



Board

Present Janet E. Jackson, Chair
Present Brooke Burns, Vice Chair
Present Stuart Aragon
Present Mark Fluharty
Present Dr. Chenelle Jones
Present Willard McIntosh, Jr.
Present Pastor Richard Nathan
Absent Kyle Strickland
Present Rev. Charles Tatum
Present Aaron Thomas
Present Mary Younger

Guests

Present Lara Baker-Morrish
Present Richard Blunt
Present Karen Clark
Present Tiffany Clint
Absent Colleen Dunne
Present Jeffrey Furbee
Present Jennifer Grant
Present Kate Pishotti
Present Robert Tobias
Present Timothy Williams

MEETING MINUTES

WELCOME

At 2:05pm, Chair Janet Jackson welcomed the Columbus Civilian Police Review Board ("CPRB") to the meeting.

APPROVAL OF MINUTES FROM PREVIOUS MEETING

Mark Fluharty moved to approve the December meeting minutes, and Pastor Rich Nathan seconded. The minutes were approved by a unanimous vote.

IMPLICIT BIAS TRAINING

Chair Jackson introduced Karen Clark from the Office of Human Resources at the City of Columbus who conducted the Implicit Bias training. She highlighted the fact that biases can be positive or negative.

Ms. Clark asked the board for examples of how the zip code bias might manifest. Rev. Charles Tatum suggested gang wars, where members feel ownership of geographic areas. Brooke Burns mentioned real estate purchases where certain areas are deemed more preferable than others. Stuart Aragon suggested certain addresses are more likely to receive home loans than others, which Chair Jackson equated to red lining, which affects many areas in Franklin County. Mr. Fluharty explained that he is from Appalachia and has a noticeable accent, which tends to affect his treatment by strangers.





Ms. Clark asked the Board what “age bias” makes them think about, and Mr. Aragon suggested older people finding difficulty getting hired due to their age. Pastor Nathan suggested stereotypes of certain generations can be manifestations of age biases. Rev. Tatum added that these can be positive or negative biases. Ms. Clark agreed with all examples, and mentioned that there are currently five generations in the work force, which requires bi-directional understanding. Mary Younger told a story about babysitting a grandchild, who is only 3 years old but is actively aware of being left out of family conversations. Mr. Fluharty admitted to having a strong bias that individuals of certain age groups are less responsible or motivated than others. Mr. Aragon agreed that younger people should be making decisions regarding future-looking policy, to affect the world in which they will continue to live.

Chair Jackson asked about the lack of mention of bias against individuals of certain sizes and weights. Ms. Clark confirmed that is a very active bias, and Mr. Fluharty gave an example of himself recently being referred to as the “big white guy”. Mr. Thomas informed the group that he has recently heard radio ads regarding implicit bias, which he found surprising. Ms. Clark explained that this type of bias would likely fall under the “Beauty Bias” category. Mr. Thomas reminded the group that many employees have to do biometric screenings to be insured in the workplace, which can be a form of health discrimination or physicality bias. Willard McIntosh told a story about a day when he was an on-duty police officer, and civilians questioned his status due to his size, believing police officers must be tall or large. Rev. Tatum mentioned artists like Jennifer Hudson facing this kind of discrimination in the media/industry.

Ms. Clark explained Biased Language and asked for examples. “Your Generation” and “Your kind” were suggested. Ms. Younger mentioned when a group of people are about to make an ethnic joke or an inappropriate comment, they will look around the room and lower their voice, which can make others uncomfortable. Ms. Burns cited microaggressions like “powwow” which are culturally significant and often misappropriated. Dr. Jones suggested the phrase “you’re so articulate...” which would be completed by saying “...for a Black person”. Chair Jackson explained she had a staff member question her wearing a hat, despite having “good hair,” which demonstrates the possibility for bias within the same racial group.

Ms. Clark asked the group how the body responds to fear: flight-or-fight, heart racing, sweating, etc. Pastor Nathan mentioned that tunnel vision is a common symptom of stress for police officers, which can prevent them from taking in important information.

