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**WHO WE ARE**

**WHAT WE DO**

**WHY WE DO IT**



The Ethics Project  
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THE  
**ETHICS**  
PROJECT

# WHO we are



The Ethics Project (“TEP”) was created to address the impact that crime, incarceration and injustice have on children, families and the community. TEP’s first mission was to combat the long overlooked ethical failures in the criminal justice system, especially those that have caused unjust convictions. Over the last nine years, TEP has evolved into an educational medium focused on quality programs that educate stake-holders, policy makers, and the public about the negative, costly and unjust effects of over-incarceration.

TEP encourages and leads the dialogue about the function and the ethical role that the criminal justice system must fulfill. We empower youth and adults to take ownership of their resources, their communities and their future.

TEP has initiated and implemented programs such as: Consortiums of Prison Agencies and Ministries; Youth Empowerment Forums; Vote for Me Campaign; The Safe Stop Card; Police and Pastors Lunch; Leadership Workshops; public safety panel discussions; Youth Gang Summits; The National Youth Summit; the Ad hoc Committee on Policing; and more. TEP is relentless in its goal to bridge the gap between law enforcement and the communities in which they serve.

TEP builds common-sense and results oriented relationships that improve our communities, safeguard our resources, and allow the growth of communities to which all can contribute and from which all may prosper. TEP is a 501(c)(3) non-profit organization that has won multiple awards for its work.

## **Vision:**

A more just, equitable and less punitive society that recognizes and encourages the talents and abilities of all.

## **Mission:**

To improve the well-being of our youth and strengthen our community by addressing the impact of crime, incarceration and injustice on children, families and the community as a whole.



## Founder and President

**Dr. Christi Griffin:** Retired attorney, civil rights columnist, author, community leader and consultant. Seen here with Board Advisor, US Ambassador Andrew Young and NAACP National President, Cornell Williams Brooks.

## Board of Directors

Executive Board

**Redditt Hudson,** Chairman of the Board: former police officer for the City of St. Louis, member, National Coalition for Law Enforcement Officers for Justice

**Atty. Kymerly Smith Jackson,** Vice-Chair: Former US prosecuting attorney, principal, Phoenix Law Firm

## Board of Directors

Members

**Donna Rogers-Beard:** Secretary & Treasurer: retired teacher

**Rev. Douglas Parham:** Pastor, former President, St. Louis Clergy Coalition

**Melba Moore:** Acting Director of Health and Commissioner of Health, City of St. Louis

**Tony Neal:** Co-founder and principal, Educational Equity Consultants and co-author, *Becoming a Social Justice Leader*

**Leon Sharpe:** Founder and principal of a strategic consulting practice, The Praxis Group

**b. Marcell Williams:** Founder of Jewels, Inc. and b. Marcel Youth Ministries

**Robin Boyce:** radio and TV host, mentor

**Nicole Adewale:** Engineer, President of ABNA Engineering

**Khatib Waheed:** Nationally recognized community strategist

**Alfred Long:** Ordained Minister and Founder and Director of Jacob's Ladder Ministries

**Dr. Lance McCarthy:** Head of Ferguson 1000

## Advisors

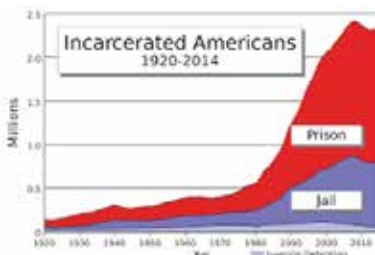
**The Honorable Andrew Young:** Former US Ambassador to the UN, former Mayor of Atlanta

**James Buford:** Retired President of the Urban League of Metropolitan St. Louis

# WHY we exist

The United States leads the entire world, by far, in the number of its citizens it incarcerates, one out of every 100 adults. Sentences have grown longer and minorities are disproportionately represented in prisons across the country. It may seem unfathomable, but imprisoning young children has become a reality. The growing practice not only impacts the child but is having an enormous impact on our families, neighborhoods and schools. Consider the following:

- In 1984, private prisons emerged under Congressional funding, increasing incarceration rates by more than 500% over the ensuing 30 years. The majority of that increase is attributed to low-level drug offenses
- In 1993, the three strikes law and mandatory drug sentencing were implemented, contributing to a staggering increase in prison populations
- 14 states have no minimum age for prosecuting children
- Children as young as 8 years old have been prosecuted as adults
- On the average, 10,000 children are housed in adult prisons across America.
- More than 3000 children are serving life sentences without the possibility of parole. The majority are Black
- Racial bias and presumption of guilt have resulted in the incarceration of African Americans at 5 times the rate as Whites - for the same crimes
- One in four African American children have at least one parent in prison by the age of 14



This chart shows the staggering growth in incarcerations spiking at nearly 2.5 million

There is a staggering growth of incarceration of mothers and children



# THE PAST

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Forced human labor has a long and inhumane history: slavery, peonage, convict leasing, and modern day mass incarceration. As social condemnation grew, each morphed from one system to the next, unpinning the wealth of this country. Each system, disproportionately targeting minority and low-income citizens, has set the stage for today's 80 billion dollar prison industrial complex.

