

Commissioner's Present:

Janet Jackson, Chair, Brooke Burns, LaShaun Carter, Dr. Chenelle Jones, Dr. Vlad Kogan, Ellen Moore Griffin, Andrea Morbitzer, Traci Shaw, Erin Synk, Oleatha Waugh, Mary Wehrle Dr. Reginald Wilkinson

Commissioner's Absent:

Emily Buster, Tammy Founier-Alsaada, Matthew McCrystal, Pastor Jason Ridley, Tiffany White

Staff Present:

Denise Bauer, Rick Blunt, Bryan Clark, Amy DeLong, , Jeffrey Furbee, William Gramlich Officer Wilbert James, Commander Bob Meader, John Oswalt, Kate Pishotti, Deputy Chief Thomas Quinlan, Elizabeth Reed, Tiara Ross, Doug Sarff, Commander Joseph Schrader, Elon Simms, Randall Sistrunk, Sergeant Christopher Smith-Hughes, George Speaks, Miranda Vollmer, Officer Diane Yandrich

WELCOME

Chair Janet Jackson welcomed the Columbus Community Safety Advisory Commission ("Safety Commission") to the meeting. Group introductions were made.

SAFETY COMMISSION MEETING MINUTES

Chair Jackson asked for a motion to approve the meeting minutes of the June 13, 2018 Safety Commission Meeting. **THE MOTION PASSED UNANIMOUSLY.**

INFORMATIONAL SESSION: CPD RECRUITMENT DIVISION

Director Ned Pettus, Director of Public Safety, welcomed and introduced the representatives from the Columbus Division of Police Recruiting Department and the representatives from the City of Columbus Office of Diversity and Inclusion. Director Pettus shared that with the partnership of the Office of Diversity and Inclusion, the need for both a short term and long term strategy related to increasing the diversity in the police force was identified and that the Mayor agrees. The Mayor wants a strategic plan that outlines how we are going to double diversity in both police and fire. Chair Jackson reminded the Safety Commission that they received an email from Bryan Clark on July 9th informing the Safety Commission how we're going to operate the meeting today. Chair Jackson noted that we will have two informational sessions back to back and then break into smaller groups for tabletop discussions. Chair Jackson then asked Bryan Clark to update the Safety Commission on the status of hiring the consultant.

Bryan Clark shared that the five member evaluation committee reviewed 7 proposals, selected 3 for in person discussions and selected 1 company. The purchasing office in Finance and Management has made a recommendation to Director Lombardi, Director of Finance and Management, and he has accepted the recommendation that we enter into negotiations with Matrix Consulting. The goal is that the proposal will be presented to Columbus City Council for approval by August.

Director Pettus welcomed Deputy Chief Tom Quinlan. Deputy Chief Quinlan shared that they are going to provide two different presentations, one on recruiting as it stands today and where it has been in the past and another by Randall Sistrunk, from the Office of Diversity and Inclusion on the strategic plan that they are proposing to discuss with the Mayor.

Deputy Chief Quinlan introduced the recruiting staff: Sergeant Christopher Smith-Hughes, Officers Wilbert James and Diane Yandrich.

Deputy Chief Quinlan then welcomed the Safety Commission to offer their ideas and how they think police recruiting should resemble in the community and what it should look like. Reginald Wilkinson shared that he's told that if you really want to be successful with recruiting, you need to start at working with kids in middle school. Deputy Chief Quinlan agreed that it's 100% correct and shared that the strategy includes starting to work backwards and start interaction and building relationships in the beginning of their formative years, to have a better chance of appealing to them as a career field, as a service opportunity, when they get to the age they're qualified to apply for the police.

Lashaun Carter inquired about the ways that you could incentivize your existing officers to identify an apprentice and maybe even receive a stipend to support new officers that come into the precinct based upon their referral, as a way of growing your own kind of experience. Deputy Chief Quinlan shared that they already incentivize police officers to train the officers after they get out of the academy. Field Training Officers are given an additional stipend to do things outside of the regular duty hours. They also push the message at every single roll call that every police officer is a recruiter.

Chair Jackson pointed out that Director Pettus mentioned that there are a number of retirements that are coming up and questioned how we can use our current retirees and recent retirees to help with the recruiting process. Director Deputy Chief Quinlan shared that using retiree's works really well if they are seen as elders in their community or as someone that a person in the target audience that we are looking can relate to and take advice from them. Deputy Chief Quinlan also shared that one of the things they are also doing is exposing younger officers to the idea of recruiting to appeal to more youth in the community.

Andrea Morbitzer inquired how difficult it would be to establish on duty time where officers would be permitted to volunteer with possibly softer uniforms. Deputy Chief Quinlan responded that officers are allowed to engage in various volunteer activities. Additionally, each recruit that goes through the academy is required to perform community service.

