



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
Present Aaron Thomas
Present Mary Younger

Guests

Present Lara Baker-Morrish
Present Richard Blunt
Present Karen Clark
Present Colleen Dunne
Present Kenston Henderson
Present Jacqueline Hendricks
Present Kate Pishotti
Present Robert Tobias
Present Tiara Ross
Present Timothy Williams

MEETING MINUTES

WELCOME

At 2:01pm, Chair Janet Jackson welcomed the Columbus Civilian Police Review Board ("CPRB") to the meeting.

APPROVAL OF MINUTES FROM PREVIOUS MEETING

Mary Younger moved to approve the February meeting minutes, and Mark Fluharty seconded. The minutes were approved by a unanimous vote.

NAME CHANGE UPDATES

Chair Jackson informed the Board that the Inspector General, Jacqueline Hendricks-Moore, is dropping the second portion of her last name, and will be going by Jacqueline Hendricks moving forward. Additionally, during the Executive Session at the previous meeting, Stuart Aragon announced he had changed his name to Gambit S. Aragon.

Inspector General Hendricks moved her start date from the originally planned 3/8/22 to 2/28/22 and was in attendance at the March meeting. Chair Jackson asked Colleen to send the Board the address of the Inspector General's office, in addition to a phone number and email address for the office.

Inspector General Hendricks thanked the Board for the opportunity to serve as Columbus's Inspector General. She expressed her understanding of the importance of her position, and promised to do her





best to fulfill her obligations to the people of Columbus. Chair Jackson announced that each Board member would have the opportunity to meet one-on-one with the Inspector General in the coming weeks. Inspector General Hendricks will be attending an Association of Inspectors General training the week of March 14th, which will delay her onboarding but has been approved by the Chair.

Chair Jackson asked Lara Baker-Morrish to share with the Board how City Attorney's Office will support the new Office of the Inspector General. Ms. Baker-Morrish explained that Robert Tobias will continue to support the CPRB as well as supporting the Office of the Inspector General in general legal matters. Tiara Ross will be serving the Office of the Inspector General as a legal advisor in matters regarding the conducting of duties such as investigations, the FOP bargaining unit, etc.

Tiara Ross introduced herself and described her history with the City Attorney's Office. Chair Jackson welcomed her to the team.

CULTURAL COMPETENCY TRAINING

Chair Jackson introduced Kenston Henderson from City Training and Development. She reminded the Board that the only remaining mandatory training session is about de-escalation, which will be presented at a later meeting. Chair Jackson congratulated the Board on the work they have already completed, and turned the floor over to Mr. Henderson.

Mr. Henderson asked the Board for examples of learnings from the Implicit Bias Training. Board members acknowledged that they all have implicit biases, and the activity where they judged people's competency based on photos and first impressions was mentioned as being particularly impactful. Chair Jackson mentioned that in the future, the Board may request additional trainings to delve deeper into these subjects.

The Board discussed the question 'what is Cultural Competency?' Responses included an awareness that we are a multicultural country and that within that is a hierarchy of how people are treated, respect, treating people the way they'd like to be treated, understanding how differences may impact behavior and communication, and not expecting everyone to fit into one's personal cultural norm.

Mr. Henderson asked the Board to consider how this topic relates to the work of the Board. Members suggested that they must each care about the people they've been asked to serve, on each side of the equation. Kyle Strickland noted that do the members of the Board have to care, but all stakeholders that are involved. "We're talking about systemic issues, so we have to be invested in acknowledging and addressing them."

Rev. Charles Tatum remarked that as he has listened and observed, the majority of the CPRB meetings still have a certain amount of bias and distrust, even among Board members. Mr. Strickland added that there are a lot of people who want to articulate they value these things, but it's much harder to take steps and actions that show it.





Ms. Younger agreed, and stated that it's good to make an individual think about taking the next step toward changing and seek out individuals of other cultures.

Pastor Rich Nathan suggested that one of the words that Mr. Henderson might want to add to his training is intentionality. Intentionality means setting oneself on a certain path, making a commitment. An emotional response will only take you so far, but much of this journey is intentional.

Mr. Henderson asked what other words should be considered. Board suggestions included value, accountability, self-introspection and curiosity. As Brooke Burns noted: if you think you know everything already, you won't want to learn about people who aren't the same as you. Chair Jackson gave the example of trying new cuisines or festivals with intentionality, to experience new things.

