



Board

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

Guests

Present Lara Baker-Morrish
Present Richard Blunt
Present Colleen Dunne
Present Jacqueline Hendricks
Present Ganesha Martin
Present Kate Pishotti
Present Tiara Ross
Present Sean Smoot
Present Robert Tobias
Present Timothy Williams

MEETING MINUTES

WELCOME

At 2:07pm, Chair Janet Jackson welcomed the Columbus Civilian Police Review Board ("CPRB") to the meeting.

APPROVAL OF MINUTES FROM PREVIOUS MEETING

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

INSPECTOR GENERAL STATUS REPORT

Inspector General (IG) Hendricks expressed her gratitude to the Board for their feedback thus far. She introduced Richard Blunt, who she selected as Deputy Inspector General. Mr. Blunt supported IG Hendricks during her transition to Columbus and became a valuable part of her team. Chair Jackson noted that she was supportive of this hiring decision and congratulated him on his new role. Mr. Blunt introduced himself to the Board and reviewed his 30 years of investigative and leadership experience.

The Inspector General updated the Board on her progress on her engagement plan, meeting with many internal city representatives and the individual members of the CPRB. She reminded the Board of her office location at 50. W Town St., which is not yet completely renovated. She hopes to have renovations complete by July 11, 2022, and explained that there is a temporary location within the same building which will be used if necessary during the renovation period.



IG Hendricks created a job posting for Investigators which was live for 30 days in March-April. A job posting for an Executive Secretary was posted for 14 days in March. Candidates are being reviewed and interviews will begin this week. The aggressive schedule is necessary to flesh out the department quickly.

IG Hendricks is reviewing current City technology options for managing complaints, case documents, evidence, and reports. She and Deputy IG Blunt are viewing product demos of other software as they work to select the best option. The right software will help identify patterns within the data if used effectively.

The IG announced that in March she attended training via the Association of Inspectors General (AIG), and became a Certified Inspector General (CIG). The Board congratulated her on her recent certification achievement. The National Association for Civilian Oversight of Law Enforcement is another group that offers training and networking, which the IG hopes to utilize with her future investigative team.

The Department goals for April include interviewing and hiring staff, developing policies and procedures for staff and complaint intake processes, developing a website in conjunction with the Department of Technology for public use, and beginning community outreach. There is a meeting on 4/6/22 with the Deputy Chief of Staff for Communications in the Mayor's Office to discuss media and outreach plans.

In May, the IG plans to begin training staff members, including legal training, implicit bias and policing basics training, etc., much like the CPRB members have received.

Chair Jackson asked how many Board members visited the IG's office in person, noting it is not easy to find and has limited parking. The majority of the Board agreed. Chair Jackson noted that the office is easy to reach by bus, which is a positive for citizens. Kyle Strickland asked about additional plans for staffing and hiring over the upcoming months, noting that the public hasn't had insight into the office recently and might have missed the opportunity to apply for the job openings posted in March. The IG noted that there will be additional needs as the office grows, and those will be posted as they are needed. She added that the job openings were not limited to the City job board, but were also shared on LinkedIn and Indeed, in hopes of reaching more potential applicants. Chair Jackson mentioned a position she has discussed with the IG and the Department of Justice (DOJ), which is a community specialist type role. This would be a non-investigative role, interacting with the community on a regular basis, and being a touchpoint for the public when the IG and Deputy are unavailable. Dr. Jones asked the IG to elaborate on the skills and qualifications she's looking for in Investigators. The IG mentioned the need for a diverse group of investigators. She's seen applications so far from former state law enforcement, paralegals, parole officers, and more.

Brooke Burns asked approximately how many people applied and how many roles will be filled. The IG stated there are 6 openings for Investigators, and that she is specifically looking for candidates with data analytics, auditing, and political analysis backgrounds. She is planning to interview the top 18 candidates for those 6 roles, and there are more than 18 qualified candidates from which to choose.