Oleatha Waugh questioned if there has been any thought to the trauma of the black community and their relationship to the police and whether there is an opportunity for officers to deploy out of traditional uniform. Mr. Waugh shared that during an event at the Wedgewood Festival he experienced young people gravitating toward the officers in softer uniform. Officer James noted that they are actively looking into different types of uniforms.

Mr. Waugh inquired if there has been given any thought to the idea of a diversionary program to take low level offenders and connect them with officers so they can get a perspective on what the impact is on the community from a law enforcement perspective. Deputy Director Quinlan responded that he works with the Franklin County Court System on the Juvenile JDAI (Juvenile Detention Alternative Initiative).

Deputy Chief Quinlan provided an overview of current officer diversity and Officer James provided an overview of staffing demographics

Deputy Director Quinlan shared the prior recruiting staff levels. Deputy Chief Quinlan then shared the current recruiting staff levels, which is basically a %100 increase in staffing for officers. Deputy Chief Quinlan noted that he's going to share what staffing levels other cities in comparable size have and that this is the opportunity for the Safety Commission to weigh in or where they feel we need to be to reach our ten year strategic goal.

Deputy Chief Quinlan introduced Officer Christopher Smith-Hughes to share the new pipeline programs to increase diversity in recruiting – the STOP program (Student to Officer Program), Explorers Program and community events.

Deputy Chief Quinlan introduced Officer Diane Yandrick to provide current efforts in the recruiting. Officer Yandrick shared the current efforts are:

- P.A.S.S. (Police Applicant Study Skills)
- Get Fit and Informed
- Run with Recruiting
- Diversity Recruiting Council
- Basketball Bootcamps
- Police Job Seminars / Expos
- Colleges & Universities – to include historically black colleges and universities where practical
- Recruiting Summits
- Targeted Advertising

Officer Yandrick shared details on the P.A.S.S. program and noted that they have conducted 7 skill sessions in the last couple of months and they have one left. Police Applicant Study Skills were designed because there were a number of minorities having difficulty passing the test, most specifically the multiple choice section which is one quarter of the exam. Another effort that they

are doing is the Get Fit and Informed program. This program is designed to help people get through phase four of the physical exam. Officer Yandrick noted that a lot of women either didn't show up to phase four, after passing phase three, or they came and failed.

Officer Yandrick then noted that Run with Recruiting is very similar, except this is designed for people that want to come out and run the mile and half run.

Another program they do quarterly is the Diversity Recruiting Council Meetings. These meetings were designed to help people in the community give their ideas, much like the Safety Commission.

They are also having a job seminar and that as of yesterday, 430+ people have signed up for it.

Officer Yandrick noted that they are also going to historically black colleges and universities to recruit. They have also been going to recruiting summits in San Diego, Miami and Atlanta to get some new ideas.

Officer James shared details of the Basketball Bootcamps noting that the basketball boot camps were created about 10 years ago and the basketball team started traveling during the Ohio Police and Fire Games and started playing charity games. They then started going to South High School to play and engage with the kids and play basketball with them. From there, they started inviting the kids to the Columbus Police Academy to do boot camp workouts and engage and speak with them and also bring in guest speakers.

Officer Smith-Hughes shared details of their targeted advertising and noted they are working with local Columbus media and have been doing some targeted advertising to make sure they are hitting specific zip codes to make sure that the target audience is being recruited.

Officer James shared current staffing levels in the Columbus Police recruiting department compared to other cities and noted that there is a significant difference in size. He noted that the larger departments are able to engage more and make more contact and relationships. He shared a study from Governing.com and it shows the population of Columbus and the demographics for minorities and the demographics of the police department. Columbus has a 44% minority population and 13% minority for the police department – a negative 31% difference. Deputy Chief Quinlan and Officer James discussed the divisions advertising budget and what they have spent on advertising, noting that they do advertise internationally and in Spanish. They also advertise in the Stars and Stripes Transition Guide and it's a guide to help military personnel transition into the work force. They also advertise in stadium programs, including the Columbus Blue Jackets, Cleveland Cavaliers and Cleveland Browns.

Deputy Chief Quinlan shared another weakness in recruiting is the processing time, noting that when somebody wants a job, they are looking for a job in the immediate future and recruits must be 21 to apply. They are looking at ways to improve upon the process. Officer Smith-Hughes expanded on the Explorer's Program for young adults. The Explorer's program provides youths a hands-on opportunities to learn about the police.

Deputy Chief Quinlan shared some of the threats they experience in recruiting, and noted that the no-show rates and the fitness failure rates have the most impact on recruiting efforts. Officer Yandrick shared data on these rates and how they plan to decrease the no-show rates. She shared one idea is that they are going to try to utilize texting instead of emails.

Deputy Chief Quinlan shared other threats to recruiting -low unemployment rate, the obesity rate, community trust, legal and residency issues. He also made note of the population rate as it relates to the 10 Year Strategic Recruiting and Diversity Plan.