Ms. Clark introduced the warmth and competence matrix and had the Board members rank a series of photos based on perceived warmth and competence. The first individual was only ranked highly in warmth by a couple of people, including Mr. Fluharty who said he looked like Mr. Fluharty did when he was younger. Ms. Burns mentioned that the focused look on his face led her to rank his competency high. Chair Jackson admitted to having a bias against visible tattoos. Ms. Younger described the tattoos now common on younger attorneys with whom she has worked, and Chair Jackson agreed it seems to be tied to age, regarding workplace appropriate tattoos and piercings.





Ms. Clark introduced the second photo and commented how everyone assumes warmth, despite the man's history. Mr. Thomas asked to clarify who found the photo warm, as he didn't find the photo to be warm or trustworthy. He explained that he would cross the street to avoid someone who looked like Ted Bundy, due to his own personal bias and experiences.

Ms. Clark moved to the third photo, asking who perceived the woman having high warmth. Mr. Thomas admitted he always roots for Black women, thus rated her warmth high. Other board members sited her eyes and smile. None ranked her warmth as low. All members also ranked her competence high. Mr. Aragon noted that the order of the photos helped perpetuate the stereotypes of each individual in the photos.

BREAK

Chair Jackson called for a break at 3:30pm.

IMPLICIT BIAS TRAINING CONTINUED

The Board reconvened at 3:45pm. Chair Jackson noted Kyle Strickland emailed this morning that he was unable to present at this meeting, and is excused.

Due to a mix-up, the Implicit Associations activity was not conducted, and Ms. Clark simply reviewed the answers to the matching activity.

Chair Jackson asked to clarify if the speed with which Board members responded to items on the Implicit Association Test (IAT) counted toward their scores, and Ms. Clark confirmed that was true. Ms. Clark asked the group why the typical response to the IAT is to more easily associate 'good' with white faces and 'bad' with Black faces. Ms. Burns mentioned social conditioning, citing the study where children make similar associations with dolls of various races.

Pastor Nathan asked about research on the validity of this test, whether the same person will receive consistent results over multiple instances of taking it. Ms. Clark promised to return to this question. Mr. Thomas enquired as to why the group was asked to take the weapons and transgender versions of this test. Ms. Clark stated the weapons option was selected intentionally due to the nature of the Board's mission, but the transgender test was selected more randomly. Ms. Clark explained how the test works, and to Pastor Nathan's earlier question, participants are encouraged to take the test again, as there can be a learning curve to the mechanics of the test which can influence results. Chair Jackson reminded the Board that they have the link to the test and can retake it at their leisure if desired. Pastor Nathan noted that the results fluctuating undermines the validity of the test, per standard scientific rules. Dr. Jones explained that reliability refers to the consistency in results in question. Her recommendation would be to take an average of the scores, if the scores vary greatly. One score will not likely be an accurate depiction. Mr. Fluharty asked if there should be time between tests or if they should be done all in a row. Dr. Jones encouraged the Board members to take the test, wait a few days, and then take it again.





Mr. McIntosh mentioned that the test requires speed as a way to measure a subconscious process. Given enough time, anyone can pick the correct answer. Mr. Thomas noted that this test is used to inform people's conscious awareness of implicit biases, which can influence their conscious behaviors. Dr. Jones responded that the test raises self-awareness of one's own biases, which can then be addressed. It is a tool to raise awareness more than to shift behaviors.

Ms. Younger discussed her scores on the transgender version of the test, and how she did not believe she had a bias despite the results. She admitted that it caused her to take a good look at her beliefs, and that it is a good tool. Chair Jackson explained her strong negative reaction to her score on the transgender bias test, as she doesn't feel she has any bias. Dr. Jones cautioned everyone not to take their results as any accusation of racism or active bias – this is only a tool designed to measure deep subconscious reactions. Mr. Thomas noted that his results strongly matched his beliefs about his own biases. Ms. Clark noted that younger participants tend to see more middling results on these tests. Dr. Jones agreed, and referenced the fact that her own scores have shifted as she has aged. Rev. Tatum asked if anyone has ever refused to take the IAT out of fear of their results, and Ms. Clark confirmed. Ms. Burns encouraged the Board not to dismiss the test results, as similar tests might play an important role in the Board's future work, as in the example of tests which show young Black men are subconsciously seen as older than they are.