Mirroring past systems of forced human labor, every able bodied person detained in federal prison is forced to work. The pay, set by Congress, can be as low as 42 cent per hour. Men, women and children are forced to produce products like furniture, flooring, and recently, fruits and vegetables. While forced labor is not mandated by most state laws, the practice has placed many into service against their will. See [www.Unicor.gov](http://www.Unicor.gov)

# THE PRESENT



# OUR FUTURE

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There is a better way to deter crime and encourage success. Restorative justice, educational policies, redistribution of tax dollars into schools and the arts. The success of educator Marva Collins, the Chicago Urban Prep Academy and The Harlem Children's Zone, are but a few examples of the extraordinary heights

our children can reach when given the opportunity and support.

It takes a village to guide a child and a community to combat lobbyists, super-pacs, and campaign contributors who control legislators with wealth generated through mass incarceration. Together we can end this growing travesty of using of men, women and children as forced labor under the guise of crime control. Until we do, we're all at risk.

# WHAT we do

**In addition to the programs previously mentioned, The Ethics Project uses the following tools to create change:**

The National Youth Summit is a two day summit that brings together talented and intellectually gifted students from cities across the United States to work with leading educators, justice professionals, civil rights leaders and economists to learn to take ownership of their lives and educational experience so they can shift their communities' focus from overly punitive solutions to educational excellence. Combined with the Youth Gang Summits and Youth Leadership Forum, The Ethics Project has touched the lives of over 3000 students and has worked with such national leaders as US Ambassador Andrew Young, SCLC Board Chair, Dr. Bernard Lafayette, Dr. Terrence Roberts of The Little Rock Nine and Build a Bear Workshop founder and former CEO, Maxine Clark. To date, the Summits have been hosted by The University of Missouri St. Louis and Howard University and held on the stages of The Touhill Performing Arts Center and The John F. Kennedy Center for the Performing Art in Washington, DC. (Below is. White House appointee, Ivory Toldson, US Ambassador Andrew Young presenting The Ethics Project's Ambassador Andrew Young Award for Ethics, and Service to the Community to National Judge of the Year, Jimmie Edwards, Engaged students at Howard University, board members, ROTC Student with Ambassador Young, Redditt Hudson, board chair, and b. Marcell Williams on Summit panel) , Federal Judge Ronnie White and St. Louis Health Director, Melba Moore greeting SLPS Superintendent, Kelvin Adams, national motivational author and speaker Victor Woods at The Touhill



**Police & Pastors Lunch** – Long before Ferguson became a symbol of abusive police tactics, The Ethics Project was working to bridge the gap. The Police and Pastors Lunches in St. Louis City and County, student lunch with the chief, and the Ad-hoc Committee on Policing formed at the request of former St. Louis City Police Chief, Dr. Dan Isom, are part of ongoing efforts to unify the police and community and reduce the incidences of over over-policing, arrests, conflicts and imprisonment.

**Mother 2 Mother at The Missouri History Meseum** – Mother 2 Mother are conversations of Black mothers to White, about the talk we have with our sons; talks about aggressive police that date back to slavery. The first Conversation was held at The Missouri History Museum to a packed house following the killing of Michael Brown. The demand for subsequent conversations, including Father 2 Father and Man 2 Man, has resulted in over twenty such Conversations around the St. Louis metropolitan area. A special Parent 2 Parent was hosted by The National Civil Rights Museum in Memphis, TN and was filmed by PBS for a national documentary airing in the Fall of 2016. Conversation are scheduled at the request of a host church or organization. They are free and open to the public. (Below, Grammy Award winner, RJ speaks to a packed audience at City Garden Montessori School at Man 2 Man and Mothers speaking at The Missouri History Museum and Temple Emanuel.)

