept home both rental & owner occupied
- Housing that is integrated by age and income
- Single & two family housing with shared court yards
- Less multifamily units

⁶ Comments in brackets show links to other focus group areas.

Housing and Vacant Lots, continued

4. What type of uses should be planned for vacant land in the Codman Square neighborhood?

- Community centers.
- Job placement centers.
- Affordable daycare centers.
- Affordable housing for the elderly.
- Affordable housing for the mentally challenged.
- Beautiful affordable town houses.
- Parks.
- Artists' residents
- Housing that blends into surroundings
- After-school programs
- Owner-occupied housing
- Children parks
- Elderly housing
- Homeownership for 1st time home buyers
- Single & two family homes
- Businesses [economic development]
- Small hotel [housing/vacant lots & economic development]

5. Who all should be involved in determining vacant land use and housing development?

- Community residents.
- Community residents with City Officials
- Everyone in the community
- Abutters and block residents
- Residential homeowners
- Persons who have a personal stake in the community

High Priority Challenges

What obstacles could get in our way?

- Lack of financing
- Absentee landlords: *negligent*
- Residents who don't feel vested
- Support systems for elderly, special needs, or physically challenged homeowners
- Abandoned buildings
- Time
- City Policies

Housing and Vacant Lots, continued

Action Steps/Recommendations

RECOMMENDATIONS TO CITY/PUBLIC POLICY MAKERS

- Develop vacant lot at 241 Washington Street (at corner of Norwell and Washington) as housing.
- Develop Cedar Street (near Mt. Bowdoin/Geneva Cliffs, Star Five Oil area), as housing. (Dorchester Housing Action Team is working with Dorchester Bay EDC to acquire lot from Boston Edison.)
- City works closely with the Codman Square Neighborhood Development Corporation (NDC) and the Four Corners Action Coalition to investigate strategies for development of privately owned land and buildings including seriously exploring the concept of land banking and eminent domain, utilizing the Dudley Street Neighborhood Initiative model. City works closely with the Codman Square Neighborhood Development Corporation (NDC) to transfer long fallow vacant land and buildings to responsible community ownership.
- “Cluster” scattered site, city-owned vacant lots for development as a package. Facilitate development funding for scattered site parcels. Work with the Codman Square NDC to identify scattered site parcels for packaging/development.
- City to re-assign neighborhood planner to work with the Codman Square Neighborhood Development Corporation (NDC), the Codman Square Neighborhood Council and the Four Corners Action Coalition to develop a comprehensive plan for the Codman Square and Four Corners neighborhood. Incorporate existing plans done by Four Corners, the Spencer/Whitfield Neighborhood Association, and other groups into a comprehensive plan.

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Literacy, Education, Employment and Training

Focus Group Leaders:

Hal Phillips, Senior Field Coordinator, ReadBoston and
Maryclaire Knight, Executive Director, Dorchester YMCA

FOCUS GROUP PARTICIPANTS:

Hal Phillips, Senior Field Coordinator, ReadBoston
Becca Moskowitz, Teacher, Citizens School
Maryclaire Knight, Executive Director, Dorchester YMCA
Pauline O'Leary, Coordinator, ABCD EvenStart
Fran Smith, Coordinator, Massachusetts Advocacy Center
Fran Grady, Resident
Steven Berlack, Executive Director, STRIVE
Asheta Allen, Student–South Boston High School /Resident
Sinowey James, Student–Dorchester High School /Resident
Craig Lankhorst, Principal Fifield Elementary School

Meeting Dates: 5/12, 6/17, 7/7, 7/13, 8/16, 8/26, 9/20, 10/5, and 10/14/99

Literacy, Education, Employment and Training, continued

Summary

Educational institutions and employment and training programs in Boston receive tremendous support from the city, many businesses, universities and community supporters. In order for children, adults, and families to succeed in the areas of literacy, education employment and employment training, a solid foundation must be established from pre-school well into the adulthood.

Education, as we see it, must begin from the time of conception with adequate and regular pre-natal care, through birth, with regular hospital visits, into child care centers, which must provide beginning, structured early childhood education. Preparation to enter into the job market, and the skills necessary to keep a job once obtained are key to building a good, solid future. We must hold our schools, parents, and institutions up to high standards, which will promote good partnerships in the schools and at home to ensure quality learning for children and adults.

For adults, training and high paying job opportunities must be available to support families and create a decent quality of life. Employers must understand about the dynamics of single parent families, workers with limited or no working experience, or insufficient job training.

Vision for the Future of the Neighborhood

Our neighborhoods must take the necessary steps to be prepared for the 21st Century. The people, organizations, services, and community, will be involved in all aspect of shaping the neighborhood, will feel good about their educational and employment status, and contribute equally in the shaping, direction and development of our neighborhoods.

OUR MERCHANTS AND BUSINESSES

Will hire well-trained and educated people from within the community. Merchants will be encouraged to attend community meetings with suggestions on how they can expand their sphere of influence in the future development of businesses and services within the neighborhoods. Merchants will see the benefits of contributing financially to the shaping of education, after-school programs, and higher education. And, merchants will be part of the leadership needed to ensure that neighborhood dollars stay in the neighborhood hands.

OUR SCHOOLS

Will be shaped by leaderships and educators who show concern and respect for children and families. Our schools will collaborate on "best practices" which have been shown to produce the types of positive results necessary to prepare children for the 21st Century.

Schools within our neighborhoods will be clean, safe, full of life and filled with teachers who are trained and ready to teach, and who reflect the ethnic diversity of the neighborhood and their classrooms. Our schools will reflect the diversity, wealth and culture of our residents and develop curriculums that reflect that diversity.

Our schools will be models of learning, strive for perfection, prepare each child for success in her/his academic endeavors, and include the entire community in the education of its youth.

Schools will encourage parents to experience their child's school day by attending classrooms, meeting with teachers on a regular basis, knowing what skills levels their child has attained, and being full participants in their learning.

School policy will reflect the diversity of our city and make adequate provisions to address the special needs of children with second languages, learning disabilities, and other learning impediments that face children and families.

Our school buildings will be in good repair, and provide an inviting atmosphere that encourages children to apply themselves and to learn.

Literacy, Education, Employment and Training, continued

OUR JOB READINESS AND TRAINING PROGRAMS

Will create useful curriculums that prepare our future job force for the types of jobs available now and in the future. Job training programs will address the special needs of language differences, cultural differences, and diversity.

Training programs will reach out to community merchants to support the hiring of community residents so that resources can remain in the community.

OUR INSTITUTIONS

Will recognize the importance of their position within the community and not abuse that status for profit or gain. Our institutions will make public policy fit with private interest and balance the goals of their corporations with the needs of the community.

Our institutions will always step to the plate in support of their neighbors and make inclusion part of their daily portfolio. Our institutions will share their business knowledge with its smaller merchants and strive to make their success as important as their own.

Finally, our institutions will use their corporate connections with local and national corporate organizations reflect their interest in the success of our total neighborhood and, contribute in generous ways to its success.

OUR POLITICAL LEADERS

Will establish "neighborhood offices" that can be utilized by the residents to have direct access to its leadership. Political leaders will make available staff, information, and resources to residents in a timely manner. And, our political leaders will always respond to legitimate concerns of the community residents.

Our Political leaders will attend local community meetings to lend their insight and support to community concerns. The education and employment of our neighborhood residents will always be a priority. Additionally, our political leaders will carry the messages of the community to the powers that be in other arenas of government.

OUR RESIDENTS

Will be ready for the 21st Century. Our residents will have the skills and knowledge to compete in the current and future job market. Our residents will have the ability to access the necessary resources available to solve problems, make correct decisions, and produce the most desirable outcomes possible.

Our residents will reflect the wealth and diversity that comes with living in Boston's most desired neighborhood. Our residents will partake in the "goodness" that is Dorchester and participate in cultural, educational, and financial gains made available to all.

OUR COMMUNITY

Our community will reflect the diversity of our residents, respect all of its members, and include all willing members in the decision-making process.

Educationally, we will be leaders in ensuring that our early childhood centers are staffed with the brightest and most enthused staff available. Materials will in adequate supply to support the classroom, teachers, children and parents. Our educational systems will encourage direct participation by parents and other residents. We will create family/parent friendly schools with Principals, Headmasters, and Child Care Directors knowledgeable about the working, health and social situations of each of their children under their care.

Literacy, Education, Employment and Training, continued

Adequate after-school programs will be available to support an extended, supervised day for child and to support the efforts of working parents. Staff at these facilities will understand the necessity for children to have playtime that encourages learning and not just "baby-sit" our children.

Neighborhood groups will rally around the education and employment of every member of the community. Residents will take an active role in support learning and working for each member, as this will reflect upon our ability to work cooperatively and in unison.

Working members of our community will be able to attain the type and sort of job which supports a family. Entry level positions will provide adequate insurance coverage to fully cover the health needs of families. Employers will participate in the continued training and advancement of its employees and the workers will invest his/her time in acquiring new skills that support his/her employer.

Our community will be the sort of community that attracts a diverse, educated, and fully participatory group of members. Our community will be the model for the 21st Century.

Goals

- *For the children of Codman Square and Boston, we will strive to create an environment that supports the mastery of necessary literacy skills required to be successful at all stages of growth and development. We will pay particular attention to the goal of insuring that all children are reading at grade level by the third grade of school.*
- Parents will have a sound knowledge base about necessary information that will support their attempts to guide their child through their school years.
- Community residents will respect and honor the work done by the members of the community.
- Businesses will begin to view Dorchester as a place to recruit, train, and employ a well-prepared workforce of contributing members of our society.
- Schools will view each child as valuable and will work closely with before school, and after school programs, alternative school settings and others to collaborate in the design and implementation of good, "learning centers" for the success of children.

Literacy, Education, Employment and Training, continued

Objectives ⁷	Inputs	Interventions	Outcomes
Child Care To ensure that supervision of children with childcare needs are available and adequate.	Information on children's specific conditions. Adequate pools of child care providers. Financial subsidies for child care.	Training of childcare providers by parent groups. Resources and referral list of trained providers. Individualized care plans for each family. Funding distributed for childcare subsidies.	Adequate, affordable care for all children. Care is of high quality and individualized to meet the children's needs and those of their parents.
Parent Employment To make available satisfactory employment for parents and children.	Family friendly employers and work sites. Flexible and adequate benefits package. Flexibility built into work schedules.	Education of employers and co-workers about the needs of families with children needing childcare. Personal or employment counseling for parents with children in childcare.	Parents satisfied with their employment. Income needs of families met.
Schools Foster positive, appropriate and responsive educational experiences for children and employed parents.	Training of school staff on child-specific conditions. Staff and structure in schools to manage behavioral crises.	Training of school personnel on practical aspects of children's disorders. Establishment of school crisis management teams.	Better educational experiences for children. Fewer interruptions of parents at the workplace.
Financial Resources To secure adequate financial resources and employment benefits to provide for child and family needs.	Adequate and affordable insurance. Entitlement programs which subsidize childcare and supportive services for families having children.	Training of human resource personnel of public and private sector on family needs. Advocacy for changes in childcare taxes. Advocacy for legislation for financial support.	Parents can afford quality childcare experiences and mental health treatment. Parents have incentives to remain employed.
Household Tasks and Management Ensure satisfactory household management and accomplishments of homemaking tasks.	Family members' efforts to accomplish housekeeping tasks. Paid help to complete specific tasks.	Individualized care plans for household management. Training and funding for household service providers.	Families live in less stressful and more comfortable surroundings. Parents can take on a more extensive work schedule.
Transportation Safe, adequate and accessible transportation.	An adequate pool of providers of transportation.	Subsidized private transportation as an alternative to public conveyances.	Parents will spend fewer hours in transportation per week. Increased family time.

⁷ Support for Working Parents/ A Working Model for Interventions: *Focal Point*, Vol. 13, No.1.

Literacy, Education, Employment and Training, continued

Benefits of High Quality Child Care and Education⁸

FOR CHILDREN

Fact

The first few years of a child's life are crucial to optimum brain development and lay the foundation for future learning.

Fact

Children enrolled in good early childhood programs tend to be more successful in later school years, are more competent socially and emotionally and show higher verbal and intellectual development during early childhood than children who are not enrolled in high-quality programs.

