

CCSAC 7/15/19 Discussion – City Hall – Mayor’s Conference Room

Absent: Chanelle, Sean, Ellen, Erin

Present: Chair Jackson, Emily, Mary, Brooke, Reggie, Vlad, Andrea, Michael, Tammy, Oletha

Start time 6:12PM

Chair Jackson opened the meeting, thanking everyone, noting not everyone could be present.

The first piece of business discussed was the minutes from last meeting. Chair Jackson asked for a motion to approve. Reggie motioned to approve; Brooke seconded the motion. All approved, no objections or abstentions.

Chair Jackson then discussed that the meeting would be an opportunity to share the committee work and to have discussion. Chair Jackson asked Bryan Clark about the status of the draft Matrix report. Bryan said it should be delivered by the end of week and a final report by Aug 5th.

Chair Jackson then thanked Commission Members for being at the last public meeting. She noted she heard from individuals and their interactions with the Department. Chair Jackson then addressed an email from Deborah Crawford and her response explained that the Commission is not an investigative body and Ms. Crawford’s emailed concerns were more proper for the Internal Affairs Bureau. She empathized with the public commentary, but that everyone comes from a different perspective and that perspective is brought to the table. The Commission will have recommendations but would not be investigating.

Tammy understands the Commission would not be investigating, but asked if the comments would be passed on. Chair Jackson replied she assumed that those comments were already submitted to Internal Affairs, but could not indicate specifically.

Chair Jackson also received an email and responded to from Melissa McFadden...

Oletha interjected and went back to the discussion of the public commentary. He asked whether there was any thought as to reviewing the testimony to include for consideration in their recommendations. He spoke to the Lieutenant Lipp. Bryan Clark said the meeting was public and recorded. Chair Jackson said members are free to review. She repeated that the Commission’s charge is not to investigate. Emily said their subcommittee did review and watched the YouTube videos. McCrystal noted several points about the public testimony: it was 90% irrelevant information and although not specific to scope, if relevant it should be discussed. Chair Jackson emphasized the Internal Affairs and US Justice Department processes, which is different than the process of providing recommendations to Mayor to improve CPD. Oletha and the subcommittee did not review the online public commentary. He did emphasize that the public hearing was the only time the Commission had heard from the community and does not want to be dismissive of those points. Chair Jackson said common sense and knowledge can be influenced by the public comments. Chair Jackson appreciated how many people testified, but investigating is not

authorized and the resources to investigate would have to be vast. Reggie mentioned the Commission shouldn't be citing individual testimony as it was not corroborated or under oath. The goal would be to distill the points to the larger topics that the Commission is responsible for. Andrea added their subcommittee did watch the public testimony and they did absorb themes. While all meetings are open to the public, Tammy said not same opportunity to be notified of such meetings. She continued that the City did an excellent job with search for chief of police but not same effort with public hearing.

Tammy then began to discuss received email which led back to Chair Jackson discussing the Melissa McFadden and anonymous officer email submissions. She reemphasized that the Commission is not the body to investigate these comments. The proper place for such concerns would be under the new Deputy Director for EEO and those matters should be heard there. Tammy said were operating in silos.

Bryan Clark shared that Matrix held 7 or 8 general community meetings working through Department of Neighborhoods to identify neighborhood leaders for robust conversations. Matrix held meetings specific to Hispanic and Somali communities. The final report would include a list of each of those meetings and high-level themes from the meetings. Further, Matrix conducted a 600-person sample internet survey in addition to employee surveys and focus groups. Commission Members will get data which may confirm their own concerns and will receive such data prior to issuing recommendations.

Chair Jackson then transitioned to discussing subcommittee topics.

Recruitment: Andrea Morbitzer

Andrea explained the subcommittee examined this topic through a lens that police departments should reflect the demographics of the community. Such a perspective starts with the Chief and how serious he/she is with having a diverse department, understanding the need for leadership and to promote such ideals a vision and mission which would be a catalyst for the culture and agency. She noted cultural change takes a long time too. She indicated that the recruiting department needs resources within the city, county, state, and national presence and that they should be provided a realistic budget for media coverage, travel, incentives to continue efforts, and vehicles. She suggested that the recruiting department should be a part of command staff alluding that if the recruitment leaders don't know the guiding principles or work without the support of the Chief, then it becomes just another task. Although the subcommittee did not go too far into training process, ownership and accountability in the training process was very important. There is a need for more accounting of application files because some get lost. They reviewed organizational structure and recommended assigning recruitment to a Deputy Chief who would be accountable. She noted nobody in the past reviewed diversity with recruitment. A Director of diversity should be created and report to the Mayor or Chief with an objective review of application data and part of a strategic plan. A case management process should be assigned to applicants with a contact person. The recruitment department should have civilians as well to relieve officers. The subcommittee also wanted an independent audit system to be included in the annual report contemplating that if the whole process is computerized, how accurate is data