**Panel Discussions, Documentaries and Speaking such as:** From Selma to St. Louis: An Intergenerational Community Strategy Session, with Dr. Bernard Lafayette, Chair of the SCLC speaks to attendees that included members of the Martin Luther King Jr. Center for Nonviolence, are among the many well attended events that provide opportunities for the community to learn from leading experts and propose solutions to the issues affecting our beleaguered communities. Several documentaries have given voice and visuals to the issues of civil rights and mass incarceration. (Dr. Griffin appearing on City Corner TV program with host and TEP board member, Robin Boyce. Victor Woods, TEP Board Attorney, Kymberly Smith Jackson, Redditt Hudson, former Mo. Supreme Court Chief Judge, Michael Wolff and form Missouri Court of Appeals Chief Judge, James Dowd.)



## Partners, Supporters, Consultants and Participants

The work of The Ethics Project would not be possible without our partners and donors and colleagues. There are those who those who have provided space, student participants, staff, in-kind contributions, donations and time. They have responded to the call for justice and have helped us make incremental changes when and where we can. We are grateful for the following:

Caroline Moss Fisher (In memoriam) | James Buford & Michael McMillan, Past/President, The Urban League of Metropolitan St. Louis | Dr. Kelvin Adams, Superintendent, St. Louis Public Schools | Dr. Dan Isom, Former Chief of Police, City of St. Louis & Missouri Dir. Of Public Safety, | Dr. Tom George, Chancellor, University of Missouri St. Louis | Judge Jimmie Edward, 2013 National Judge of the Year | Beth Davis, President, I Heart Media | The Honorable Andrew Young, The Andrew Young Foundation | The Young Family Y | Rev. Rodney Francis, Washington Tabernacle Church, & Youth and Family Center | Keith and Carri Griffin, DeLux Magazine | Raina Vann | Tod Martin, Deputy Chief of Staff, Office of US Senator Claire McCaskill | Attorney Theron Pride, Sr. Advisor and Chief of Staff, US Department of Justice, Juvenile Justice Programs | Dr. Bernard Lafayette, Chairman of the Board, Southern Christian Leadership Conference | Webster University, Department of Communications | Bob Fox and Maxine Clark, The Clark-Fox Family Foundation | Emerson Electric, Dr. Wayne A.I. Frederick, Howard University | Ameren UE | Geeta Gandbhir & Nicole London, PBS | The National Civil Rights Museum | Orvin Kimbrough, The United Way of Metropolitan St. Louis | Dr. Julianne Malveaux | Dr. Wintley Phipps, American Dream Academy | Melanie Adams, Missouri History Museum | Riverview Garden High School, University City High School, Cardinal Ritter High School, St. Louis Metropolitan Police Dept. | St. Louis County Police Dept. | Deer Valley Home Health Services | the Dunbar-Fallen family | Dr. Marilyn Maxwell, Marc Morial, National Urban League | Cheeraz Gorman | Rev. David Denoon, First Church of Webster Groves | Mallinckrodt | Temple Emanuel | David Oyelowo, Paramount Pictures | Nuns on a Bus | Sister of Mercy | Nicole Warrington | Tenille Rose | Focus St. Louis

SPEAKERS: Victor Woods | Ilyassah Shabazz | Dr. Cornell Williams Brooks, President, The National Urban League | Koran Bolden | Angela R. Lewis | Sr. Antona Ebo, Sisters of Selma | The Hon. Michael Wolf, former Chief Judge,



Missouri Supreme Court | Lewis Reed, President, St. Louis Board of Aldermen | The Honorable James Dowd, Dr. Ivory Toldson, Ph.D., Professor, Howard University and White House Director of Initiative on HBCUs | Khatib Waheed | Maxine Clark | Tony Neal | Dr. Michael Railey | Rodney Jordan | Tracie Berry-McGhee, M.Ed., LPC | Lloyd Jordan, Esq. | b.Marcell Williams | Velma LaPointe, Ph.D., Professor, Howard University | Dr. Terrence Roberts, Little Rock Nine Foundation, Dr. Lance McCarthy, Cheeraz Gorman, Antionette Carroll, Creative Lab Project | Theron Pride, Robert Moore, retired United States Marshal, former police chief, author of “The Presidents Men: Black United States Marshals in America” | Roger Goldman, JD, author, Emeritus Professor of Constitutional Law, Saint Louis University School of Law | Adjoa Aiyetoro, JD, Professor of Law, University of Arkansas, Little Rock, School of Law | Redditt Hudson | Capt. Ron Johnson, Commanding Officer, Troop C of Missouri State Highway Patrol and head of the Ferguson unified command | Bahiyyah M. Muhammad, Ph.D., Asst. Professor of Criminology, Howard University | Ben O’Dell, Assoc. Director, Center for Faith-Based & Neighborhood Partnerships, US Dept. of Health & Human Services | Jade Harrell, Producer, Radio and Television Host, Founder and CEO of RareGem Productions | Jaylen Bledsoe, teenage CEO and President of the Jaylen Bledsoe Global Group | Karon Bolden, CEO of Street Dreamz Recording Studio | Richard Rosenfeld, Ph.D., Professor, UMSL | Darlisa J. Diltz, djd Indepth Consulting | Lynne M. Jackson, Great, grand-daughter of Harriet and Dred Scott, Founder and President of the Dred Scott Heritage Foundation | Aaron Johnson, Assistant Professor of Economics at Darton State College | Kim Smith, Chief Learning and Innovation Officer with the Network for Teaching Entrepreneurship | Rodney D. Green, Ph.D., Chair & Professor, Department of Economics, Howard University | Kymberly Smith Jackson | Capt. Rochelle Jones, St. Louis Metropolitan Police Department