FOR FAMILIES

Fact

Close to 850,000 Massachusetts children (63%) live in families where a single parent or both parents work outside the home.

Fact

Families who enjoy stable, high-quality care improve their child-rearing practices, have better work attendance, are better able to concentrate on the job, and have fewer stress-related health problems.

FOR COMMUNITIES

Fact

In the long term, graduates of high-quality early childhood programs, demonstrate less delinquent behavior during their teen years, have fewer teen pregnancies, fewer arrests, a lower rate of unemployment, less dependence on government programs as their primary source of income, and an increased commitment to marriage.

Fact

Every dollar invested in high-quality preschool education saves \$7.00 that would otherwise be spent on future costs of special education, crime and welfare.

Questions the Group Addressed

- With limited resources, a need for additional parent participation, and gaps in the distribution of high quality programs, what are some of the tasks that the community can perform to support learning for children?
- With the dismantling of the former welfare system and lack of job training programs, what are the most necessary tools which one would need to improve his/her employment opportunities?
- The Boston Public Schools Promotion Policy sets high expectations for students, teachers, parents, and administrators. What can we, as community participants, do to ensure that our children are prepared to meet these rigorous standards and take responsibility for making education a priority in the lives of our children?

⁸ Source: United Way Success By 6 Initiative.

Literacy, Education, Employment and Training, continued

Action Steps/Recommendations

CRITICAL ELEMENTS OF QUALITY PROGRAMMING FOR EDUCATION AND EMPLOYMENT

- Properly trained educators
- Support for direct service providers
- Diversity of staff
- Knowledge of instructional materials
- Reliable training materials appropriate for practitioners
- Professional courses in child development
- Tutelage of an experienced teacher-mentor relationship
- Staff orientation
- Adequate salaries for staff
- High quality curriculum development
- Instructional workshops
- Parent involvement
- Community participation
- Adequate resource materials

Literacy, Education, Employment and Training, continued

Specific Action Steps for Education and Literacy

Include business community in purchasing \$150 worth of literacy related materials for neighborhood childcare centers	ReadBoston, YMCA, Health Center, Merchants Assoc.	In progress
Codman Square becomes a member of the Children's Literacy Network formulating a community-wide literacy plan for children.	ReadBoston, YMCA, Health Center, Library, Merchants Assoc., BPS,	Start: 1/1/2000
Parents will have a sound knowledge base about necessary information to guide their children's school progress.	Parents Center	September/2000
Leadership video and parent involvement in literacy planning.	Codman Square Neighborhood Council and Parents Center	September/2000
Provide leadership academy for parents in the Codman Square areas.	Fran Smith, Mass. Advocacy Center	Jan./2000
Learning Standards presentations to childcare center parents.	ReadBoston, Family Nurturing Center	In progress
Include inserts on standards, promotion and attendance policy in church bulletins in Codman Square/Four Corners	Fran Smith, Mass Advocacy Center	In progress
Businesses will begin to view Dorchester as the place to recruit employees that are well trained and educated.	YMCA, ReadBoston	Fall/2000
Literacy jeopardy game with book lists published for children to read in order to participate.	Codman Sq. Library, YMCA, ReadBoston	Fall/2000
Cluster #10 schools have children passing the MCAS.	Local schools, YMCA, ReadBoston, parents	Spring/200
Profile local merchants, residents, children and workers in local media outlets.	Newspapers, newsletters, churches, Main Streets, others.	In progress
Building literacy skills directory.	ReadBoston, STRIVE	Fall/2000
Develop directory of training programs.	STRIVE, Parents Support Services, BPS	June/2000
Names of the parent coordinators at the Annenberg Schools.	Parent Support Network,, BPS	September/2000
Establish reading program where older children tutor/mentor younger children. Supervision from adults, administrators, and programs.	BPS, YMCA CWEC, Title I Program	September/200

Literacy, Education, Employment and Training, continued

ACTION STEPS FOR EMPLOYMENT AND TRAINING

- Utilize the media to promote and publicize the accomplishments of children (local newspapers, citywide papers, radio stations, church bulletins, etc.)
- Utilize the resources of such agencies as ReadBoston, Citywide Parents Council, Institute for Responsible Education (IRE), and others interested in the promotion of early childhood education, to increase parent participation in education.
- Recruit parents to participate in the education/employment programs that will promote and move forward the accomplishments of adults.
- Support such programs, such as STRIVE, which have curriculums designed to promote job readiness, employment retention skills, academics, and community development.

RECOMMENDATIONS FOR RESIDENTS OF THE NEIGHBORHOOD (BOTH INDIVIDUALS AND ORGANIZED GROUPS, LIKE BLOCK CLUB ASSOCIATIONS)

- Join local groups, such as block clubs, to increase the information and association you have regarding your neighbors.
- Support local community development activities, such as fairs, workshops, and community meetings.
- Join organizations that support and advocate for community development and community enhancement.
- Participate in local elections. Vote!

RECOMMENDATIONS FOR NEIGHBORHOOD ORGANIZATIONS

- Reach out to the residents of the neighborhoods and encourage them to participate in all education-related decisions made on their behalf.
- Businesses should promote academic excellence by participating in school contests, promoting school events, and supporting children who show progress in their classrooms.
- All health related sites should provide information to parents about the importance of education. Subject areas, such as health, career, employment, etc., would be discussed so that adults come to expect that the larger community is very interested in their growth.
- Social service agencies should train all of their staff in the area of how to discuss education with their clients child (ren), how to access their child's school records and progress, and what types of questions parents should ask when meeting with teachers.
- Job training organizations should re-structure their curriculums to address the special needs of single parents, families with limited education, and residents who may be new to our country (language and cultural differences).
- Employers within the community must be willing to hire residents from our neighborhood so that resources can be held within the community.
- Create an alliance (through the Codman Square Neighborhood Council or the Codman Square Youth and Family Coalition) of all Codman Square/Four Corners organizations working on employment and training issues. Alliance to coordinate community-wide approaches/responses to employment & training. Alliance will also coordinate with local, state and federal entities to inform them of the community's employment and training needs and to do fundraising around these needs.

RECOMMENDATIONS FOR FUNDERS AND OTHER ORGANIZATIONS OUTSIDE OF THE NEIGHBORHOOD

- Foundations and philanthropic agencies, look for sound investments in our neighborhoods and promote the growth and development of our community.
- Funders, look for projects that support the educational and employment independence of our businesses and develop relationships that improve our business skills.
- Organizations outside our neighborhood, look to us for the wealth of knowledge and information which we possess and utilize our skills to support and develop their organizations. In the areas of diversity, employment enhancement, and product expansion, businesses and other organizations should think "community".

Literacy, Education, Employment and Training, continued

RECOMMENDATIONS TO CITY/PUBLIC POLICY MAKERS AND ELECTED OFFICIALS

- Politicians, truly know the constituents and concerns of the residents of their districts as it relates to education and employment.
- Our political leaders, make themselves available to residents to address their concerns, have staff knowledgeable in the area of education and employment.
- Our political leaders, always advocate for and promote the well being of our communities' educational and economic growth.
- Our political leaders, always put the interest and concerns of our neighborhood before any gains that do not reflect the will and best interest of our neighborhood.
- Require school principals to facilitate parent/community input and involvement in setting educational agenda for the school through participation in the Codman Square Neighborhood Council.
- Open schools into the evenings for community meetings, programming and special events (e.g., Codman Square Neighborhood Council and Four Corners Action Coalition meetings, Adult Basic Education classes, after school tutorial programs, etc.)
- Set goals with the community, for student achievement to improve standardized test scores.
- Coordinate with programs such as READ Boston.

Literacy, Education, Employment and Training, continued

Resources Related to Education and Child Care

Resources	Support/Services Provided
Parent Support Services Team Members Donna Lashus, Team Leader 26 Court Street, 6th fl. Boston, MA 02118 635-9660	Advocacy for parents provides training and support to schools.
Parent Information Center North Zone PIC 635-9010 East Zone PIC 635-8015 West Zone PIC 635-8040	Counsel and assistance to parents during school registration, workshops, and new BPS parents information for new students.
Cyntoria Grant Title 1 Parent Resource Center 445 Warren Avenue Dorchester, MA 02121 635-7750	Counsels and assists parents during the entire school year. Coordinates and facilitates workshops and other resources.
Fran Smith, Project Coordinator Mobilization for Equality Project 100 Boylston Street, Rm. 200 Boston, MA 02116 357-8431	Advocacy for integrated and equitable public education through recommendations to educational and political leaders.
Hattie McKinnis, Executive Director Citywide Parents Council 21 Deckard Street Boston, MA 02121 635-9210	Citywide parents advocacy organization with a network of schools, parents, administrators and technical assistance service to families. Also provide materials which helps parents "navigate" the BPS system.
Laura Gang, Coordinator Parents United For Child Care (PUCC) 30 Winter Street Boston, MA 02108 426-8288	Early childcare support and slots for parents with children needing pre-school, school age, and after school care. Legislative and budget advocacy and parent organizing training.
Master Parent Advocacy Council (MPCA) Ana Rodriguez, Field Coordinator 55 New Dudley Street Roxbury, MA 02119 635-8339	Support and advocacy services for children enrolled in bilingual education programs in the BPS.
Faye Webster 2 Oliver Street, 8th fl. Boston, MA 02115 356-7600	School reform effort funded by the BPS.
Sandra Alvarado, Executive Director 555 Amory Street Jamaica Plain, MA 02130 983-5529	Organize Latino parents who work towards attaining equal educational opportunities for Latino students in Boston.

Literacy, Education, Employment and Training, continued

Skills Training and Pre-Vocational Programs

The training programs listed in this section are supported primarily with Job Training Partnership Act (JTPA) and the Department of Transitional Assistance's Employment Services Program (ESP) funding.

STANDARD ELIGIBILITY REQUIREMENTS FOR JTPA IIA

- Economically disadvantaged
- Boston resident
- 22 years old
- Registered with Selective Service (males 18)
- 65% must have one or more of the barriers below:
- Basic skills deficiency
- High school dropout
- Receive cash public assistance
- Limited English speaking

Agency	Training Programs Offered
Action for Boston Community Development 178 Tremont Street Boston, MA 02111 357-6000	Medical Secretary/Medical Tech. Training in keyboarding, computer applications, medical terminology and skills, adult basic education, and customer service. Career and educational counseling provided.
Asian American Civic Association 90 Tyler Street Boston, MA 02116	Pre-vocational Training: Development of reading, writing, math and oral communication skills needed to enter skills training programs. Office Skills: Training in basic office procedures, filing, accounting principles, business English, typing, word processing, data entry, and job search skills.
Home Builders Institute 31 Norfolk Street/Box 297 Dorchester, MA 02124	Boston Rebuilds: Training in construction trades and/or building maintenance. Program combines hands-on and classroom training in safety, basic math, equipment and tool usage, carpentry, drywall, demolition, building maintenance, and blue print reading.
La Alianza Hispana 409 Dudley Street Roxbury, MA 02119 427-2259	Environmental Training Program: Will provide job training for non-native and native English speakers, internships, computer basics, and job placement in the environment field. 13 week cycle which trains for supervisor license in lead abatement, asbestos abatement, hazardous waste removal, and OSHA.
Crittenton Hasting House 10 Perthshire Road Brighton, MA 02135 782-7966 782-7967	Child Care Training: The goal of this program is to assist women on welfare to develop skills necessary to become employed as child care teachers. Training, in collaboration with Bunker Hill Community College, includes classroom training, a supervised teaching practicum, job readiness workshops, and job placement services. Graduates earn twelve college credits in early childhood education and are certified as child care teachers.
Training, Inc. 294 Washington Street Boston, MA 02108 542-1811	Automated Accounting/Bookkeeping Computer Training: Training includes intensive manual and computerized accounting skill development, including data entry, dBase III plus, on-write, tax schedule and Lotus 1-2-3. The program includes critical thinking, life management, career exploration, and job readiness preparation. Interviewing practice and job placement services are also included. Concurrent vocational and ESL instruction will be available.