Mr. Henderson asked the Board about the importance of committing to Cultural Competency. Mr. Aragon explained that as an immigrant, when he came here in 1995, the idea of being an individual was something to stay away from. You wanted to assimilate and be part of the melting pot – but now people value individualism more.

Mr. Fluharty noted that a change has happened in the last generation. In order to get to know everyone and work together as a team, it's important to know yourself, understand differences, and find common ground.

Ms. Younger agreed with Mr. Aragon, noting that she is also an immigrant, and when she came to the United States, a lot of Italians changed their names to hide their ethnicity. Now people want to preserve their culture. Mr. Aragon added that when we have frustrations with the world around us, we must remember there's been a complete shift in our society, and it takes time for people to adjust. Some people need these types of training more than others.

Mr. Strickland suggested that this is how to create more equitable and inclusive environments, by fostering a sense of humanity and belonging. Pastor Nathan added that for organizations, if they have self-interests, they would want to use the talents they have, and the diverse people they have. Mr. Aragon noted that even within the CPRB, there are still untapped resources and potential, and that it would be helpful to figure out how to make themselves better understood by the other Board members. Chair Jackson agreed, noting that she finds it difficult to get to fully understand someone once a month around a conference table. She reminded the Board they have to be careful how many members come together at a time (due to public meeting laws), but suggested they may decide to do small group gatherings to get to know each other better at some point. She mentioned considering for the April Board meeting the committees could report out and then having free flowing conversation about how things are going, and how the Board members can get to know each other on a different level.

Chair Jackson confessed to questioning herself and her own cultural competency in relation to her position on this Board. Her experiences are largely based in the East side of Columbus, and most of her world has been Black and white, with some exposure with the Latin community and LGBTQ, but there





are so many other nationalities in the city to which she has had little exposure. She asked the Board if they need to do something to get a better understanding of who lives in this city now, to be in a better place to understand them, and asked how they might gain such understanding. Dr. Chenelle Jones responded that she and Ms. Ross have identified the various communities within Columbus, and suggested they could present that information to the Board at some point. Chair Jackson asked the Training Committee to note that for future reference. Aaron Thomas reminded the Board that he brought up the subject of community-focused training at the first CPRB meeting, that they need to be more competent about the groups in Columbus to effectively do their job. This is something they should all keep in mind – Who is being served? Who isn't? This should be at the forefront of the Board's thinking. Chair Jackson expressed a desire to see a map of where different cultural groups live in Columbus, and Dr. Jones advised that Ms. Ross would be able to provide that as well.

The Board participated in a small group exercise in which each group had to identify something they all had in common, then identify what they liked about being in that small group, then identify one thing they disliked that other people might say about that group.

Group A: Aaron Thomas, Pastor Rich Nathan, Dr. Chenelle Jones, Williard McIntosh Jr.

Group B: Chair Janet Jackson, Kyle Strickland, Gambit Aragon, Mary Younger

Group C: Mark Fluharty, Rev. Charles Tatum, Mark Fluharty

Group A's commonality was that they liked Graeters and chicken wings. They like that everyone in the group is dedicated to improving police/community relations. They dislike that people hate on Graters and prefer Jeni's.

Group B's commonality was that they all have iPhones. They like that they are a diverse group and that they are intelligent, justice-seeking individuals. They dislike when people say Android phones are better.

Group C's commonality was that they all have daughters. They liked how easy it was to share experiences about their daughters. They disliked that people often think daughters are hard to raise.

The Board then participated in an individual activity in which they had to think of the significance of their heritage, what aspects of their culture they like, and what they don't.

Mr. Fluharty expressed his pride in being Appalachian and touted independence, survival instincts, work ethic, independence, and friendliness as positive traits. He disliked the portrayal of Appalachians as dumb hillbillies.

Mr. Thomas explained that being Black is everything to him. He likes the tenacity and how Black people are effortlessly cool. But dislikes the lies that other people say about Blackness, Black history, and Black culture.





Ms. Burns noted that being a Black woman means she is often the only person who looks like her at the proverbial table. She likes the fortitude and dislikes the systemic oppression limits that are placed on her, and that she can't trace her family history back due to a lack of records.