Mothers of Mother 2 Mother: Donna Rogers-Beard, Dr. Leah Gunning Francis, Amy Hunter, Rev. Traci Blackmon, Marlow Tulloch Gaines, Dr. Kimberly Tillman Norwood, Tango Jackson, Carol Daniel, Riisa Renee, Nadida Matin,

Father 2 Father Fathers: Bishop Z. T. Davis, Tony Neal, Capt. Ron Johnson, Muhammad Kamal, Alfred Long, Chester Deanes, Madriz, Giovanni, Omar Paez, Cbabi Bayoc, Fire Chief Adam Long, (Taggart Long, Tim Gardner, Russ Mohr, organizers.)

Filming student Terrell Gilkey for documentary, Slavery 101 ■ Dr. Griffin interviewing The Honorable Frankie Freeman, civil rights attorney and first woman appointed to the US Commission on Civil Right by President Lyndon B. Johnson ■ Webster University film crew filming Sr. Antona Ebo ■ Ambassador Andrew Young with film crew ■ Dr. Terrence Roberts filming in the entrance of the Little Rock High School for commissioned documentary for The National Youth Summit ■ Dr. Griffin in a documentary in the Channel 9 Commons ■ An afternoon with Rev. Dr. C. T. Vivian



## If we invest in our youth they can reach enormous heights.

COMMITMENT: Rather than imprison, we can take our most vulnerable and wounded children, those who have been subjected to abuse, neglect, poverty, addictions and resulting traumas and send them on a trajectory of success. We can love them, encourage them and believe in them. We can change a system determined to profit from their mistakes and turn it to one that celebrates our children's gifts. Together we can, and we will end mass incarceration. And we will do it in our lifetimes.



Incarcerations in Black and White: The Subjugation of Black America written by Christi Griffin, founder of The Ethics Project focuses on the impact of incarcerations on the community, Christi Griffin explores the economic continuum of slavery from the emancipation of slaves through convict leasing and peonage to the U.S. prison system in the 21st Century. The book identifies key players in a system that has grossed billions of dollars by trafficking human beings through a corrupt and broken system. It discloses the use of lobbying and other influence to garner contracts from state and federal governments. Available for a donation of \$20 or more.

Yes: I want to support The Ethics Project to end the injustice of mass incarceration. In recognition of nine years of service to the community, enclosed please find my donation \_\_\_\_\_ \$9 \_\_\_\_\_ \$90 \_\_\_\_\_ \$900 \_\_\_\_\_ \$ \_\_\_\_\_

Other All donations are tax deductible.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_ City / State / Zip Code: \_\_\_\_\_

Email address: \_\_\_\_\_

Phone #: \_\_\_\_\_

\_\_\_\_\_ I'd like to partner with The Ethics Project to curb injustice, crime and violence. I will make a recurring monthly donation of \$ \_\_\_\_\_

\_\_\_\_\_ I've made a donation of \$20 or more. Please ship a copy of the book, Incarcerations in Black and White, The Subjugation of Black America.

\_\_\_\_\_ I've made a donation of \$90 or more. Please ship an autographed copy of Incarcerations in Black and White.

\_\_\_\_\_ I would like to volunteer. Please add me to your list of volunteers.

Please complete and mail this form along with your check payable to The Ethics Project to:

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**Your donation can also be made online at [TheEthicsProject.org](http://TheEthicsProject.org).**





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