Mary Younger noted the importance of having military and law enforcement and criminal defense and civil rights backgrounds represented. The IG added that they have multiple candidates from the national Inspector General community. Pastor Nathan wondered about when the process for filing complaints will be developed. The IG noted that there is already a procedure in place for how complaints will be handled once received, but they are currently working on how the process will work between the CPRB and the IG's Office. Pastor Nathan asked if there is a start date for when complaints will be able to be received. Chair Jackson reminded the Board that the Charter requires the office be running in full by July 11, 2022. She expects this plan to be laid out by the June CPRB meeting. Ms. Burns mentioned being a member of the rules and regulations committee and how that group will help the IG and her office develop these processes, as the Charter requires Board approval of the process. Pastor Nathan requested time for the Board to review the processes in advance, to give input prior to voting to approve. Chair Jackson stated that the May CPRB meeting will have to be moved, but that the processes should be sent out 2 weeks prior to the May meeting in order to give the Board a chance to review and give input. Mr. Strickland noted that the hiring processes the IG's office is currently using to fill the department are the purview only of the IG, and not the Board. Chair Jackson asked if City Council must approve the complaint processes as well, and Robert Tobias confirmed this is true. Gambit Aragon asked if there is a way for the Board to review the top candidates for Investigators prior to hiring. Chair Jackson cautioned that the Board should not overreach into the Department of the Inspector General. Hopefully, the Board will be the first to know when the IG makes decisions, but she deserves the independence to conduct her business. The Chair also reminded the Board about laws making discussions public if too many members are involved.

Chair Jackson thanked the IG and Deputy for attending the meeting and for their hard work thus far.

DEPARTMENT OF JUSTICE UPDATE

Chair Jackson introduced Sean Smoot, who is contracted by the DOJ to provide technical assistance to the Columbus Division of Police (CPD). Mr. Smoot reviewed his background and career, and then introduced Ganesha Martin, who joined the meeting virtually. Ms. Martin introduced herself and reviewed her background and career.

Mr. Smoot noted that the DOJ is currently in Columbus to work on Administration and Leadership Strategy including organizational structure. The current plan for reorganization is solid, and will be effective after the Chief is sworn in on 4/5/22. This plan was developed in conjunction with the Chief and her staff. Additionally, they will be working on recruiting and retaining officers and officer wellness programs. He remarked that Columbus is becoming a leader in the field by providing dedicated space for officer wellness. The City has embarked on de-escalation training and response-to-crisis programming which is cutting edge and based in scientific research. Mr. Smoot noted that this is a challenging time for all cities, and it's also an exciting time for Columbus and the Division. There is transformation taking place, increasing accountability and furthering civil justice. This will give citizens the opportunity to experience fair treatment.





Ms. Martin encouraged the Board and IG to attend the NACOLE conference the IG mentioned previously, noting the quality and benefits of such opportunities. She added that community outreach is critical, and that explaining to the community WHAT the Board/IG do and HOW they do so is necessary. They can lose credibility and integrity if the community doesn't understand what can and cannot be done. She brought up the topic of anonymous complaints, noting that there is pushback from law enforcement, but said that nationwide, it's seen as best practice. Having as many options for filing complaints as possible is critical to mitigate differences in access to internet, phones, etc. There is a lot of momentum right now in Columbus, and now is the time to ask for what is needed. Board members are giving time and talents for free, and without appropriate staff, cases can get backlogged.

Chair Jackson encouraged the Board members to ask questions. Mr. Strickland asked if there is a clear timeline for the community to reference, regarding the work of the DOJ. Mr. Smoot explained there has already been work done providing technology recommendations and training. The DOJ is not doing an assessment or an investigation – they're providing advice and assistance to the Division of Police and other City agencies that integrate with law enforcement. In regards to a timeframe, there will likely be another site visit within the next 2 months, but the details are unconfirmed. There will be opportunities for the community to give feedback and ask questions which will inform the team's work. Chair Jackson explained that the day before, she was asked a question by one of the DOJ representatives regarding community members calling for a consent decree. Is there a particular group calling for an investigation to hopefully result in a consent decree? Dr. Jones mentioned the Police Accountability Project, and Mr. Strickland agreed that is likely the group Chair Jackson was referencing.