Public Policy and Civic Participation

FOCUS GROUP LEADERS:

Patrice Keegan, CivicHealth Institute, Codman Square Health Center
Bill Pires, Codman Square Neighborhood Council
John Werner, Citizen Schools

PARTICIPANTS & INPUT PROVIDERS INCLUDED:

Louray Barton, Neighborhood Center, Codman Square Health Center
Nathan Cooper, Codman Square Neighborhood Council
Candice Gartley, Shawmut United Neighbors
Phil Granberry, Melville Civic Association
Gail Latimore, Codman Square Neighborhood Development Corporation
Brilton Levy, Codman Square Neighborhood Council
Marvin Martin, Four Corners Action Coalition
Pat Morris, West of Washington Committee
Duane Snow, Codman Square Neighborhood Council
Tricia Tillman, CivicHealth, Codman Square Health Center
Doreen Treacey, Melville Civic Association
Bill Walczak, Codman Square Health Center
Shirley Young, Codman Square Neighborhood Development Corporation

Introduction

Initially, we had set up a separate focus group to address questions relating to city services. The City Services Focus Group joined the Public Policy and Civic Participation group part way through the process. The group focused on opportunities for people who live and work in and around Codman Square/Four Corners to participate in civic life, to frame public policy solutions to community needs, and to develop relationships with legislators and government officials in order to make the most of the political system. Also, the group explored the need to develop information to inform and support community-inspired political strategies, through a combination of practical community-based research and research conducted with academic partners.

Key Facts About the Neighborhood:

While voter enrollment is above the City average, turnout is below average:

- 6.7 % of Boston's voting age population lives in our community (28,086 potential).
- 7.4% of Boston's registered voter's live here — we have 17,811 registered voters.
- 58% of Boston residents who are over 18 years old are registered to vote.
- 63% of our community's residents who are over 18 years old are registered to vote.
- In 1998, 51% of Boston's registered voters cast ballots.
- In 1998, 45% of our registered voters cast ballots (8,100 ballots cast).
- Our community cast 6.5% of Boston's ballots in 1998.
- There are 25 polling places throughout our community.

We have much potential political clout by virtue of district-level representation by:

- Two United States Congressmen.
- Five State Representatives, including the Speaker of the House.
- Three State Senators.
- Two District City Councilors.

People in our community belong to over 75 volunteer public action groups, such as:

- 60 resident block clubs.
- 6 civic associations.
- 4 merchant associations.
- 6 commercial district public safety commercial neighborhood block groups.

Public Policy and Civic Participation, continued

Discussion Themes & Concepts Included:

- Most people get involved due to an immediate need, usually close to home.
- Everyone does not want or need to have a global consciousness.
- There should be a sustained social marketing effort around why the health of one area is directly related to that of another — at the same time, some people, but not all, have a bigger sense of inter-relatedness.
- The *Your Voice, Your Choice* political forums have been important building blocks, and would be improved with more interaction between public officials and residents.
- Some issues & opportunities cut across committees — we need to recognize and maximize these.
- There are resident involvement and public policy implications for every working group of the Millennium Project, this is a cross-cutting topic.
- Community events are a great way to incubate civic pride, and communities with high levels of civic pride tend to be more politically aware and active.
- Social relationships and personal trust almost always precede civic participation.
- Arts & culture be used to engage people in fun ways around civic awareness and can this build civic pride.
- Computer technology can be used in many ways to support civic involvement.
- Projects like the bi-annual Community Survey or the new *Health of the 'Hood* report are important tools for understanding our community and taking its pulse.

Vision for the Future

Codman Square is a welcoming community with strong, supportive social and civic networks that offer a high quality of life to all and allow residents to maximize their potential as healthy and productive participants in community life. Recognizing that civic life often evolves from a sense of social connection, non-profits agencies and resident groups have worked very hard to continuously create opportunities for people to connect with one another, and to plug into civic life when they are ready to do so. Voter participation is the highest in Boston, and the community has earned a reputation for generating articulate bills, especially at the city and state levels, that are backed by credible local research. Participation in political processes and advocacy efforts is high, even among those who cannot vote (such as youth and non-citizen immigrants) because everyone realizes that their needs are important and there have been enough success to show that everyday people can make a difference around public decision-making. The area's elected officials are frequently seen at community meetings and events, and they enjoy well-deserved reputations throughout Boston and at the State House for being hard-working, responsive and effective. Codman Square is known as a community that cherishes and enjoys the practice of democracy.

Action Steps/Recommendations

RECOMMENDATIONS FOR EVERYONE

- Participate fully in community-wide events such as National Night Out and the Codman Common Tree Lighting ceremony; continue to create and expand more localized traditions that get people out and connecting with one another such as the Lumiere & Caroling Evening in the the Melville-Shawmut area; and instigate new, creative civic traditions — such as for an annual arts & culture contest called “A Day in the Life of Codman Square,” which could include many genres of artistic expression and could be open to people of all ages. Corporate sponsorship could underwrite awards, finalists could exhibit & perform in the Great Hall over an entire week and then culminate with a big community party at the end.
- Attend meetings of “umbrella” civic groups such as the Codman Square Neighborhood Council and the Four Corners Action Coalition.
- VOTE, tell people that you vote, and encourage them to do the same.

Public Policy and Civic Participation, continued

- Promote our community's successes, great and small — contact the media about events, write short articles, submit captioned photos for publication in the local press, write letters to the editor regularly about important issues and community successes.
- If you already are involved in a group invite a friend or neighbor to join.
- Start a block club or start a group around a shared interest (such as a book club) to get people connected with one another.
- The community should hold an annual Civics Fair where as many groups as possible can promote what they do, recruit new members, and become familiar with others.
- Promote awareness by creating a permanent exhibit on Codman Square history which will serve as the start/end point for a series of self-guided walking tours throughout the community.

RECOMMENDATIONS FOR THE CODMAN SQUARE NEIGHBORHOOD COUNCIL AND FOUR CORNERS ACTION COALITION

- Institutionalize the Millennium Project by creating sub-committees for priority topics, and allow each to report on its progress on a rotating basis throughout the year; select at least 2 of these areas as priorities each year; and conduct an annual "State of the Neighborhood" event for major progress reports and celebration of accomplishments.
- Create a committee that can serve as an "academic clearinghouse" for getting student interns, developing research projects, etc.

RECOMMENDATIONS FOR OTHER VOLUNTEER CIVIC AND COMMUNITY GROUPS

- Organize activities to boost civic pride such as neighborhood clean-ups, flower planting days, graffiti clean-up patrols, etc.
- Smaller groups should adopt at least one policy issue per year and advocate for it.
- Invite elected officials to meetings, and periodically ask them to be the guest speaker.

RECOMMENDATIONS FOR MERCHANTS & LOCAL BUSINESS COMMUNITY

- Invest in community events — adopt an event or activity and then agree to cover the cost of producing fliers or making a poster, postage, provide refreshments, pay for a promotional ad in the local press, etc.

RECOMMENDATIONS FOR NON-PROFIT ORGANIZATIONS

- Encourage staff to attend civic meetings and to participate in events, and to "adopt" a sub-committee of one of the umbrella civic groups and provide support for it.
- Make public the findings of research studies that are conducted through agencies, and circulate copies to local agencies, and work together too develop agency capacity to research priority community issues, which will help with community advocacy.
- Encourage Boards of Directors to meet together periodically, publicize your annual meetings, and attend annual meetings of other agencies.
- Review the entire Millennium Project and determine where agency resources can be allocated to support recommendations.
- Partner with one another and with community groups to develop projects and apply for funds which respond to Millennium Project recommendations.
- An agency needs to adopt the "Hidden Heroes" awards and improve its effectiveness as a vehicle for generating civic pride, and also improve its capacity to raise money for the Youth & Family Coalition's summer programs (Wainwright & Roberts Parks).
- Partner with citywide efforts to promote civic involvement and resident participation such as Project Vote or the Indicators of Change and Progress Project.

RECOMMENDATIONS FOR SCHOOLS

- Schools with special public services programs such as Dorchester High's Academy of Public Service should encourage students to become involved in local civic projects.
- The School Department should develop ways for students to receive credit for participating in local civics.

Public Policy and Civic Participation, continued

RECOMMENDATIONS FOR ELECTED OFFICIALS

- Attend neighborhood council on a regular basis and come to special events.
- Hold "office hours" in the district at least once a month.

RECOMMENDATIONS AROUND COMMUNICATIONS

- Create a communications network among neighborhood groups — phone trees, e-mail & listerv, snail mail, etc.
- Develop a community website, and create a network of information kiosks.
- Create a centralized directory of community groups including contact information, meeting schedules, issues of concern, priorities of the group, etc. — one format for presenting this information can be a grid/spreadsheet that cross-references groups by issue area, which might make it easier to mobilize people around specific concerns.
- Create a civic communications clearinghouse to support press and publicity needs.

RECOMMENDATIONS AROUND VOTER REGISTRATION & TURNOUT

- Create a "Codman Square Votes!" campaign to improve both voter registration AND turnout — Codman Square should strive to have the best turnout in Boston.

RECOMMENDATIONS AROUND EDUCATION, AWARENESS & LEADERSHIP DEVELOPMENT

- Continue to produce and map voting trends, and use this information for community education, and continue improving and producing resources like *Your Elected Officials* and *Government Departments*.
- Develop a series of practical, basic political process trainings for activists and agencies, and get public officials to participate in teaching some sessions. People need to understand what happens at different levels of government, and how that relates to their needs. For example, go to the City for things like potholes, go to the State or Federal levels for things like immigration policies and welfare reform, etc.
- Develop related trainings for emerging civic leaders exploring and bolstering their motivations to participate.

RECOMMENDATIONS AROUND RELATIONSHIP BUILDING — INTERNAL & EXTERNAL

- Develop a series of walking tours of the area for elected officials.
- Continue and deepen the *Your Voice, Your Choice* forums in the Great Hall.
- Continue to hold early evening Election Eve "Get Out the Vote" rallies in the Great Hall — this event should become a part of Boston's political landscape, a credible "must attend" event for the candidates.
- Develop an *In the District* breakfast series where each month or so a different elected official meets with community people around specific issues, and in advance of those meetings someone (different agencies, depending on the issue) should produce a short briefing paper or fact sheet on the topic.

Public Policy and Civic Participation, continued

Community Resources for Civic Involvement & Public Policy

Resources	Support/Services Provided
CODMAN SQUARE/FOUR CORNERS ALLIANCE FOR HEALTH (ULRICH JOHNSON, 282-9659):	• Current focus is educational achievement as a public health concern.
CODMAN SQUARE HEALTH CENTER & ITS CIVIC HEALTH INSTITUTE (PATRICE KEEGAN, 822-8182):	• Produces the resource manual: <i>Your Elected Officials and Government Departments</i>. • Calculated voting trend statistics for 1996, 1997, 1998, 1999 (pending). • Produced maps of political districts, polling places, & voting trends (1997, 1998). • Working with the community around voter registration & voter turnout. • Provides public access to computer based resources, including mapping software & internet. • Produces an every-other-year community wide survey on health concerns, quality of life, civic participation, and impressions of the neighborhood. • Produced <i>The Health of the 'Hood 1998</i> report. • Outreach worker assistance and mini-grants are available for summer block parties. • Has many academic connections and can serve as a clearinghouse when student interns are needed. • Participates in citywide efforts such as the Boston Indicators of Change & Progress Project and Project Vote!
CODMAN SQUARE MAIN STREET (287-0891):	• <i>Retail Market Analysis</i>, for the Codman Square Main Street business district, 1998. • Produces a guide to the Local Merchants and Businesses in the business district. • Conducts "Merchant of the Month" program.
CODMAN SQUARE NEIGHBORHOOD COUNCIL (BRILTON LEVY, 822-8164):	• The Council convened "The Millennium Project" through its Strategic Planning Committee. • Sponsors the "Your Voice, Your Choice" political forums in the Great Hall — over 1,100 people have attended 5 events since March of 1997. • The West of Washington committee focuses on environmental issues. • Hosts the Youth & Family Coalition. • Sponsors the annual "Hidden Heroes" Awards for community involvement.
CODMAN SQUARE NEIGHBORHOOD DEVELOPMENT CORPORATION (GAIL LATIMORE, 825-4224):	• The Retail District Safety Committee of the Codman Square Neighborhood Development Corporation. focuses on public safety issues (see below). • Producing a first time homebuyer study. • Tracks local mortgage lending patterns.