for metrics measured? They would want to see checks and balances for the “why” of human error in measuring an applicant’s performance. They discussed that community engagement and recruitment should be full time positions and where those same officers should not spend any time on patrol. To communicate better, the department needs multiple languages beyond Somali and Hispanic. There should be provided incentives to include underrepresented minorities. On the youth front, there should be ways for connecting a better pipeline for the Explorer program. To persuade officers to live where they work, a residency incentive program should be implemented like the program in Atlanta, GA. The City should award bonus points in different aspects for recruits. After the subcommittees recommendations, Andrea mentioned topics to further explore: firmly endorsing a cultural assessment and evaluation and what are people’s values throughout the ranks; civil service difficulty in keeping recruits; polygraph has bias detection problems; the skewed subjective nature of panel interview; lack of feedback on oral board failures; and uniform standards for head covering. On a last note, the subcommittee categorized themes from public forum – mandatory drug testing after an incident, adding a morality clause in union contract, and to terminate the requirement to be a US citizen.

Training: Brooke

The members of the subcommittee went to the training bureau and sat down with Commander Meader. They reviewed almost all the curriculum from CPD but did not receive the Kirwan Institute information. Bryan Clark followed up and said they will receive that information. They heard from instructors on what is needed for training and reviewed each module that was sent. The group determined themes for what is missing – CPD provides lots of procedural training but not any on soft skills. The subcommittee categorized their recommendations into two sections: curricular specific and general.

Curriculum Specific Recommendations –

1. Have to be trained to recognize bias;
2. Juvenile justice training is lacking; officers should be trained on youth and adolescent brain development. This led to a discussion of different foundations and resources for juvenile studies and studies about arrest rates;
3. Expanding or modifying the cultural competency training process – need a broader swath of people. There needs to be broadening of subject matter expert pool – match someone who actually works in the field – currently law enforcement heavy perspective;
4. The materials should be inclusive and not triggering – black victims vs white victims are portrayed differently in the training materials. Modify videos and pictures to be less prejudicial;
5. Include a broader historical perspective on policing, origins, emphasize why certain communities do not view police positively;
6. Mandatory training on secondary trauma, coping mechanisms, officer burnout.

General Recommendations -

1. Expand pool of trainers;
2. Training modules are siloed, integrate training modules together where relevant;

3. Review CIT for officers who are currently certified. Bryan Clark said there is mandatory bias training which led to discussion about what continued trainings are required;
4. The academy time period is too short of a time period – work with civil service to adjust when probation would begin;
5. Work with OPATA for legislative changes so curriculum could be based on size of community;
6. Additional topics outside of subcommittee scope: Drug testing, independent civilian review board, morality clauses, continuation of safety advisory commission.

Hot Topics: Vlad

Vlad offered the following recommendations:

1. Investigate police use of force and accusations of misconduct. An independent review model is important as to who reviews (who should be doing the investigation). The principles guiding this recommendation should include professional investigators who are local with the ability to participate fully in process, have political independence which would allow for transparency;
2. Early Warning Systems;
3. Technology upgrades as currently no interconnected communication between all the different electronic systems officers have to use;
4. More ways to evaluate community engagement with an annual survey of residents as well as officers;
5. Extend probation period for training;
6. Methods for evaluating specific interventions – safe streets as example
7. Assessment of community engagement – C.O.P.S.
8. Do a better job of closing the loop of retaining conference material and information

Tammy then mentioned that the biggest thing is how we are evaluating programs.

McCrystal mentioned he wants to cover uniform standards (tattoos, head scarves, etc)

21st Century Policing: Oletha

Oletha made the following recommendations:

1. Dispatchers should be CIT trained as well;
2. There should be better collaboration with community intervention workers and CPD as well as higher learning;
3. Improving shared history of policing;
4. Drug Testing immediately after an incident;
5. Keep officer's records for the duration of the employment.

Tammy led a robust discussion about speaking to the FOP. Mixed opinions on whether it is relevant given the scope and previous invitation rejection. Majority does not want to engage with the union.

Brooke left at 8:12 pm

McCrystal motioned for a vote to invite the FOP. After some discussion, he withdrew his motion.

McCrystal brought up report format. Chair Jackson said common language should be used and will have a neutral writer.

Chair Jackson discussed future meetings and benchmarks for reports.

Chair concluded the meeting at 8:34PM