Ms. Younger asked if the DOJ team is engaged with any agencies outside of the Division of Police, such as the Sheriff's Department. Mr. Smoot explained they are limited only to the CPD and their partners such as the Department of Public Safety. Ms. Younger asked about the training component, and Mr. Smoot explained that his team is not offering their own training at this time, but rather reviewing the current CPD training and offering suggestions. Ms. Younger asked what changes are being suggested within the current training. Mr. Smoot reminded the Board about the ICAT training he previously mentioned, which teaches officers to slow down in critical situations and de-escalate, rather than charge in immediately and potentially result in use of force. He mentioned virtual reality training, which results in 80% more efficacy than traditional training models, and is a future goal for the CPD. Mr. Aragon asked if the 80% refers to the number of police forces using this training currently, and Mr. Smoot clarified that the University that researched this method showed 80% more efficacy in officers trained this way than in those who weren't. Mr. Aragon inquired as to the percentage of positive results stemming from DOJ recommendations, and Mr. Smoot explained that no one is doing that research, so he cannot put a figure to it. They've been doing this for 5 years, and it would be difficult for a researcher to estimate the long-term results of their recommendations.

Ms. Martin noted that many studies and recommendations have been created around police reform, and evaluating those recommendations is part of their job. Relating to Columbus specifically, she would like to hear more from the Board as to what they want to see.





Mr. McIntosh asked Mr. Smoot to expand on the organizational structure changes he mentioned earlier, and Chair Jackson interrupted to note that Chief Bryant should present those when it is time to implement those changes. She added that she would like the Board to hear a report on results of DOJ recommendations from the Chief as well, and she will ask the Chief to come to a future Board meeting. Mr. McIntosh asked about the recruiting and retention methods that most departments aren't currently using. Mr. Smoot explained that most departments do not fully utilize or leverage technology. Many law enforcement agencies are limited by rules and processes which potentially turn off younger candidates. He gave an example of using text messages to maintain contact with applicants which will maintain their interest and engagement, as well as communicate important information regarding their application status.

Mr. Aragon asked Mr. Smoot if he believed the example he gave is a 'quantity over quality' solution, and Mr. Smoot clarified that most departments are fishing in a shallow pond, and need to increase the quantity of applicants in order to increase the quality. He explained that retention is equally important, as the lifespan of employees per job is becoming shorter. Most officers are only staying on the job 4-7 years rather than spending their entire career on the force. This is another reason that recruiting is so important.

Chair Jackson thanked Mr. Smoot and Ms. Martin for joining the meeting today.

The Board took a break at 3:20pm. The Board returned to session at 3:32pm.

COMMITTEE REPORTS

Training

Dr. Jones explained that the Training committee has met four times and has discussed the training already provided as well as what can be added moving forward. They broke the recommended training into 3 years:

Year 1:

- Media training and general Board processes
- Arbitration and Collective Bargaining
- Internal Affairs process – what this looks like internally and how it aligns with the IG/CPRB
- Implicit Bias and Cultural Competency – would be more effective if conducted together, as one comprehensive training.
- De-escalation and ABC's of Policing with situational training
- Legal training – should include legal updates throughout as needed at meetings

Years 2 and 3

- Mini-refreshers of Y1 trainings as needed





The Committee discussed the potential for using a variety of trainers in the future, rather than limiting to those who conducted the inaugural trainings.

Chair Jackson is going to look into NACOLE as a potential future opportunity for not just the IG and her staff, but potentially for Board members as well. She will supply any information to the Training Committee.