Public Policy and Civic Participation, continued

Resources	Support/Services Provided
<i>DORCHESTER HIGH SCHOOL/ACADEMY OF PUBLIC SERVICE (PAUL CASILLI, 635-8904):</i>	• Pilot school which involves students in government affairs and public service.
<i>DORCHESTER YMCA (MARYCLAIRE KNIGHT, 436-7750):</i>	• Through the Earth Service Corps youth become involved in environmental issues. • The Youth & Government Program introduces teens to government affairs.
<i>ELLA J. BAKER HOUSE (MARK SCOTT, 282-6704):</i>	• Is launching a new initiative for community & youth involvement in juvenile & justice policy.
<i>FOUR CORNERS ACTION COALITION (MARVIN MARTIN, 436-0289):</i>	• Produces a Merchants Directory for Four Corners. • Is producing a report on a resident driven plan for Four Corners development.
<i>RETAIL DISTRICT SAFETY COMMITTEE (BARRY MULLEN, 825-1772):</i>	• Codman Square/Four Corners Commercial Property Inventory, 1998. • Conducts Commercial District public safety audits for local businesses (residence audits coming soon). • Produced a strategic plan focusing of public safety.
<i>DORCHESTER AREA PLANNING ACTION COUNCIL-APAC (LEONARD LEE, 288-2700)</i>	

Public Safety

FOCUS GROUP LEADER:

Barry Mullen, Retail District Safety Initiative

FOCUS GROUP PARTICIPANTS

Codman Square Public Safety Committee

Co-Chairs

Bill Loesch, Codman Square Health Center
Barry Mullen, Retail District Safety Initiative
Bill Pires, Codman Square Neighborhood Council
Brilton Levy, Codman Square Neighborhood Council
Capt. John Sullivan, Boston Police Area B-3
Capt. Robert Dunford, Boston Police Area C-11

Members

Candice Gartley
Mary Green
John Evans
Windell Josey
Dan Gibbons
Lillian Bowden
Randall Watts
Phil Lindsay
Beverly Canteen
Kenneth Bancroft
St. Joseph McNulty
Patricia Yories
Jane Ross
Cynthia
Cathy
David Cheltenham

Retail District Safety Initiative Advisory Board

Gail Latimore, Codman Square NDC
Candace Gartely, Codman Square Health Center
Bill Walczak, Codman Square Health Center
Charles Gordon, Codman Square Merchants Association
John Cooper, Codman Square Neighborhood Council
Maryclaire Knight, Dorchester YMCA
Bernard Fitzgerald, Dorchester District Court
Judge Sydney Hanolin, Dorchester District Court
Marvin Martin, Four Corners Action Coalition
Robert Bell, Dorchester High School
Capt. John Sullivan, Boston Police Area B-3
Capt. Robert Dunford, Boston Police Area C-11
Ana Impellizeri, Boston Main Street
Marie Theodat, Codman Square Main Street
Susan Worgaftik, Dorchester Community Action Network
Mat Thall, Local Initiative Support Corporation
Lisa Belsky Local Initiative Support Corporation
Anita Nasra, Kit Clark Senior House
Patricia Carson, Codman Square Main Street Design
Horace Kincade, Boston Police, Area C-11
Pat Morris, West of Washington Committee
Bill Pires, Codman Square Neighborhood Council
Brilton Levy, Codman Square Neighborhood Council

Public Safety, continued

This report also incorporates highlights from the Retail District Safety Initiative's two-year long strategic planning process.

Key Facts about the Neighborhood

The crime rate in the neighborhood has declined over the past several years, though some residents still perceive crime as a major problem. More than 50 neighborhood crime watch groups exist in the area. According to surveys completed as part of the RDSI planning process, attitudes of residents towards crime are complex. Almost 45% of the respondents referred negatively to one or more aspects of crime. On the other hand, about 30% stated either that crime is not a problem, or that is down significantly from previous years. People mentioned a general feeling of being unsafe as often they cited a specific incident. Stories of neighborly cooperation were balanced by those about the difficulty of getting friends to visit or deliveries made because of their Dorchester address. A good number of residents cited the contrast between the generally pleasant reality of living in Dorchester and the usually negative presentation of the neighborhood on television and in the newspapers, particularly the coverage of crime.

The Codman Square area is shared by two police precincts, Area B-3 and Area C-11. For the period between 1993 and 1997, overall crime fell slightly in both precincts. The totals mask the fact that some types of crimes increased during that period while others decreased.

Type of Crime	Area B-3 % Change 1993-1997	Area C-11 % Change 1993-1997
<i>Violent crimes against people</i> (actual and attempted, including: homicide, rape, aggravated assault, robbery)	27% decrease	14% decrease
<i>Property crimes</i> (actual and attempted, including: burglary, larceny, vehicle theft)	22% decrease	24% decrease
<i>Other</i> (actual and attempted, including: other assaults, vandalism, weapons violations, prostitution, drugs, driving while intoxicated, disorderly conduct)	10% increase	16% increase
Total⁹	5% decrease	2% decrease

⁹ These summary totals cannot be derived directly from information provided here. For data from which these percentages were drawn and complete report, contact the Retail District Safety Initiative.

Public Safety, continued

Focus group participants identified several key quality of life issues that continue to be a concern for many residents. Major issues include: public drinking, fear inducing groups of loiterers, speeding, traffic congestion and parking problems, unsightly vacant lots, illegal rooming houses, vacant buildings, drug activity, street graffiti, too many pay phones, and trash. In addition, domestic violence was raised as a concern. Focus group participants also pointed to challenges created by language and cultural barriers.

The Codman Square Neighborhood Development Corporation and the Retail District Safety Initiative have been working since 1998 to form a Codman Square Public Safety Committee. The goal of the committee is to promote safety for residents and the business community by educating the public about how to reduce the occurrence of crime, and how to establish neighborhood watches. The committee serves as a coordinating and networking point for neighborhood watch captains.

Vision for the Future

- Neighborhood watch on every street
- Welcome wagon
- Cleaner streets
- Fewer traffic problems
- More things for young adults to do
- More jobs and job training
- Nice restaurant
- Safer neighborhood (education about perception)
- Better flow of traffic
- Public schools (more after school programs, violence prevention education for all ages)

High Priority Challenges and Resources to Address Them

Several important challenges to successfully addressing public safety concerns arose in both the focus group and the broader Retail District Safety Initiative planning process. They include:

- Weak participation in merchants association and joint activities;
- Unsafe business premises;
- Unattractive buildings and storefronts.
- Limited funding
- Language barriers
- Overload/burn out
- Trouble staying focused

The Retail District Safety Initiative's plan highlights several key strategy areas to focus community efforts:

- Strengthen the merchant organizations, increase joint activities and business practices
- Quality of life conditions, behavior, crime
- Law enforcement and community policing
- Community development and participation in public safety
- Economic and social opportunities for young people

Public Safety, continued

Resources and actions to pursue to pursue these strategy focus areas include:

- Codman Square Retail District Safety Initiative, by:
- Organizing Residential Block Watches
- Organizing Commercial Block Groups
- Maintaining Contacts with the Boston Police Department and Codman Square Main Streets
- Protecting Business Premises
- Improving the Quality of Life
- Boston Police Department, Community Policing, by:
- Neighborhood beat (walking) officers.
- Citizen crime watches.
- Coordination by the police with other municipal departments, such as code enforcement, traffic.
- Programs and facilities aimed at youth.
- Dorchester District Court
- Safe Neighborhood Initiative
- Codman Square Main Street and Codman Square Merchants Association, by:
- Design Assistance and Improvements to Facades
- Public Improvements
- Organizing for Neighborhood Partnerships
- Marketing and Business Assistance
- Recruiting New Businesses and Diversifying the Mix
- Codman Square Neighborhood Development Corporation, by:
- Housing Development
- Economic Development
- Community Organizing and Services to Residents
- Codman Square Health Center
- Codman Square Neighborhood Council
- Youth and Family Coalition and youth-serving agencies and churches

Public Safety, continued

Action Steps/Recommendations

RECOMMENDATIONS FOR RESIDENTS OF THE NEIGHBORHOOD

- Develop crime watches on all streets.
- Encourage block captains to join Public Safety Committee.
- Encourage Public Safety Committee and Merchants Public Safety Committee to merge and share resources.

RECOMMENDATIONS TO MERCHANTS ASSOCIATION

- Get members to participate actively in the Codman Square Retail District Safety Initiative.
- Support the Merchant Block Watch initiative through the Codman Square Retail District Safety Initiative.
- Encourage members to keep their sidewalks clean as a deterrent to crime.
- Encourage merchants to seek façade improvement and window display assistance from the Codman Square Main Street Program as a means of improving the appearance of businesses and decreasing the perception of crime.
- Identify and engage home based entrepreneurs/businesses in the Merchants Association. Support home based merchants.
- Hire youth for merchant jobs.
- Hire staff person for Merchants Association.

RECOMMENDATIONS FOR ORGANIZATIONS IN THE NEIGHBORHOOD

- Build partnerships.
- Share information and resources.
- Promote Codman Square as a whole.
- Less promotion of agency, more of the Square.
- Hire staff person for Public Safety Committee.
- Raise funds.
- Partnership building.
- RDSI, Main Street, Merchants Association, Four Corners Action Coalition and the Codman Square Neighborhood Council to plan and coordinate more with other Dorchester-based groups.
- Codman Square organizations/groups participate more actively in C-11 and B-3 Advisory Committees.
- Codman Square/Four Corners organizations concerned with youth services (e.g. Assize/Ella J. Baker House, Dorchester YMCA, Four Corners Action Coalition/Greenwood Family Life Center, Codman Square Health Center and Neighborhood Association) better communicate with and coordinate/plan with each other. Purpose of this is to better understand and utilize current services available to youth (particularly at risk youth) and to collaborate around the development of additional services.

RECOMMENDATIONS TO CHURCHES

- Get involved with the public safety programs in the Codman Square and Four Corners (e.g., the Codman Square Retail District Safety Initiative and Four Corners Action Coalition.)
- Create a business development fund to assist businesses in making public safety related improvements (e.g., lighting upgrades, storefront improvements, etc.)
- Coordinate/outreach to Codman Square/Four Corners organizations concerned with youth services (e.g. Asuza/Ella J. Baker House, Dorchester YMCA, Four Corners Action Coalition/Greenwood Family Life Center, Codman Square Health Center and Neighborhood Association) to better coordinate/plan services with these organizations. Purpose of this is to better understand and utilize current services available to youth (particularly at risk youth) and to collaborate around the development of additional services.

Public Safety, continued

RECOMMENDATIONS FOR POLITICIANS, CITY OFFICIALS, FUNDERS, AND OTHER OUTSIDE RESOURCES

- Allocate more funding.
- Politicians, talk up the Square when they are out door-knocking
- City officials, visit the Square four times a year. We need your help all year, not just when there is an election.
- Ensure active participation and support of the C-11 Police District in the Codman Square Retail District Safety Initiative. C-11 needs to be involved in planning and implementing, in coordination with RDSI, additional public safety activities in Codman Square to diminish crime and the perception of crime in Codman Square.
- C-11 to continue business safety audits through the RDSI.
- Establish a joint C-11/B-3 police “kiosk” in Codman Square and Four Corners.
- C-11 and B-3 police officers stationed regularly (once or twice a week) in a Codman Square facility (such as the office of the Four Corners Action Coalition or the Codman Square Health Center) to field community complaints and to garner information from the community.
- Support the work being done through by the Police Executive Research Forum (PERF) by area C-11 and B-3 Police Districts (through the Codman Square Retail District Safety Initiative strategic planning process) to improve formal coordination and information sharing across boundaries in Codman Square and Four Corners. Intent of this work is to prevent crime along the boundary (Washington Street is the dividing line between the two districts.)
- Boston Police Department Crime Watch Unit to work with the RDSI, the Codman Square Neighborhood Council, the Four Corners Action Coalition and other Codman Square groups and organizations to support the establishment and strengthening of new and existing block watches.
- Through the BPD and other city/state/federal entities, develop a plan with Codman Square and Four Corners organizations to address youth loitering and youth unemployment in the neighborhood.
- Through BPD, develop a plan with Codman Square and Four Corners organizations to share information on youth gang activity.
- Develop a plan with Codman Square and Four Corners organizations to address youth social service support needs.
 - Ensure that Codman Square/Four Corners organizations are aware of/have access to existing program supports such as the PAL Program, the Youth Service Providers Network, camp vouchers, recreational/fishing trips for youth, etc.
 - Coordinate activities through the Codman Square Youth and Families Coalition and the Dorchester YMCA.
 - Coordinate with Codman Square/Four Corners organizations to support needs assessments, planning and fundraising for youth service support needs.
- Maintain values/practices of community policing.
- Increase MBTA police coverage at the Fields Corner, Shawmut and Ashmont train stations.
- Dorchester Courthouse becomes more involved in planning for community public safety activities through the Codman Square Retail District Safety Initiative and the Four Corners Action Coalition. Create a community court.
- Engage Bob Gittens as a Youth Commissioner.