Pastor Nathan mentioned the need to call on people in meetings, giving them permission to speak, as a way to accommodate cultures in which speaking up might not be encouraged.

Ms. Clark reminded the Board that everyone has biases, and that every decision a person makes is influenced by conscious and unconscious factors. The best ways to address implicit biases include self-reflection, open and honest dialogue, training and education.

INSPECTOR GENERAL UPDATE

Chair Jackson shared that there will be a virtual town hall with the final 2-3 candidates sometime later in January, moderated by Mo Wright. Members of the community will be invited to submit questions in advance. Board Members are encouraged to watch, but are asked to refrain from submitting questions, to avoid public meeting issues. There will be in-person interviews with the last few candidates to which the entire Board will be invited. The February Board Meeting agenda is in flux, pending developments in this process.

COMMITTEE REPORTS

The Training and Education committee met on 1/3/22, and reviewed the training topics already established and yet to be considered. Dr. Jones stated that committee members are currently generating a list of new topics to be considered. Mr. McIntosh added that the committee discussed the initial training for Board Members as well as ongoing training with Jeff Furbee prior to hearing the first case. Mr. Fluharty noted the Board would like to receive the legal updates which Mr. Furbee sends to the police department to keep them abreast on changes to the law.





Ms. Younger added that the Community Engagement committee will be meeting to try to generate a list of who the Board needs to be reaching, as well as the goals for the committee's work. Chair Jackson reminded the Board that Mr. Thomas had brought up the subject of reaching the community on a variety of issues, almost like a PR campaign. She asked the committee to consider this as well. Mr. Thomas added that the committee had discussed the East African and Tibetan communities which have large populations locally and need to be reached as well. Chair Jackson asked that Robert Tobias should also send his information about the Rules of Professionalism directly to Pastor Nathan.

TRAINING

Chair Jackson explained that all Board Members have now completed the CPD scenario training, and asked if anyone had experiences or insights to share for the good of the group.

Mr. Fluharty noted that having de-escalation training would have been helpful prior to the scenario training, as he felt unprepared for the situations based only on instinct. Chair Jackson noted that she felt the stress of the situations and was pleased that the training was different from the last time she participated, giving her a new experience. She specifically cited the scenario where participants encountered two intoxicated, unarmed civilians, and she used a taser. The officer conducting her training praised her for using the correct weapon for that situation. She was asked why she tased the African American actor more times than the white actor, and she was surprised by the question and by her own response.

Mr. Thomas commented that he was questioned about his behavior during the scenarios in a way that he found aggressive and uncomfortable. Mr. Aragon noted that he heard a lot of bias from the officers at his training, and that the officer kept asking him to confirm that policing is the hardest job in the world, which he found off-putting. Rev. Tatum said he felt the training useful, and that he felt it gave good insight into what these officers encounter in the line of duty. Ms. Younger explained that the officers conducting the training did a wonderful job, and she found the session educational. She didn't feel they had an agenda, but were simply teaching and explaining.

Dr. Jones added that she would have liked to see more diversity in the scenarios, in regards to the need for any force, as there's a difference between training and conditioning. She disagreed with the need for force in certain situations. Mr. Thomas found the scenario in question very troubling, in how the officers portrayed a mentally ill person as a threat.

Ms. Burns agreed with Dr. Jones, and would like to see videos of any non-force-required scenarios, as the Board did not participate in those during this training.

ADJOURNMENT

Chair Jackson asked for a motion to adjourn at 4:56pm. Rev. Tatum moved, Mr. Aragon seconded. Unanimous vote to adjourn.



CIVILIAN POLICE REVIEW BOARD
MEETING MINUTES
Tuesday, January 4, 2022



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