

Commissioner's Present:

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

Commissioner's Absent:

Tammy Founier-Alsaada, Pastor Jason Ridley

Staff Present:

Amy DeLong, Lieutenant Jeff Lipp, Commander Bob Meader, John Oswald, Deana Overking, Kate Pishotti, Deputy Chief Thomas Quinlan, Bryan Clark, Elon Simms, George Speaks, Kate Pishotti

WELCOME

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

SAFETY COMMISSION MEETING MINUTES

Chair Jackson asked for a motion to approve the meeting minutes of the August 1, 2018 Safety Commission Meeting. Dr. Reginald Wilkinson moved. Erin Synk seconded the motion. **THE MOTION PASSED UNANIMOUSLY.**

STRUCTURE OF THE MEETING

Chair Jackson provided an explanation of the structure of the meeting.

MATRIX CONSULTING UPDATE

Chief Policy Advisor, Bryan Clark, shared that the city is now in contract with Matrix Consulting who will be conducting the safety evaluation. Mr. Clark shared that the next steps with Matrix will be to schedule a meet and greet with the safety commission. During that time, Matrix will provide an overview of their scope of work, their work plan and solicit feedback from the commission in terms of issues that the commission may want to be working on.

Mr. Clark shared that he will serve as the liaison to Matrix. Should the commission have questions, comments that relate to the work of Matrix, they should send those to Mr. Clark and Elon Simms. Mr. Clark went on to explain that the commission should expect Matrix to initially look at benchmark and national best practices around training. Matrix will then work with the subcommittees to understand what their research needs may be as the commission moves forward.

ADDITIONAL TOPICS

Chair Jackson shared that two additional topics will be addressed at future meeting of the safety commission. Those topics will be working with juveniles and the issues of race/justice.

COMMUNITY CONVERSATIONS

In order to capture the many experiences of policing from the community and police officer perspective, Mr. Clark recommended that the commission host six listening sessions in the city's intervention districts (Linden, Hilltop, and South side). Mr. Clark shared that the commission would host two sessions per community with the first session being solely made up of residents of that area and the second would be with the police officers that serve that intervention district.

Mr. Clark explained that the idea would be to host a transparent, focused and productive dialogue amongst the participants and that the commissioners and select city staff are there to listen only. In order to help facilitate, professional facilitator(s) would be utilized. The facilitator(s) would be there to get the conversation started and get the participants through challenging topics that may arise.

The Commission went on to discuss, share thoughts, and asked questions about the community conversations. Discussion centered on data that supported the need for the conversations, the role of the commissioners and the consultant, location, time of day the community conversations are held, and who would be the participants and how the conversations would be marketed.

RECRUITMENT DATA ANALYSIS

Commissioner Vlad Kogan presented his independent analysis of recruit applicant data provided by the Department of Public Safety and the Civil Service Commission. To review Mr. Kogan's presentation, [see video](#) starting at 23:20 ending at 54:00. Following the presentation, commissioners responded with questions about the data presented. Questions asked centered on racial bias in testing, ownership of the current tests, the use of study guides, process followed for identifying the threshold of statistical significance, percentage of minority applicants with college degrees, psychological exams utilized, rationale for why the gaps exist, the profile of a successful officer, and correlation of age to selection in hiring.

TABLETOP CONVERSATIONS ON SUB-COMMITTEES

Prior to the tabletop conversations, Chair Jackson shared the names of those who would be serve as the Chair and Vice-Chair of the sub-committees.

Hiring:

- Chair: Andrea Morbitzer
- Vice Chair: LaShaun Carter

Training:

- Chair: Brooke Burns
- Vice Chair: Matthew McCrystal

21st Century Policing:

- Chair: Dr. Chenelle Jones
- Vice Chair: Traci Shaw

Hot Topics:

- Chair: Vlad Kogan
- Vice Chair: Dr. Reginald Wilkinson

Commissioners visited each table hosted by the chairs of the sub-committees to provide feedback on the structure and focus of each sub-committee.

REPORT OUT AND DIALOUGE ON SUB-COMMITTEES

Commission discussed their thoughts on what was discussed at the tables. Commissioner Moore-Griffin discussed that many of the topics bleed into one another and that we would want to be careful to not duplicate efforts. Chair Jackson shared that 21st Century Policing appears to capture much of the work of the sub-committees. Chair Jackson asked Dr. Jones to present on this topic at an upcoming meeting.

Commissioner Kogan explained the ability to compare our perceptions and beliefs to the reality to determine if those perceptions/beliefs are actually correct or not correct.

Commissioner McCrystal reflected on the opportunity to discuss what is happening nationwide; to look at what other agencies are doing, where they are struggling to determine best practices.

Commissioner Carter shared that it would be important for us to be able to hear from those who are 911 dispatch operators to help the commission understand what role they play in the police/community engagement dynamic. Chair Jackson followed up to share that it would be good to have someone from this area come in to speak with the group.

Commissioner Synk shared that we should be sure to consider officer wellness.

Commissioner Wilkinson explained that the commission must also recognize what the city is doing well sharing that the commission shouldn't just focus on deficiencies of the department. The commissioner encouraged the group that if CPD is doing great work, the commissioner should share where they great work it happening.

Commissioner McCrystal shared that we should look at city charter, code laws as it relates to enforcement practices. This topic lead the commission to discuss a recent police involved incident and what information a person needs to provide if they are being detained. Police Legal Advisor & Assistant City Attorney, Jeffrey Furbee, was on hand to respond to the questions posed by the commission on this topic.

Commissioner Jones shared what was discussed at the 21st Century Policing table. Dr. Jones explained that 21st Century embraces many of the topics and pillars in the 21st Century Policing report. Dr. Jones also recommended that there be a liaison amongst each of the committees that supports cross committee communication. Chair Jackson recommended the vice-chairs serve in this role.

Commission Synk asked if the commission would get a report of the responsibilities of the sub-committees. Chair Jackson responded that the commission would.

Commissioner Wilkinson recommended we group issues/concerns by topic rather than having committee reports. Chair Jackson asked the Chairs of the sub-committees to send their reports of the table top conversations to the Chair, Mr. Clark and/or Mr. Simms.

GENERAL QUESTIONS

Commissioner Waugh asked what the ultimate goal of the commission would be. Chair Jackson responded that we would look at where improvements could be made and determine how the positive work of the department could be enhanced.

ADJOURNMENT

The meeting adjourned at 6:30pm.

The commission meeting in its entirety can be viewed [HERE](#).