Randall Sistrunk, Interim Deputy Director, Office of Diversity and Inclusion shared the 10-Year Strategic Plan for Increasing Diversity within the Division of Police. The strategic plan was developed to recruit applicants that reflect the diversity of the community while making sure they meet the employment requirements set by law. He noted that we are shifting from an engagement model in the strategic plan to a relationship model. In the relationship model, they want to begin working with children in middle school to start building a relationship up until the point they are able to hire this individual. He noted we need to be more strategic on how we align our budget dollars and resources and pilot and test new innovative strategies. He noted that Columbus was recently ranked as the number one city in America for college graduates and that people move and come here so it's critical that the recruiting team have the additional support to go out and recruit. He discussed targeted marketing and messaging, noting that they need to customize their recruiting packages. Another strategy is conducting focus groups, noting that a huge component of the strategy is bringing in current officers and community members and not only gaining their insight, but also utilizing their insight.

Deputy Chief Quinlan shared they are currently looking at producing a mobile app that will allow them to not only be more engaged with the community, but it also has a recruiting piece to it and it will allow them send push notifications to a recruit's cell phone and this will help with reminders for recruiting activities.

Mr. Sistrunk shared details about customized messaging with Columbus City Schools. In working with Columbus City Schools, they want to make sure they have a consistent message so whether you're in a youth program or adult recruiting program, the messaging is consistent throughout. Mr. Sistrunk noted that a huge component of the strategy is gathering community input. They are looking at changing the layout of the Diversity Recruiting Council. They plan to invite 8 to 10 community leaders and organizations who have expertise and a special interest in building bridges and relationships between the police department and minority groups to sit on the recruiting council committee. This council will create a platform for community members to provide insight to recruiting and strategy implementation, be able to help with the resources and also identify and recruit minority candidates. This is a call to action to the community to have a seat at the table and help us mentor and cultivate potential applicants. He also discussed the need to remove barriers to recruiting diverse candidates sharing that there are external public perceptions that the department has to deal with as it relates to recruiting. Strategically, through this plan, they want to make sure that they are highlighting officers to showcase them differently. In order to do this, they will work with their communications team to highlight officers working well with others in the community and be intentional in how they do that with diverse officers, in diverse communities. They are also looking at internal officer perception and that we need to

have a top down approach and making sure that everybody understands that diversity starts at the top and show our commitment to increasing diversity. A part of the strategy is to distribute the plan to all deputy chiefs and hold them responsible for making sure all officers receive and fully understand the plan.

Mr. Sistrunk discussed recruiting unit resources and noted that is a barrier. In supporting the strategic plan, it is important to document and review the outcomes and create metrics to make sure it is working. The plan is to produce an annual report to show the things we said we could do and implement and what is working and what isn't working and be transparent to the public. Additionally, they will create an annual operational plan, noting that the strategic plan is separate from the operational plan. The strategic plan is the high level overview for the 10 year strategy. However, this plan is a guide and as things change, the strategic plan will change. The goal is for the strategic plan to guide the operational plan.

Mr. Sistrunk disused partnerships noting that they recently partnered with the Driven Foundation to create two videos, one for police and one for fire. These will be 360 degree recruiting videos. 360 degree videos are videos that as you watch and move, the video moves. It's a technology tool to attract talent.

They are also looking at Urban Based Recruitment Centers. The goal is to work with local non-profits where people in the urban community can go to these centers and work with people that they're comfortable with and potentially work with retired officers to learn more about what it takes to be a police officers. Earlier it was discussed how we can utilize people that are retiring to help with recruiting. The Urban Based Recruitment Centers would be a great opportunity for these retired officers to reinvest back in to the community and also into these non-profits that serve our community.

Deputy Chief Quinlan shared that they also have relationship with the Boys and Girls Club and they have after school programs. The goal is to create opportunities for the youth to explore the pre-cadet programs and Explorer's program.

GROUP DISCUSSION

Chair Jackson then opened the meeting up to questions:

Ms. Wehrle noted that in regards to advertising, it seemed to be mostly targeted at male centered sports events programs. Also, she inquired whether they try to recruit people are already physically fit at events such as marathons. Officer Smith-Hughes noted that they recently attend the Hilltop 5-K and that an officer ran the race with her family. They do encourage all women to become police officers and shared some ideas that will be coming soon. Mr. Waugh inquired if they have considered using music in recruitment. Mr. Sistrunk responded that they haven't discussed using music. Mr. Waugh then suggested that there should be some thought given to the idea of after-after school engagement.

TABLETOP CONVERSATIONS: THE POLICE HIRING PROCESS

The Safety Commission broke out into groups for table top conversations and then debriefed on the discussions.

FINAL THOUGHTS

Chair Jackson shared that subcommittees of the Safety Commission will be established. Chair Jackson will look for volunteers but will use her discretion to choose the chair and members.

ADJOURNMENT

The meeting adjourned at 5:52 pm.