Rev. Tatum explained that being a pastor has given him the opportunity to see through the eyes of many different perspectives. He likes the great history of their struggle, their contributions to this great nation. He dislikes the sad natural habit of using the crab syndrome against one another.

Ms. Younger, an Italian-American woman, has had the opportunity to speak for others. She likes what Italians have contributed to this culture, and that they are loyal and hard-working. She dislikes all mafia movies and how they portray that Italians are criminals.

Chair Jackson explained that being from rural segregated Virginia had a lot to do with forming who she is today. She likes the strong family, strong community, the front porch atmosphere. She dislikes that sometimes there's too much drive, and that she constantly feels the need to keep working.

Mr. Aragon informed the group that he is from Nicaragua, and that being from a different country allows him to share and introduce people to a new culture. He likes the closeness and familial celebrations, but dislikes the rhetoric about Latinos and immigrants being criminals and rapists.

The Board took a break at 3:30 and reconvened at 3:47pm.

Pastor Nathan explained that as a Jewish man, he likes that a third of the world worships a Jewish man, and that the Jewish people have incredible history. He dislikes conspiracies and lies about his culture.

Mr. Henderson introduced a series of comparisons between types of cultures, and invited the Board members to comment on each pair.

Achieved vs. Inherent Status: Mr. Thomas mentioned he sees himself in an achievement oriented status but believes he lives in an inherent status culture. Ms. Younger wondered if one is better than the other. Mr. Strickland mentioned that the US has both, and both can be problematic. Rev. Tatum said he sees himself as an achiever, but the powers that be attempt to hold him back from his inherent status, so forces fight against one another. Chair Jackson emphasized that to this day, there is a need to work harder and be better – and she hears the same thing from young professionals - they have to be better than average to be accepted. Mr. Aragon asked the Board to consider how much of that is a result of race/gender/etc.

Time-Driven vs. Flexible Time: Mr. Fluharty noted a difference between generations. The older generation is focused on time, and the younger generation feels they'll get around to it. Pastor Nathan explained that in travelling to Africa or Brazil or another flexible time culture, it's nothing like American culture. There's no "when will the meeting start?" – it starts when people show up. It made him realize how time-driven he is, which he didn't realize before. Mr. Thomas noted that he is time-driven at work,





more so than in his personal time. Pastor Nathan mused ‘what is late?’ If you’re waiting for a friend at a restaurant, when are they late? We as a society are very constrained by time.

High Context vs. Low Context: Pastor Nathan explained that America is the lowest context culture on earth. As a nation of immigrants, the only way we’re able to communicate is being explicit in our language.

Mr. Henderson introduced the “platinum rule,” that we should treat others as THEY want to be treated. Mr. Thomas pointed out that this is missing the communication piece, because people aren’t mind readers. You have to verbalize your boundaries and wishes. Until you communicate that, the golden rule (treat others as you want to be treated) is best. Willard McIntosh reminded the Board they can always ask to understand. Mr. Strickland agreed that the platinum rule encourages you to explore and understand people, instead of relying on your own experiences.

Mr. Henderson asked the Board to brainstorm negative behaviors that undermine cultural competence. Ideas included assuming that you know something when you don’t know, a lack of care, creating rules that are grounded in a specific culture and thinking they’re normative, not doing your due diligence to find out if people feel safe and satisfied, and pretending everything is fine rather than confronting issues.

Mr. Henderson asked the Board what sensitive situations they might face during their work, and how they can best handle those. Mr. Aragon suggested that as they start hearing cases, they will have disagreements. Understanding that that is okay and being mindful of that will be critical. Mr. Fluharty pointed out that the whole nature of the Board’s existence is a sensitive situation. Ms. Younger was confident the Board is going to be able to work together and overcome the sensitive situations because they’re building respect for each other. She acknowledged that they are going to disagree, and they should, because they’re going to learn as they discuss matters. But respect for each other is what will get the job done.

Mr. Henderson presented a fictional case study in which a man made an inappropriate comment about a woman not getting emotional in a work meeting. He asked how the fictional woman should respond. Ms. Burns explained that there was an opportunity to actively call out the person. She likes to ask people to explain their comments or ask what they meant – it gives them the opportunity to pause before coming back with a response. She doesn’t want to assume intent. Sometimes it’s better to address things in the moment, if it’s small and easily addressed. Other times it needs to be a separate conversation. Ms. Younger noted that we don’t know what the presentation in this case study was about – it could have been something highly emotional to both men and women. Board members agreed that one should assume positive intent, or ask ‘what do you mean by that?’ to give people the chance to explain themselves, and that it’s better not to assume someone else’s meaning.