Mr. Strickland mentioned that refreshers will be important as Board member terms do not all align, so the time between trainings will vary. Chair Jackson reminded the Board that they are entering Year 2 of their terms, and asked if there is anything the committee would recommend for a refresher this year. The committee will take this back to their next meeting to discuss. Chair Jackson asked Board members who are not on the Training Committee if they have suggested topics for future training. Pastor Nathan suggested videotaping trainings so that future Board members can view those during onboarding, rather than asking trainers to repeat their presentations. Chair Jackson assured him that all of these meetings and the trainings therein are recorded and available. She noted that the video recordings would be an option, but that not everyone learns effectively from a video. Dr. Jones added that training as a group offers benefits that training alone would not, and that future Board members with similar terms could train as a 'cohort' of sorts. Rev. Tatum mentioned that the in-person trainings are a pseudo-perk of being on the Board, which he has enjoyed. Ms. Younger mentioned that case law changes often and therefore legal training will need to be up-to-date. Mr. Strickland mentioned the possibility for creating a mix of live and recorded training opportunities, highlighting the convenience of a cohort model – this will also be a committee item of discussion.

Dr. Jones will share the Committee's spreadsheet with the Chair for reference.

Community Engagement

Ms. Younger explained that this was the main topic of discussion during her meeting with the IG, and that she had a call with Tiara Ross in the City Attorney's Office regarding community organizations within Columbus. This committee's goal is to let the community know that the CPRB/IG exist, how grievances can be filed, etc. The community outreach will start as soon as groups are identified and the IG processes are finalized. A main point to communicate is that no repercussions will be suffered as a result of filing a complaint. The CPRB and IG will work in tandem at this time in their community outreach. The Board needs to listen to the community and learn what the community wants/needs, and build trust. Chair Jackson noted that the Board has to be explicitly clear about what they can and cannot do. Community members may want the Board or IG to do something that simply cannot be done. Ms. Younger added that the committee believes the CPRB role should be more than investigating misconduct, but also include policy modification recommendations, which would be gathered from the community. Community engagement must be ongoing and a priority. Board members will go to the community groups and the IG will provide fliers to pass out at meetings and events.

There will be more committee meetings and engagement with the IG and City Attorney's Office.



Chair Jackson asked what the committee's timeline looks like. Ms. Younger mentioned that the outreach can't start until the IG's complaint processes are in place, so it will likely be August before it begins. Chair Jackson encouraged the committee to have a finalized plan before then, but for the actual meetings to start in August or September. She reminded the Board that she wanted to see maps of where various populations live and area commissions are within Columbus. Chair Jackson cautioned the committee to be conscious of how many community meetings per month are being held, to lower the time commitment involved. Ms. Younger reminded the Board that there are 5 committee members and not all need to attend every community meeting. Chair Jackson suggested that any Board member could participate, not just a Community Outreach Committee member. Dr. Jones suggested creating a calendar for the Board to reference, and Chair Jackson reminded the group to be cautious of too many Board members being present at once (per open meeting laws)

Ms. Ross received updated community/population maps today, and will share those with the Board.

Mr. Strickland asked about long term plans for community engagement, and what the committee has in mind for ongoing outreach. He specifically suggested using Board meetings as an opportunity for the public to be present and participate with the Board. Chair Jackson noted that a refresher on the Charter might be necessary, as she couldn't recall what was specified regarding public opportunities as a Board. Ms. Younger suggested the Board would be placed on the agenda for an Area Commission meeting, so the public would know in advance that there would be an opportunity to engage. Mr. Strickland agreed, but suggested more large-scale opportunities, such as holding a Board meeting in a larger space and dedicating a portion of the meeting to public comments. Ms. Younger agreed the committee will consider this idea. Chair Jackson suggested reviewing the recommendations from the Safety Advisory Commission, as they had public meetings and there might have been suggestions or guidance. Mr. Aragon reminded the Board that they will soon be reviewing cases, and there could be charged situations where the Board may seek input from families affected or something similar, where the Board would need to hear grievances from community members. Mr. Strickland mentioned that the CPRB is accountable to the public, and he wants to provide more spaces for the public to be a part of the process. Laying the groundwork now, and specifying what is the Board's purview vs. the IG vs. the Mayor vs. City Council will be important. Dr. Jones clarified that one goal being discussed is to provide updates to the community, which could be done via an annual report from the IG in a public forum. Another goal seems to be providing a space for families to share thoughts on an investigation, which is a different type of public meeting. She suggested the Outreach committee consider the purpose of the public involvement when looking at opportunities for public engagement.