Technology

FOCUS GROUP LEADER

Kate Snow, Cybershop, Codman Square Health Center

FOCUS GROUP PARTICIPANTS

Vonnessa Dorchester, ABCD Neighborhood Service Center
David Alkins, DARI
Etzer Augustin, Resident
Joe Campbell, Resident
Paul Casilli, Academy of Public Service, Dorchester High School
Katherine Allen Combs, Grace Renaissance After School Program
John Cooper, Codman Square Health Center
George Corbin, ECO Power Systems Development
Gregory Cuddy, Resident
Karen Detering, Dorchester YMCA
Angel Dos Santos, Citizen Schools
Karen Duff, Codman Square Branch Library
Bill Dunigan, Jubilee House
Jean-Claude Ferdinand, Resident
Archie Foxworth, Grace Church of All Nations
Odessa Franks, Resident
Matt Gibson, Ella J. Baker House
Ann Grady, Technology in Boston Schools
Livingstone Grant, Resident
Daphne Griffin, Blue Hill Avenue Computer Clubhouse
Eli Hernandez, Dorchester Temple Baptist Church
Ulrich Johnson, Teens Against Gang Violence
Edward Jones, Grace Church of All Nations
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Jennifer Latchford, Mayor's Office
Gail Latimore, Codman Square Neighborhood Development Corporation
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Bilton Levy, Codman Square Neighborhood Council
Bill Loesch, Greenwood Family Life Center
Marvin Martin, Four Corners Action Coalition
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Stan McLaren, Resident
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Diane Miller, "D'Agostino, Rizzo, Quark"
Rich Mineta, Federated Dorchester Neighborhood Houses
Jean Moreau, Ella J. Baker House
Patricia Morris, Codman Square Neighborhood Council
Leroy Myers
Ron Obuchan, Resident
Al Peters, Resident
Erica Reshard, STRIVE
Felicia Robb, Vargas Technology in Boston Schools
Mark Scott, Ella J. Baker House
Angela Searcy, Codman Square Health Center Youth Services
Andrew Sears, PREP Computer Program
Michelle Shaw, Resident

Technology, continued

FOCUS GROUP PARTICIPANTS, CONTINUED

DebbySnow, World Education
KyleTager, Boston City Hall
MichaelTaubenberger, Federated Dorchester Neighborhood Houses
DavidVargas, Market
BillWalczak, Codman Square Health Center
BruceWall, Dorchester Temple Baptist Church
JohnWerner, Citizen Schools
RayWheeler, America One Technologies, Inc.
JulieWilliams, Codman Square Main Streets
PrinceWoodbury, Grace Church of All Nations
LassiterWoodley, Citizen Schools/CSHC
LyndelWoodruff, Resident
SusanWorgaftik, Dorchester Center for Community Development Through Education
HarryYoung, Youth Entertainment Studios

THE FOCUS GROUP MET ON THE FOLLOWING DATES:

As the 450 Working Group, the focus group met April 22 and May 13, 1999. The focus group itself met at the Millennium Project kickoff event. The Technology Goes Home group met once in August and twice in September.

Key Facts about the Neighborhood

Facts about the neighborhood relating to your focus groups (be sure to cite your sources):

- There are at least 13 community technology labs within the Codman Square/Four Corners area. See (list of local resources at end of this section for more details.)
- Many of these are open to members or youth only.
- Many have Internet access.
- There are classes that vary from free to close to \$100 for a variety of topics, most of which are beginning or intermediate level.
- There are no computer stores in the Codman Square business district.
- People often ask at the CyberShop if they can buy computers at the CyberShop.
- Attendees at local labs are interested in purchasing computers.
- Many people have still not used computers.
- Access to the Internet via cable modem is not available in this part of Dorchester.

Questions the Group Addressed

- What do the residents and organizations in this community want most from a new computer training facility?
- What is missing in this neighborhood in terms of technology access?
- What do we need most?

Technology, continued

Vision for the Future

THE GREAT BRIDGE ACROSS THE DIGITAL DIVIDE

It's 7:00 am and the bleary-eyed volunteer tutor is just closing the door to the Midnight Madness All-Night Programming Lab in the sparkling Technology Center at 450 Washington Street after ushering out two straggler 19-year-olds trying to wrap up their final project for the C++ programming class. In an hour the front door will open and an eager stream of students ranging from grandmothers to teens will pour into the Digital Arts workshop, ready to take the next step in Adobe Photoshop. All through the day, faces young and old of all colors, in business suits and jogging suits stroll in and out the front door and make their way to a variety of labs and classrooms. Some are employers who drive in from downtown and from Route 128 to interview prospective Certified Network Administrators at an afternoon job fair. Others are local merchants who are dropping off graphic design work at the CyberShop and Design Studio. This is the vibrant hub of the Codman Square/Four Corners "Technology Corridor" in Dorchester.

Before now, Codman Square and Four Corners area has been like many inner cities: dotted with small computer labs of 8 to 20 computers offering public access and basic computer classes. But with the advent of the Technology Center at 450 Washington Street and the momentum of the Millennium Project's Technology Focus Group, this area has become strong network of technology opportunity for area residents. People in the neighborhood can get comfortable with computers at their little, local lab, and when they are ready, can enroll in courses and certification programs at the Technology Center. Organizations can open their own small labs to enhance their after-school and other social service programs, and then, when they need more advanced equipment to hold trainings with, book time at the Technology Center to teach these.

Until now there have been very few direct links to work in the industry for those who do actually acquire technical capabilities. The Codman Square/Four Corners Technology Center will be the first of its kind in the country, a high-tech training center rooted not in traditional rote learning of computer training institutes, but in the best of current educational practice and theory. Instead of an insular campus located at some elite distance from the community, this vibrant, well-lit, neighborhood place is where teachers look like the students precisely because they were students, where a strong and active technology committee constantly assesses and upgrades technology to meet industry standards. It's the place where community members go to find the latest in the technology industry, information that rivals the front pages of ComputerWorld and MacWeek.

It's where standards are set not merely by the industry but by the best educational practice available, informed by the best thinkers and practitioners in the field. Youth strive to qualify for the classes and jobs here; not only are the programs seen as desirable, choice, key, phat, top of the line, they are unique in their appeal to the very members of the community who don't feel welcome elsewhere. Outreach specialists constantly search the unlikely place—the court, DYS, the detention rooms of each school—for youth who might find their way out of the unproductive choices through these new opportunities. There are classes here a young teen might want to get into so badly that she takes an extra course in high school to qualify for, and a job she wants so much she spends several nights a week in the Midnight Madness all-night programming lab to prove her mettle.

Codman Square Four Corners is a place where girls and women see other girls and women leading in technology, where the stereotypes of boys as technical don't have a chance to get started, where neighborhood adults and teens rub elbows at computer desks, learning together as partners in programming classes. A place that turns the image of the technology-poor inner city on its head, a place so vibrant young computer and information science students from local universities seek out the opportunity themselves to share their knowledge and get their own training from. It's not just a community transformed by technology, but a community transforming technology.

Technology, continued

Funders and corporate supporters are pleased because they can see organizations working actively together to avoid unnecessary duplication while pooling resources to create greater shared programs. Corporations are also pleased to have such a high-quality training center for the new generation of information workers. These stellar employees come out of the Four Corners Codman Square area of Dorchester not only trained well and certified, but with hands-on experience, as many of the students have given back by helping to manage the over 20 labs throughout the community.

Local businesses are also pleased, because it is now considered absolutely necessary to run their enterprises with computers, and they do so with support all around. In the past, computers seemed expensive and mysterious, if necessary. Not so today. A business owner in Codman Square Four Corners can get good buying advice from any one of the local computer shops, or at one of the regular Computer Buying Seminars offered at various agencies. When the computer breaks down there are any number of qualified, local technicians to fix it. And businesses can send employees to the multitude of labs for training.

Schools know that students from this area get lots of the support from home and the neighbors for their work with computers. Academic progress in all grades has increased as technology is integrated thoughtfully and judiciously into the curriculum. Every family with a child in school is able to get a computer for their home through the City's donation program. And the families in Codman Square/Four Corners are especially supported by classes and technical assistance in the Technology Corridor.

There are several vibrant, connected community web sites, where community members, who now have computers at home can log on and find out what events are coming up, when the food pantries are open and which classes are still accepting registrations. Politicians pay special attention to the Codman Square Four Corners web sites, not simply because it's one of the easiest ways to know what's going on in the community, but because it's the most interesting. The web pages are designed and maintained by the very youth trained in various programs, and set the standard for fun, readable, innovative design.

Community members routinely use the web for contacting their elected representatives, for tracking the progress of the city projects in the area and for supporting their efforts to improve all aspects of the neighborhood. There is a Community Mapping Corps, a group of activists from a variety of organizations who have been trained in the use of GIS maps as tools of change. This group of a half-dozen individuals does regular sessions, training others on the power of computer maps. Community organizations are much more effective as they now have their member lists in databases from which to print labels quickly and accurately, and better-funded, as they use software to track grants and funders.

The local and national newspapers want to know: how did this all happen? How did one of the most distressed areas of Boston become such a technology hub? The lead of the article will read: What's a high-techie like you doing in a neighborhood like this? And the Codman Square Four Corners neighbors will answer, "Making more money than you!" (okay, so that's probably not it). And local residents will answer: "We became such a technology hub by using the resources we are most blessed with—friendliness, strength, imagination, cooperation and our different capacities. By capitalizing on each of our resources we have created something greater than any of us. You talk about a Digital Divide; we talk about the bridges we build, each and every day. Right here in Codman Square Four Corners, the Digital Divide is history."

Technology, continued

Action Steps/Recommendations

- Participate in the City of Boston/Hi-Q collaborative pilot program Technology Goes Home, where 6 organizations will work together to select and train 10 families who will—at the end of a 8-12 week training period—receive a free, brand-new computer and Internet connection.
- Continue to build on the 450 Working Group vision.

RECOMMENDATIONS FOR RESIDENTS OF THE NEIGHBORHOOD (BOTH INDIVIDUALS AND ORGANIZED GROUPS LIKE BLOCK ASSOCIATIONS)

- Use the existing resources in this community and demand even more.
- Support the existing technology resources by contributing money,
- Volunteer time in the labs, fixing computers, helping to track down donations, helping your neighbors learn to use their new computer.
- Pay attention as your children's schools are adding computers and make sure you know the school's plans to use these in the classrooms and to support teacher training on them.
- Be vigilant of Internet access issues in the news and speak up for this community when the City of Boston is negotiating contracts with cable companies and other Internet Service Providers.
- Let your elected representatives know that you want to make sure that any telecommunications legislation, such as the E-rate, for example, supports access for people in this community.
- Buy computers, parts and service locally as often as possible.

