

**Civilian Review Board Work Group Meeting #3
Inspector General Roles & Responsibilities
September 2, 2020**

Location: WebEx
Time: 4:00pm – 6:00pm
Attendance: 14 group members

Purpose:

To convene the Civilian Review Board Work Group for the third of six work group meetings. During this third meeting, there was an emphasis placed on explaining the roles, responsibilities, and procedures of the Office of the Inspector General. This meeting also included an overview of Chicago's Police Board, and the struggles and successes they have had thus far with their board.

Work Group Charge

- To make recommendations to establish an independent civilian review board to investigate officer misconduct, recommend discipline and provide for civilian oversight and accountability of the Columbus Division of Police based on national best practices and community expectations.
- The Work Group shall examine similar boards and make recommendations on, among other things, how the board will be seated and structured, and the policies, procedures and funding necessary to accomplish its mission.

Meeting Summary:

- Mo Wright, Facilitator, kicked off the meeting with a recap of the discussion points and topics from meeting two. These topics were around CRB key responsibilities and structure of other comparable city's review boards.
- Alexa Cellier, BakerHostetler, gave a robust discussion about the roles and responsibilities of the Inspector General and the powers that other Inspector General offices operate throughout the country. There were multiple questions and suggestions during this portion that are noted below.
- Ghian Foreman, President of Chicago Police Board, gave an Overview of Chicago's investigative process and the protocols that their Inspector General operates under. This helped to level set the group on how other Inspector Generals manage complaints work alongside their review board.
- Mo Wright, Facilitator, led a conversation around getting group member feedback around additional topics relative to the work group and that would help increase the intended outcomes of the group.
- To close out the meeting, Matthew Smydo, City of Columbus, gave closing remarks and details about the next meeting.

Discussion surrounding the Powers & Duties of the IG for this process are noted below:

- **Based on what you've heard what powers or key responsibilities do you believe our IG MUST have?**
 - With our board, we need to make sure that the office and IG are connected to the community. To ensure that this happens, there need to be quarterly or monthly community meetings held to properly engage with residents.

- There needs to be a timeline by which the investigation of a complaint should conclude, and on when a decision is made pertaining to this investigation. To produce an effective timeline the board needs to do research into the average timelines of other cities.
 - Once the investigation process is created the number of times a victim speaks with an investigator should remain low and they should not have to talk to multiple investigators about their complaint.
 - Ensure that the filing a complaint process is user friendly and smooth. The board should hire local companies in Columbus to help with the technicality involved with this feature.
 - The CRB should monitor individual conduct issues, and the IG should look into systemic issues throughout the community.
 - President Ghian Foreman suggests talking with comparable in size city IGs or Police Monitors to see how they operate.
- **Are there additional things you would want to explore for the IG's Scope of Responsibility?**
- The board should monitor and track the number of locational complaints and trends. After this the board can discuss how to mitigate these issues.
 - The IG needs to have access to the early warning system within the CPD to identify officers that have a history of excessive force or multiple complaints.
 - President Ghian Foreman suggested that within the IG's responsibilities they need to explore ways to assess and monitor the mental and physical wellness for police officers.

Discussions surrounding other dynamics and of the IG and CRB coordination. Those topics were Board & Inspector General Collaboration and Hiring Protocols

Board & Inspector General Collaboration

- **How do the IG and CRB need to collaborate on issues/complaints raised?**
- The Office of the IG needs to be on regular report schedule with the CRB. They should act as a function of the CRB and be responsive to the needs of the boards.

Hiring Protocols

- **What key qualifications and attributes should be considered in hiring our Inspector General?**
- Individuals with community connections, but not directly tied with police officers.
 - Individual with some knowledge and experience with investigations either legal or other types.
 - Applicants need to be familiar with the contract, Garrity laws, and other laws regarding police conduct.
 - Applicants should have a background in criminal law.
 - They need to have management experience at leading an organization or group of people and processes.

Member's Attended:

- Jasmine Ayres
- Aslyne Rodriguez
- Erin Synk
- Janay Stevens
- Jonathan McCombs
- Nana Watson
- Densil Porteous
- Fred Benton
- Ismail Mohamed
- Anthony Wilson
- Kyle Strickland
- Bo Chilton
- Kent Markus
- Lewis Dodley

City Staff & Guests:

- Matthew Smydo
- Kate Pishotti
- Denise Bauer
- Jason Jenkins
- Lara Baker-Moorish
- Alexa Cellier (BakerHostetler)
- Ghian Foreman (Chicago Police Board)
- Yvette McGee Brown (Jones Day)
- Kevyn Orr (Jones Day)
- Mark Carter