Mr. Strickland added that the rules and regulations committee might need to be involved in the development of the process for public testimony to be heard. Mr. Fluharty expressed caution against opening up meetings to comments and questions, especially as not all Board members will agree in regards to the cases and matters at hand. Mr. Strickland understood, but still believes an infrastructure for this should be developed. Chair Jackson mentioned that there are only 3 members on the Rules and Regulations Committee, and she asked if any additional Board members would like to join the





committee. Anyone interested should reach out to her. She explained that this Board is quasi-judicial, and the public is not invited to enter a courtroom and make statements and ask questions of their own accord. Some sort of process must be developed for this. She added that there must be a resource to create the materials the Community Outreach Committee wants to take to the community meetings, which she will discuss with Deputy Chief Davis. She also mentioned the need for media training, as Board members in the community may be approached by media, and all must be on the same page and have consistent messaging.

Ms. Younger agreed that the Board should not be answering questions about cases under investigation, or getting involved with families that are concerned with cases, to remain impartial. Community engagement shouldn't be difficult, once the message is set.

Ms. Burns noted that her subcommittee has created a document specifically regarding impartiality and professional engagement, which can be sent to the Board. Mr. Strickland added that the Board will have clarity on cases without being mired down in details, which should allow them to speak with impartiality. Rev. Tatum expressed that he is asked daily about the work of the Board, or asked to engage in situations he must avoid. He cautioned the Board that the messaging will be incredibly important and that words have power, as some people will try to engage with negative intentions. He would prefer to have a consistent message for all Board members. Mr. Aragon asked if any Board members have engaged with the media so far. Chair Jackson explained that someone did approach Rev. Tatum that was not media, and that he referred the person to the prosecutor's office. Mr. Aragon clarified that he was under the impression that the Board was not supposed to do interviews with the media, and Chair Jackson told him that was not true. She again noted the need for media training for the Board.

Chair Jackson requested that the draft Standards of Professionalism document be sent to her for review. The Chair also requested that the draft processes be sent no later than the first week of May, in order for the Board to have time to review for the May meeting.

Colleen Dunne will send a poll with potential dates for the May meeting to be moved.

Nominating Committee

Rev. Tatum explained that no additional volunteers came forward for the positions of Chair and Vice Chair, and therefore the Committee would like to submit the names of Janet Jackson and Brooke Burns for the Chair and Vice Chair respectively, each for the term of 1 year. Chair Jackson asked if there were any nominations from the floor. Mr. Strickland asked if, in the future, there will be a process for alerting the Board to potential candidates prior to the meeting at which the vote will be held. Chair Jackson reminded the Board that at the last meeting she requested anyone interested in taking the role contact the Chair of the Nominating Committee within a certain period of time, but none did, and Mr. Strickland agreed that the current process seems to work. Rev. Tatum mentioned that his committee could tweak the process as part of their work. Chair Jackson clarified that Rev. Tatum's submission of names will act





as a motion, and Mark Fluharty seconded. Chair Jackson and Brooke Burns will serve an additional year as Chair and Vice Chair by unanimous vote.

Mr. Strickland asked if the nominating committee will also be in charge of nominating future Board members, in addition to the Chair and Vice Chair, and Rev. Tatum agreed that was a discussion that needed to be had. Chair Jackson mentioned that some Board terms will be up at the end of 2 years, in 2023.

OPEN DISCUSSION

The Chair opened the floor for new topics of discussion, none were mentioned. Chair Jackson alerted the Board that she and Ms. Younger discussed confusion about information on the City Attorney's website and Mr. Robert Tobias's role there. She requested that this information be clarified for public consumption.

ADJOURNMENT

Chair Jackson asked for a motion to adjourn at 4:29pm. Pastor Nathan moved, Mark Fluharty seconded. Unanimous vote to adjourn.