RECOMMENDATIONS FOR ORGANIZATIONS IN THE NEIGHBORHOOD

- Create new programs that offer advanced computer training for community members, especially that offer A+, Microsoft and other certifications, internships and hands-on experience.
- Ensure that no one in this neighborhood is left without some kind of access to computers and good training; this includes senior citizens, very small children, those for whom English is not their first language, the physically disabled and others.
- Create a community web site that provides information about local technology resources.
- Make sure your programs' information is accurate and up-to-date in the Local Resource Guide (call Kate Snow at 822-8206 for changes) and on any community web page(s).
- Create places where families, especially those with very small children can become comfortable with computers.
- Help educate residents so they can make smart decisions about buying computers.
- Provide ways for residents to learn the array of job and career opportunities available through technology, especially helping people to discover what kinds of things they really love to do with computers and how that might translate into well-paid work.
- Be vigilant about keeping community members informed of new programs, classes and projects for technology, either your own or others.
- Before starting new projects, talk with others running similar projects or other technology programs to see how programs can complement each other or provide a duplicate project to an area or constituency in the neighborhood that doesn't yet have access to this kind of program.
- Put money and time into making sure your employees have good computer skills training as part of their jobs, as appropriate.
- Add a computer component to existing programs, when appropriate, such as teaching graphic design skills to teens doing flyers.
- Create programs that integrate technology learning with real-life experience, such as the CyberShop, a MIDI music production studio, web design businesses and the like.
- Encourage all of your corporate supporters and contacts to donate computers and let them know how well their good old computers could be used in the this community.
- Make good use of existing national resources, such as Community Technology Centers' Network, to increase your own capacity.
- Continue to participate in community-wide efforts to increase technology access, such as the 450 Working Group, the Technology Goes Home initiative, Federal grant proposal processes and others.

Technology, continued

- Continue to place pressure on officials to ensure equitable Internet access in this community through good, fair telecommunications legislation at the city, state and Federal level.

RECOMMENDATIONS FOR SCHOOLS

- Ensure that all children in school have access to good computers in their classrooms from Kindergarten through the 12th grade.
- Make sure that teachers have adequate training and support so they can use the computers in the most educationally sound and beneficial ways in the classroom.
- Open school computer labs up to community programs after the school day is over and on weekends.
- Make sure that children are not penalized in any way for not having access to computers at home, and work with community organizations to make sure children have ways to get computers in their homes.

RECOMMENDATIONS TO LOCAL BUSINESSES COMMUNITY

- Ensure that your workers get good training on computers as part of their work.
- Get to know the local community technology resources and find ways to contribute to their programs: mentor a teen, teach a class, volunteer to help in a public access program or fix computers, for example.
- Share information about new technologies with the local residents and organizations.
- Encourage other businesses outside of Codman Square/Four Corners to recognize the technology capacity of this community.
- Hire technically skilled residents in this community; look first to your neighbors for skilled technology workers.

RECOMMENDATIONS FOR POLITICIANS, CITY OFFICIALS

- Pass legislation that supports equitable access to the Internet for all members of the community.
- Help ensure that community members understand what is at stake when telecommunications legislation is in process.
- Support Federal funding for community technology centers such as the Department of Education's Community Technology Center funding and the TIAPP funding.
- Make sure this community has a place and voice at the Digital Divide.
- Summit every year and at any local or state forums about technology.
- Continue to encourage private-public partnerships that bring the resources of technology corporations into this neighborhood.

RECOMMENDATIONS FOR FUNDERS AND OTHER OUTSIDE RESOURCES

- Notice that community organizations are already working together to provide more resources in a more efficient way-by working together to avoid duplication and increase new opportunities-and support those efforts.
- Encourage other funders and corporations to get to know the technology capacity of this community.
- Help organizations keep abreast of the latest technology issues by holding forums for nonprofits.
- Provide resources to support the above recommendations.

Technology, continued

Resources	Support/Services Provided
COMPUTER RESOURCES IN CODMAN SQUARE/FOUR CORNERS AREA	During the summer, we developed a detailed guide to computer resources in the neighborhood, including what types of services are available, whether they are available to the public or to members only, and fees. Below, we summarize our findings.
BIRD STREET COMMUNITY CENTER	• Access: Public, including evening hours • Types of computers and printers: 9 PC's, Black and white laser printing • Other services: Internet access, Scanning, Basic and advanced education • Cost: User fees
BLUE HILL BOYS AND GIRLS CLUB COMPUTER CLUBHOUSE	• Access: Members only, including evening hours • Types of computers and printers: 7 PC's, color ink jet printing • Other services: Internet access, Scanning • Cost: Membership fees
JEREMIAH BURKE HIGH SCHOOL	• Access: Students only, including evening hours • Types of computers and printers: 20 Macintosh, 50 PC's, black and white ink jet printing • Other services: Internet access, Scanning, Basic and advanced education • Costs: Free
CODMAN SQUARE BRANCH LIBRARY	• Access: Public, including evening hours • Types of computers and printers: 6 PC's, black and white laser printing • Other services: Internet access, Scanning, Basic and advanced education • Cost: Free
CODMAN SQUARE CYBERSHOP	• Access: Public • Types of computers and printers: 10 PC's, black and white and color laser printer • Other services: Internet access, Scanning • Cost: User fees
CODMAN SQUARE HEALTH CENTER	• Access: Public • Types of computers and printers: 9 PC's, black and white laser printing, color ink jet printing • Other services: Internet access, Scanning, Basic education • Cost: Free
DORCHESTER ABCD/DORCHESTER NEIGHBORHOOD SERVICE CENTER	• Access: Public • Types of computers and printers: 24 PC's, black and white laser printing, color ink jet printing • Other services: Internet access, Basic education • Cost: free
DORCHESTER CENTER FOR ADULT EDUCATION	• Access: Students only, including evening hours • Types of computers and printers: 8 PC's, black and white laser printing • Other services: Basic education • Cost: Class fees

Technology, continued

Resources	Support/Services Provided
<i>DORCHESTER HIGH SCHOOL MEDIA CENTER AND LAB</i>	• Access: Students only • Types of computers and printers: 42 PC's, black and white laser printing, color ink jet printing • Other services: Internet access, Scanning, Basic and advanced education • Cost: Free
<i>DORCHESTER TEMPLE BAPTIST CHURCH</i>	• Access: Students primarily • Types of computers and printers: 5 PC's, black and white laser printing, color ink jet printing • Other services: Internet access, • Cost: Free
<i>DORCHESTER YMCA</i>	• Access: Members only • Types of computers and printers: 2 Macintosh, 20 PC's, black and white laser printing, color ink jet printing • Other services: Internet access, Scanning, Basic education • Cost: Membership fees, class fees
<i>DORCHESTER YOUTH COLLABORATIVE</i>	• Access: Students primarily • Types of computers and printers: 3 PC's, color ink jet printing • Other services: Internet access • Cost: Free
<i>ELLA J. BAKER HOUSE</i>	• Access: Public • Types of computers and printers: 3 PC's, black and white laser printing • Other services: Internet access • Cost: Free
<i>LITTLE HOUSE</i>	• Access: Students primarily, public, including evening hours • Types of computers and printers: 1 Macintosh, 16 PC's, black and white laser printing, color ink jet printing • Other services: Internet access, Basic education • Cost: Class fees
<i>LOG SCHOOL</i>	• Access: Students primarily • Types of computers and printers: 10 PC's, black and white laser printing • Other services: Internet access, Basic and advanced education • Cost: Free
<i>MO VAUGHN YOUTH DEVELOPMENT CENTER</i>	• Access: Members only, including evening hours • Types of computers and printers: 7 PC's, color ink jet printing • Other services: none • Cost: Membership fees

Technology, continued

Resources	Support/Services Provided
<i>SALVATION ARMY JUBILEE HOUSE</i>	• Access: Students only • Types of computers and printers: 6 Macintosh, 2 PC's, black and white laser printing • Other services: Internet access • Cost: Free
<i>STRIVE, CAREER PATH</i>	• Access: Students only, including evening hours • Types of computers and printers: 30 PC's, black and white laser printing • Other services: Basic education • Cost: Free
<i>WOODROW WILSON MIDDLE SCHOOL COMPUTER LAB (CITIZENS SCHOOL)</i>	• Access: Students only • Types of computers and printers: 8 PC's, black and white laser printing • Other services: Internet access, Basic and advanced education • Cost: Class fees

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Youth

FOCUS GROUP LEADERS

Mark Scott, Ella J. Baker House
John Cooper, Codman Square Health Center
Maryclaire Knight, Dorchester YMCA

FOCUS GROUP PARTICIPANTS:

The focus group met on: August 17, September 29, October 13, October 19, November 16

- | | |
|---|--|
| - Gloria Banks, Dorchester YMCA Peer Leader | - Maryclaire Knight, Dorchester YMCA |
| - Myisha Bell, Dorchester YMCA Young Women | - Leonard Lee, Dorchester Neighborhood |
| In Real Life Situations (YWIRLS) | Service Center |
| - Angel Bennet, Dorchester YMCA YWIRLS | - I'shmie Lewis, Dorchester YMCA YWIRLS |
| - Temika Boucard, Dorchester YMCA YWIRLS | - Nasser Luc, Dorchester YMCA Peer Leader |
| - Chevahn Brown, Dorchester YMCA YWIRLS | - Nicole Maning, Dorchester YMCA YWIRLS |
| - Jessica Butler, Dorchester YMCA YWIRLS | - Sherrisa Manning, Dorchester YMCA |
| - Jonathan Carrington, Dorchester YMCA Peer | YWIRLS |
| Leader | - Ashwa Marshall, Dorchester YMCA YWIRLS |
| - Melissa Charles, Dorchester YMCA YWIRLS | - Lesley McQueeney, Dorchester Center for the |
| - Asya Clark, Dorchester YMCA YWIRLS | Visual Arts |
| - Robert Clay, Dorchester YMCA Peer Leader | - ShaQuita Milton, Dorchester YMCA YWIRLS |
| - John Cooper, Codman Square Health Center | - Takia Parrish, Dorchester YMCA |
| - Shante Dannil, Dorchester YMCA YWIRLS | - Melissa Perry, Dorchester YMCA Peer Leader |
| - Daneen Francis, Dorchester YMCA YWIRLS | - Jeffrey Pierre-Charles, Dorchester YMCA Peer |
| - Chaneka Franklin, Dorchester YMCA YWIRLS | Leader |
| - Dan Gibbons, Codman Square Neighborhood | - Sarah Porcher, Dorchester YMCA YWIRLS |
| Development Corp. | - Sunia Prevo, Dorchester YMCA YWIRLS |
| - Stacy Ann Goodridge, Dorchester YMCA Peer | - Tiffannie Queensbourou, Dorchester YMCA |
| Leader | YWIRLS |
| - Phil Granberry, Youth and Family Coalition, | - Nikia Ramsey, Dorchester YMCA Peer Leader |
| Wellesley Park Association | - Shena Rodriguez, Dorchester YMCA YWIRLS |
| - Charlene Hackett, Dorchester YMCA Peer | - Kerri Rowland, Dorchester YMCA YWIRLS |
| Leader | - Mark Scott, Ella J. Baker House |
| - Erika Jackson, Dorchester YMCA YWIRLS | - Adrienne Taylor, Dorchester YMCA |
| - Julia Jackson, Dorchester YMCA YWIRLS | - Shanay Thornton, Dorchester YMCA |
| - Davaughna Johnson, Dorchester YMCA | YWIRLS |
| YWIRLS | - Darius Trammell, Dorchester YMCA Peer |
| - Shemere Johnson, Dorchester YMCA YWIRLS | Leader |
| - Dominique Johnson, Dorchester YMCA | - Christina Vick, Dorchester YMCA YWIRLS |
| YWIRLS | - John Werner, Citizens School |
| - Shaleaka Johnson, Dorchester YMCA YWIRLS | - Joe Wieczinski, Codman Square Library |
| - Jessica Johnson, Dorchester YMCA YWIRLS | - James Williams, City Year |
| - ShaQuira Josep, Dorchester YMCA YWIRLS | - Tiera Williams, Dorchester YMCA YWIRLS |
| - Christina Kelley, Dorchester YMCA YWIRLS | - Tinisha Wynn, Dorchester YMCA YWIRLS |
| - Stacy Kelly, Resident | - Tawanda Yam, Dorchester YMCA YWIRLS |
| - Thea Kelley, Dorchester YMCA YWIRLS | - Yvonne, Dorchester Neighborhood Service |
| | Center |

Youth, continued

Key Facts about the Neighborhood

Our community has a very young population, with a larger than average percentage of residents under 18. Some key facts include:

- Sixty-two percent of the Boston Public School population lives in our area.
- The teen-aged population in this community will increase by 28% by 2005.
- Public schools in the area include 8 elementary (Joseph Lee, Emily Fifield, Oliver Wendell Holmes, Lucy Stone, Patrick O'Hearn, P.A. Shaw, St. Mark's, Neighborhood House Charter School); 3 middle schools (Woodrow Wilson, Frank Thompson, Neighborhood House Charter School); and 2 high schools (Dorchester High School, Jeremiah Burke).
- The need for early childhood education and childcare is growing and the number of family-based and center-based childcare centers has increased 30% during the past ten years. After school and summer camp programs have doubled in number during the same period.