Mr. Thomas pointed out that we give this pass to people in dominant cultures a lot, which allows people room to make these mistakes with grace that might not be given to people in non-dominant cultures. He





believes if you say a comment publicly, it should be addressed in public. Dr. Jones added that we also need to take into consideration the relationship between the people in the situation.

Mr. Henderson invited the Board to go through the other activities in their packets and to continue to grow in this space of cultural competency.

VIRTUAL MEETINGS UPDATE

Chair Jackson shared that Mr. Tobias informed her of HB51 which would permit virtual Board meetings if the Board chooses to do so, until June 2022. Mr. Strickland noted that the potential for future Covid variants requires this kind of flexibility, and that the Board can consider this as a potential future option. Rev. Tatum agreed it's a good tool to have in case of inclement weather as well. Chair Jackson added that there are very specific public notice requirements, asking Mr. Tobias to provide that information to the Board. Pastor Nathan mentioned the possibility of a future police shooting that sparks a protest or civil unrest that might make getting to this meeting place difficult. Short notice might be a main factor in moving a meeting to virtual. Chair Jackson will keep this in mind as a possibility in the future.

APRIL BOARD MEETING DISCUSSION

Chair Jackson mentioned that there will likely be no mask requirement at the April Board meeting, but that each individual may continue to wear a mask if they prefer to do so. There is no speaker scheduled for April's meeting, and Chair Jackson suggested the time be spent hearing reports from the committees. She would like to have a discussion of the current state of the Board and then look forward at the next year and what the Board would like to do with their time.

Chair Jackson pointed out that the Nominating Committee consists of Rev. Tatum, Mr. Thomas, and Ms. Younger. Chair Jackson has served almost a full term as Chair, but Vice Chair was voted on later. Chair Jackson expressed her interest in continuing to serve as Chair, but encouraged any other interested parties to reach out to Rev. Tatum. Chair Jackson requested that the Nominating Committee be prepared to move forward at the April meeting. Any individuals expressing interest in being Chair or Co-Chair should reach out to Rev. Tatum by Friday March 8 by 5pm, to give him and his committee time to meet before bringing a recommendation to the Board.

After the April meeting, the Board may choose to meet less than monthly, as they are only required to meet quarterly.

Rev. Tatum asked when the Board would know if the Chair and Co-Chair appointments should be aligned. Chair Jackson suggested that the terms should be aligned, for ease and clarity, and there was general consensus. Both positions will be up for nomination in April.

Dr. Jones suggested that if there is not a May meeting, the Board may want to hear from the new Inspector General on her progress in building out her department. Chair Jackson suggested adding that to the April meeting – no more than 30 minutes. Once the Inspector General has more processes in place, she will be meeting with area commissions, and Chair Jackson would like to have two Board





members present at each of those meetings. Colleen will be providing interim administrative assistance to the Inspector General until she hires a full time assistant.

Mr. Strickland mentioned that the Board should discuss how and when open discussions should be slated for meetings. Chair Jackson suggested that discussion might be better for the June meeting. July 11 is the date by which the Office of the Inspector General must be operational. Ms. Burns alerted the Board that in looking at the City Charter, there is overlap about how the Board and the Inspector General are to draft things. The Rules and Regulations committee will need lots of input from the Office of the Inspector General to develop standards and timelines.

Chair Jackson informed the Board that Ms. Hendricks has 40+ meetings with individuals as part of her onboarding, in addition to her duties starting up the department. Ms. Younger brought up the Community Engagement committee, and said there was overlap between the Inspector General meeting with the community and what the Committee has been working on. Chair Jackson suggested that Ms. Younger and the Inspector General should meet before the April Board meeting. Board members can discuss expectations and get input from Ms. Hendricks during their meetings with her.

Rev. Tatum suggested the Community Engagement committee can join the Inspector General in her community outreach, killing two birds with one stone. Chair Jackson agreed.

ADJOURNMENT

Chair Jackson asked for a motion to adjourn at 4:56pm. Pastor Nathan moved, Mr. Strickland seconded. Unanimous vote to adjourn.