Questions the Group Addressed

There is a growing philosophy in the youth development field that we have to build the assets in a child's life as the prime determinant of their potential for success.¹⁰ In the past, communities and adults have concentrated on the problems youth are having as barriers to success. In the current framework, we asked ourselves to look at what young people have in place and how we can help them build upon that foundation. The central question we addressed was this: How do we increase the assets present in this community that each child needs to grow in the most positive and successful direction? Specific discussion questions included:

- How do we build a caring neighborhood for our youth to grow and develop?
- What kinds of relationships can young people have with another caring adult?
- How do we influence our schools and have more neighborhood involvement?
- In what ways can we involve youth in community service?
- How do we help to create a feeling and experience of safety in this community for our young people?

Vision for the Future

Young people in the greater Codman Square community want to be seen as a resource to the neighborhood and a part of the positive growth of our community. We envision a future where adults provide safe streets, schools, and parks. We hope that schools will become exciting places to learn where the windows are open on a nice day and the teachers are committed to having learning be fun. Access to college and opportunities to explore a variety of careers are available to us during our out-of-school hours. We see a future where people of all races and ethnicities walking the streets and attending neighborhood schools because the variety of people sends the message that this is a "good place to live." We want to see growing numbers of adults, churches, and organizations building opportunities for young people in this community. We look forward to a future where the number of caring adults in our lives has grown dramatically. And, we see ourselves as visible contributors in every aspect of community life in this vital Codman Square/Four Corners neighborhood.

In ten years, the greater Codman Square area of Dorchester, as viewed by the young people walking down Washington Street will have:

- Young people walking alone or in pairs. They will not have to walk in larger groups in order to be safe from other young people.
- Schools with the windows open. Inside you can see and hear students doing lessons taught as games. Students are seen to be obviously enjoying school and the teachers are smiling and happy to be teaching.
- Parks will have children playing in them in the afternoon as well as during the early evening. All the equipment will be safe to use and have all its parts. The park grounds will be as clean as Boston Public Gardens and there will never be broken bottles to hurt children who come to play.

¹⁰ The Search Institute has identified "40 developmental assets" that can be grouped into the following categories: support, empowerment, boundaries and expectations, constructive use of time, commitment to learning, positive values, social competencies, and positive identity.

Youth, continued

- Every business and organization will visibly show support for young people by their window displays, and through their employees.
- Young people will be seen helping the elderly to do food shopping and/or assisting them to walk as needed.
- There are weekly/frequent social gatherings such as dances, holiday parties, talent and fashion shows. There will be lots of opportunities in the neighborhood to meet other young people who go to different schools.
- There will be trash and recycling bins on every block.
- The safety of children will be a priority made visible by the stoops and banisters being in good repair and holes in the sidewalk fixed.
- Lots of people –of every race and nationality–will be walking the streets, showing that all kinds of people want to live in this neighborhood.
Young people will be visible contributors in every aspect of community life in this vital Codman Square/Four Corners neighborhood!

High Priority Challenges

- Most young people living in this neighborhood do not attend neighborhood schools, which affects their relationships with one another as well as impeding a strong sense of identity with this community.
- The 28% increase in the population of young people from 2000-2010.
- Sixty-two percent of the young people living in this neighborhood are affected by poverty and related issues.
- Neighborhood schools provide the ideal location for many of the out-of-school-time activities that young people envision, but they are not currently open during the afternoon and evening hours.
- Police officers are not as visible walking in the community as they were in the early '90s. Young people noted that when they saw them walking and were spoken to by the officers, they felt safe.
- Involving all youth-serving organizations in the Youth and Family Coalition's planning, organizing, and implementing projects to increase the opportunities for young people.

Youth, continued

Action Steps/Recommendations

What	Who
Encourage more people to walk by scheduling monthly or bi-monthly walking groups connecting people with shared interests.	Wellesley/Melville Park Association
Open Dorchester High School in the afternoons and evenings.	Youth and Family Coalition
Organize more study groups and tutors.	Youth and Family Coalition
Identify more scholarship opportunities. Hold neighborhood-based workshops to educate parents and young people.	Dorchester YMCA/ Higher Education Information Center
Increase regular police walking and bike riding.	Codman Square Neighborhood Council Youth and Family Coalition Retail District Safety Initiative
Organize walking patrols by area.	
Organize monthly historical walking tours of the neighborhood.	Codman Square Library
Enlist Dorchester Court probation officers to be involved and walk the neighborhood.	Youth and Family Coalition
Organize projects for older teens to read and do projects with younger children.	Youth and Family Coalition
Create Codman Square Job Shadowing Week: Neighborhood residents to take local young people to work for one day, twice a year.	Dorchester Center for Art
Create a directory of youth-oriented resources and activities in Dorchester.	Dorchester 2000 group
Encourage more attractive and varied shops employing young people.	Codman Square Health Center Dorchester YMCA Codman Square Main Streets Four Corners Main Streets
Police cadet program.	Codman Square Health Center Area C-11 Police

Youth, continued

Recommendations for Action

RECOMMENDATIONS FOR RESIDENTS OF THE NEIGHBORHOOD

- Support neighborhood youth with a smile and a hello when you pass them on the sidewalk.
- Participate in walking groups by shared interests or historical walking tours.
- Sign up to bring a neighborhood young person to work, be a part of the Codman Square Job Shadowing Week.
- Anyone with the time to research and compile a directory of resources for youth, call the Dorchester YMCA.
- Come to the Youth and Family Coalition meetings and give us your time and talent.

RECOMMENDATIONS FOR INSTITUTIONS

- Develop and continuously improve high-quality youth development programs that are linked to schools and serve large numbers of youth.
- Develop a multi-cultural youth council
- Visit and work in schools in the neighborhood. Help to solve problems at Dorchester High School.
- Use prevention and intervention techniques. Model a “zero tolerance” policy regarding youth violence.
- Organize more study groups and tutors.
- Encourage more people to walk by organizing monthly or bi-monthly walking groups connecting people with shared interests; walking patrols by area/street; monthly historical walking tours of the neighborhood.
- Create a directory of youth-oriented resources and activities in Dorchester.
- Identify more scholarship opportunities. Hold neighborhood-based workshops to educate parents and young people.
- Enlist Dorchester Court probation officers to be involved in youth activities and walk the neighborhood.
- Organize projects for older teens to read and do projects with younger children.
- Create Codman Square Job Shadowing Week: Neighborhood residents to take local young people to work for one day, twice a year.
- Encourage more attractive and varied shops employing young people.

RECOMMENDATIONS FOR FUNDERS

- Develop incentive funds for young people to act on their ideas and create programs, products and services.
- Invest in youth services programs for multiple years, minimum of 5 years is necessary to support young people through one stage/phase into another.
- Support programs that enhance academic performance and specific job skills (rather than simply job readiness, interviewing and resume writing).

RECOMMENDATIONS FOR CITY/PUBLIC POLICY MAKERS AND ELECTED OFFICIALS

- Young people are the future voting block. Support their development with programs that help them understand civic participation and creating change.
- Involve youth from the neighborhood in the Police cadet program.
- Open Dorchester High School in the afternoons and evenings.
- Increase regular police walking and bike riding.

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Get Connected!

Codman Square Millennium Project Working Groups

Working groups related to each focus group area will continue to meet and work on implementing the ideas in this Blueprint. We hope that each group will be supported by ongoing participation from both organizational players in the neighborhood and community residents.

Working Group/Topic	Content Person/How to Contact Group
Arts and Culture	Candace Gartley Codman Square Health Center 637 Washington St. Dorchester, MA 02124 825-9660 Louray Barton Codman Square Health Center 637 Washington St. Dorchester, MA 02124 825-9660
East and West of Washington Street	Nathan Cooper Brlton Levy Codman Square Neighborhood Council 637 Washington St. Dorchester, MA 02124 825-9660 x164
Economic Development	Gail Latimore Codman Square Neighborhood Development Corp. 628 Washington St. Dorchester, MA 02124 825-4224 x132
Environment	Susan Worgaftik Dorchester Center for Adult Education 269 East Cottage St. Dorchester, MA 474-1170 Pat Morris West of Washington Committee c/o Dorchester Center for Adult Education 269 East Cottage St. Dorchester, MA 474-1170

Get Connected!, continued

Working Group/Topic	Content Person/How to Contact Group
Health and Substance Abuse	Maryann Kirkbride Codman Square Health Center 637 Washington St. Dorchester, MA 02124 825-9660 Fran Grady Codman Square Neighborhood Council 637 Washington St. Dorchester, MA 02124 825-9660 x164
Housing and Vacant Lots	Sharon Riley Dawn Francis Codman Square Neighborhood Development Corp. 628 Washington St. Dorchester, MA 02124 824-4224
Literacy, Education, Employment and Training	Hal Phillips READ Boston 43 Hawkins St. Boston, MA 02110 918-5283 Maryclaire Knight Dorchester YMCA 776 Washington St. Dorchester, MA 02124 436-7750
Public Policy and Civic Participation	Patrice Keegan Civic Health Institute Codman Square Health Center 637 Washington St. Dorchester, MA 02124 822-8182
Retail District Safety Initiative (Public Safety)	Barry Mullen Retail District Safety Initiative 569 Washington St. (rear) Dorchester, MA 02124 287-2357

Get Connected!, continued

Working Group/Topic	Content Person/How to Contact Group
450 Working Group (Technology)	Kate Snow Codman Square Health Center 637 Washington St. Dorchester, MA 02124 825-9660 x206
Youth and Family Coalition (Youth)	Maryclaire Knight Dorchester YMCA 776 Washington St. Dorchester, MA 02124 436-7750 John Cooper Codman Square Health Center 637 Washington St. Dorchester, MA 02124 825-9660 Mark Scott Ella J. Baker House 411 Washington St. Dorchester, MA 02124 282-6704

The Working Groups will become part of the ongoing committee structure of the Codman Square Neighborhood Council, and will report back regularly to the Codman Square Neighborhood Council and the Four Corners Action Coalition.

CODMAN SQUARE NEIGHBORHOOD COUNCIL

Mission:

The Codman Square Neighborhood Council is an organized group of residents whose mission is to improve the quality of life through advocacy, community building, planning, and civic representation of issues of concern to the neighborhood.

Public Meeting Schedule:

Every Tuesday 7:30 am – 9:00 am
 Steering Committee Meeting, open to public
 Codman Square Health Center, lower level Board Room

First Wednesday of every month 7:00 pm – 9:00 pm
 General Meeting
 Codman Square Health Center, Great Hall

How to contact:

Brilton Levy, Chair
 Codman Square Neighborhood Council
 637 Washington St.
 Dorchester, MA 02124
 825-9660 x164

FOUR CORNERS ACTION COALITION

Mission:

The mission of the Coalition is to promote neighborhood stabilization in the Four Corners community. We accomplish this by addressing the issues of crime and safety, through community organizing opportunities for youth, promoting economic development and collaborating with others. Our priority roles are organizer, service provider, and collaborative partner/ supporter of other efforts.

How to contact:

Marvin Martin, Director
 Four Corners Action Coalition
 380 Washington St.
 Dorchester, MA 02124
 617-436-0289

The Cybershop is working on a community web page that would provide ongoing information and links to a variety of groups, organizations, and events.

A Working List of Civic Associations

A large number of block associations and civic groups operate in the community. The Civic Health Institute at Codman Square Health Center is working on a community resource guide to civic associations, neighborhood groups, businesses, and non-profit organizations. The list below is a beginning, based on information provided by the Civic Health Institute at Codman Square Health Center, Codman Square NDC, and Four Corners Action Coalition. If your organization does not appear here, please let us know! Contact Civic Health Institute at 822-8182.

Organization	Contact Person
<i>ASHMONT ADAMS NEIGHBORHOOD ASSOCIATION</i>	Mark Juaire Contact through Civic Health Institute at 822-8182
<i>ASPINWALL ROAD NEIGHBORHOOD ASSOCIATION</i>	James Darby, President Contact through Codman Square NDC at 825-4224, x132
<i>CHAMPLAIN CIRCLE ASSOCIATION</i>	Juanita Smith Contact via Four Corners Action Coalition 436-0289
<i>CODMAN SQUARE APARTMENTS RESIDENT ASSOCIATION</i>	Dan Gibbons, Codman Square NDC, 825-4224, x132
<i>COLUMBIA ROAD/WASHINGTON STREET NEIGHBORHOOD ASSOCIATION</i>	Charlie Leone and Mary Leone Contact through Codman Square NDC at 825-4224, x132 or Four Corners Action Coalition 436-0289
<i>COMMERCIAL BLOCK GROUP 465-521 WASHINGTON ST.</i>	Hans Laguerri 511 Washington Street 288-8266
<i>COMMERCIAL BLOCK GROUP 528-576 WASHINGTON ST.</i>	Karla Brown 564 Washington Street 282-2625
<i>COMMERCIAL BLOCK GROUP 618-659 WASHINGTON ST.</i>	Erica Rashard 651 Washington Street 825-1800
<i>COMMERCIAL BLOCK GROUP 660-760 WASHINGTON ST.</i>	Deborah Wall 690 Washington Street 436-8214
<i>COMMERCIAL BLOCK GROUP 764-839 WASHINGTON ST.</i>	George Daily 776 Washington Street 436-7750
<i>COMMERCIAL BLOCK GROUP WASHINGTON ST. (KENWOOD TO ASPINWALL)</i>	Paul Hammond 571B Washington Street 265-2587
<i>COMMITTEE FOR NATIONAL NIGHT OUT</i>	Barry Mullen 628 Washington Street 02124 825-1772
<i>DORCHESTER ALLIED NEIGHBORHOOD ASSOCIATIONS, INC.</i>	Mark Juaire Contact via Civic Health Institute 822-8182

A Working List of Civic Associations, continued

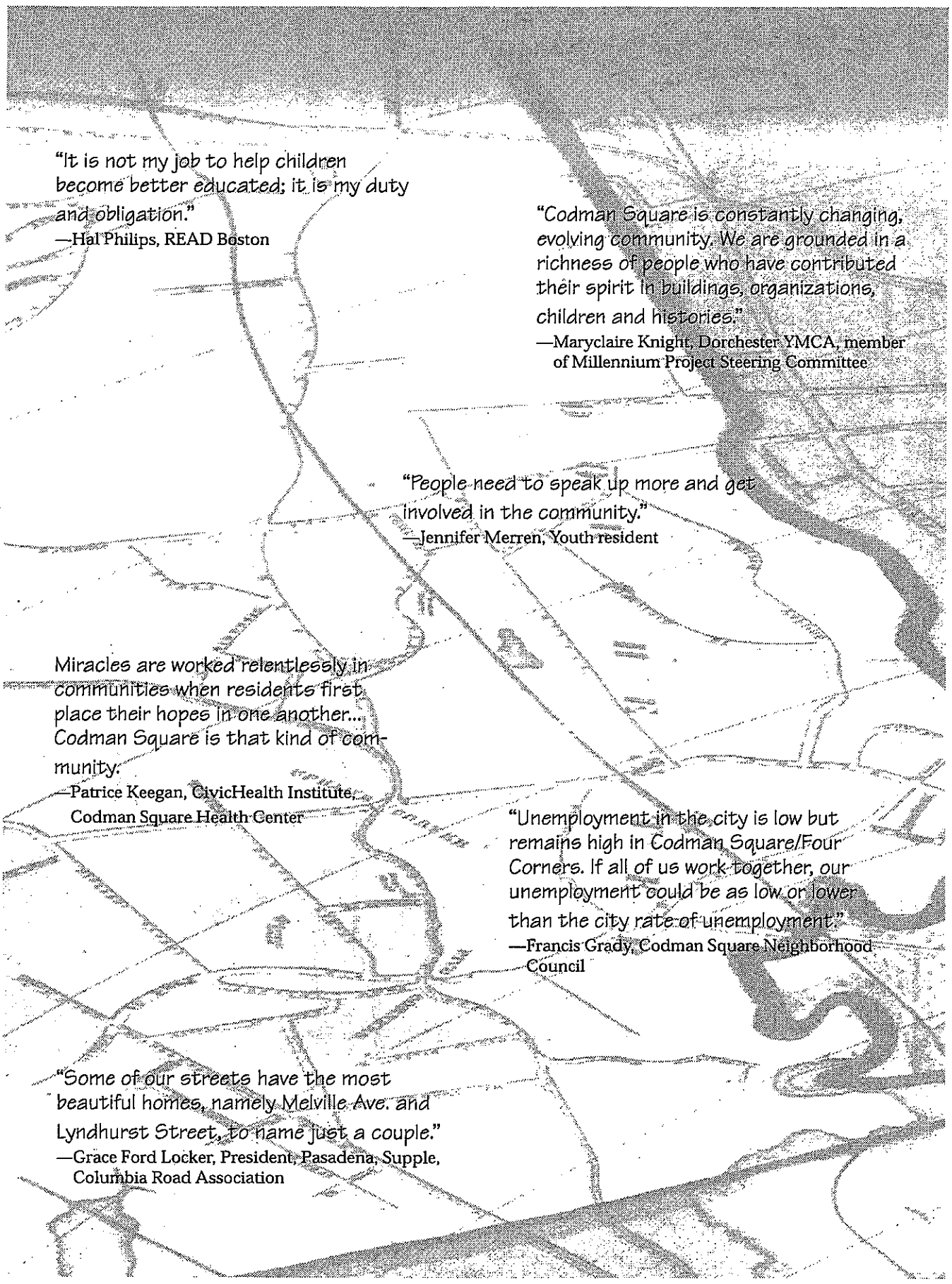
Organization	Contact Person
ERIE-ELLINGTON, BRINSLEY PARTNERSHIP	Ron Majors Contact via Four Corners Action Coalition 436-0289
GREATER CHAMBERLAIN NEIGHBORHOOD ASSOCIATION	Danah Tench, Michelle Shaw Contact via Four Corners Action Coalition 436-0289
HOPESTILL STREET NEIGHBORHOOD ASSOCIATION	Constine Mattier Contact through Codman Square NDC at 825-4224, x132
MERCHANTS ASSOCIATION PUBLIC SAFETY COMMITTEE	Barry Mullen 825-1772
MT. BOWDOIN BETTERMENT ASSOCIATION	Helen Homer Contact via Four Corners Action Coalition 436-0289
NEIGHBORHOOD CRIME WATCH GROUPS There are over 40 neighborhood watch organizations in the greater Codman Square neighborhood. To protect the confidentiality of the block captains, we have not listed these groups individually.	The Neighborhood Crime Watch Unit of the Boston Police Department can handle inquiries regarding existing neighborhood watch organizations, starting a neighborhood watch, and the safety of specific streets. 343-4345
PARTNERS OF WAINWRIGHT PARK	Bill Loesch Contact via Civic Health Institute 822-8182
ROSEDALE STREET NEIGHBORHOOD ASSOCIATION	Lena Julien/Gail Latimore, Representatives Contact through Codman Square NDC at 825-4224, x132
SHAWMUT UNITED NEIGHBORS	Candice Gartley Contact via Codman Square Health Center 825-9660
SPENCER STREET NEIGHBORHOOD ASSOCIATION	Shelly Knox, President Contact through Codman Square NDC at 825-4224, x132
ST. MARK'S AREA CIVIC ASSOCIATION	Barbara Bean Contact via Civic Health Institute 822-8182
SUPPLE/COLUMBIA ROAD CRIME WATCH	Grace Ford Locker Contact through Codman Square NDC at 825-4224, x132
TEENS AGAINST GANG VIOLENCE	Ulric Johnson Contact via Civic Health Institute 822-8182
THE UNITED NEIGHBORHOOD ASSOCIATION (FOCUSED ON DAKOTA, CLAYBOURNE, WESTVILLE, GREENBRIER, IOWA, BOYD, LEWIS D. BROWN WAY, AND CORONA STREETS)	Tina Cherry Contact via Four Corners Action Coalition 436-0289
UNITED CORNERS NEIGHBORHOOD ASSOCIATION (FOCUSED ON LINDSEY, LARCHMONT, VINSON, WALDECK, BLOOMFIELD, AND TONAWANDA STREETS)	David and Marianne Vargas Contact via Four Corners Action Coalition 436-0289

A Working List of Civic Associations, continued

Organization	Contact Person
<i>WASHINGTON STREET/HARVARD AVE. NEIGHBORHOOD ASSOCIATION</i>	Fred Vilmont, Ruth Currington Contact via Four Corners Action Coalition 436-0289
<i>WASHINGTON/COLUMBIA I AND II RESIDENT ASSOCIATIONS</i>	Dan Gibbons, Codman Square NDC, 825-4224, x132
<i>WEST OF WASHINGTON STREET GROUP</i>	Pat Morris Contact through Codman Square NDC at 825-4224, x132
<i>WEST OF WASHINGTON ENVIRONMENTAL COMMITTEE</i>	Pat Morris Contact through Codman Square NDC at 825-4224, x132
<i>WHEATLAND AVE. NEIGHBORHOOD ASSOCIATION</i>	Willie Bowden Contact through Codman Square NDC at 825-4224, x132
<i>WHITFIELD STREET NEIGHBORHOOD ASSOCIATION</i>	Sara Charles Contact through Codman Square NDC at 825-4224, x132

OUR FACILITATORS

If you would like more information about the consulting, training, and facilitation services of the Interaction Institute for Social Change, you may contact them at 20 University Road, Cambridge, MA 02138—617-234-2750 or www.interactioninstitute.org.



"It is not my job to help children become better educated; it is my duty and obligation."

—Hal Philips, READ Boston

"Codman Square is constantly changing, evolving community. We are grounded in a richness of people who have contributed their spirit in buildings, organizations, children and histories."

—Maryclaire Knight, Dorchester YMCA, member of Millennium Project Steering Committee

"People need to speak up more and get involved in the community."

—Jennifer Merren, Youth resident

Miracles are worked relentlessly in communities when residents first place their hopes in one another... Codman Square is that kind of community.

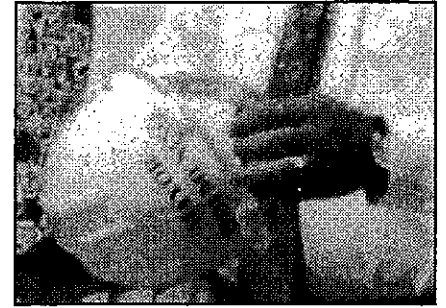
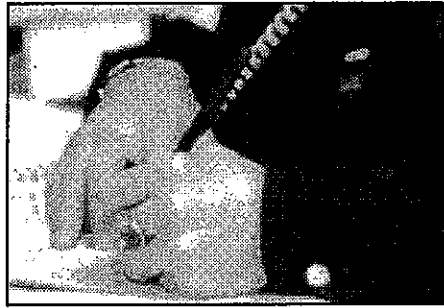
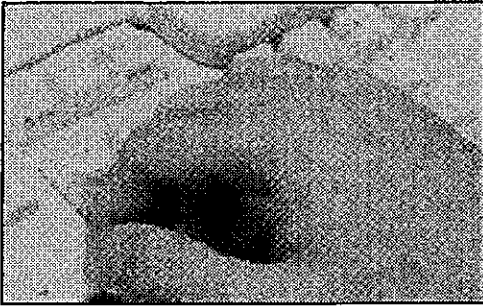
—Patrice Keegan, CivicHealth Institute, Codman Square Health Center

"Unemployment in the city is low but remains high in Codman Square/Four Corners. If all of us work together, our unemployment could be as low or lower than the city rate of unemployment."

—Francis Grady, Codman Square Neighborhood Council

"Some of our streets have the most beautiful homes, namely Melville Ave. and Lyndhurst Street, to name just a couple."

—Grace Ford Locker, President, Pasadena, Supple, Columbia Road Association



Codman Square/Four Corners Millennium Project

Our Community's Vision for the Future of Our Neighborhood

