

# May 23 Community Meeting Notes

## Communication and Engagement

### A

Rec 2, Q2

- No. Insufficient

Rec 2, Q3

- Relationship building: police get out of the car and talk with community
- Residence requirement
- Stakeholders to invite police to church, community events
- Data sharing on police bias testing
- Data sharing on who is being arrested
- Transparency of police activities through internet dashboard (New Orleans and Indianapolis)
- Issue apologies

### B

Rec 2

- How are meetings advertised
- How often having meetings
- How are they being held accountable
- What are the outcomes of meetings
- Are officers being paid for attending meetings
- Increase number of community police

Rec 4

- Make report public
- Work with external company/board to mitigate internal bias in development of plans, practices, and policy
- Citizen review of the plan
- Trust building with the youth

### C

Rec 2

- Report on status of meetings: date, location, number of people attended, key take-away from each meeting
- How does Captain report back out to patrol officers
- What is the community engagement of the patrol officers
- Education community on needs of police officers, explain police role to community
- Reach out to youth--how is that being done
- How are youth needs addressed
- Prioritize steps

Rec 4

- What was the plan?
- How was it reported out?
- Was it complete SWOT analysis?

- Identify opportunities for improvement
- More information needed
- Has anything been executed from the plan?

## **D**

### Rec 2

- Police department should hire team to bring people to meetings
- How are police connecting with schools and kids
- Mobile police center to engage community
- SWAT team raid a community meeting
- Police need to interact all the time, not just when pulling over or arresting someone
- Police should be interacting on positive note with youth
- What happened to "Officer Friendly"?
- How often do police go into schools to encourage recruitment
- Police unions are a big issue

## **E**

### Rec 2

- Want police officers to go to schools at the end of school days and do positive, friendly interactions with kids and parents
- Evaluations of meetings, how many people attend
- Police go to community and meet with them instead of having community go out to meet with police
- Remind police they are civil servants
- What does complete mean?
- Positive police presence without guns
- Drop-in police command centers
- Captain needs to learn from community
- What increase in funding do they need
- Did they get all the funds that were voted in?
- Stop terrorizing people. You scare the community when ICE is present and no one want to interact with police at that point.

## **E**

### Q1

- How many officers completed de-escalation training?
- Info publicly disseminated through an app, website, or modern accessible way
- The ability to distinguish between the difference in people
- Solution that targets systemic racism in the field
- Make organizational review publicly available
- Do a dashboard to make sure they're hitting the points of the review

### Q3

- Explicitly acknowledge systemic racism in GR
- Understand that the citizens that make the call are similar to the citizen that you are called to address
- Work with activist to establish/identify Community Police Officers

- Citizen policing
- Investment in the community
- Suggest that officers live within the city limits through incentives or hiring GR residents
- Quarterly metrics on arrests based on race/gender/class/religion

## **F**

### Q1

- No idea of completion
- No idea of what gets communicated
- Actual patrol officers meeting with the community
- How they define CPOs
- How many hours have they committed to community policing?
- How much does it cost residents/ tax payer for additional officers?
- Are they hiring new officers or using current officers?
- Who is the Community Relations Committee?
- How do they communicate with the community about appeals and the process of appeals?
- Why isn't information public?

### Q2

- Do not agree with 12-point plan

### Q3

- Everything is missing
- Every officer should be a CPO for first or last hour of their shift
- Plan should be distributed to all GR residents
- GRPD budget should be public and allow public input
- Training integrated with community service learning
- Report biased officers and follow with how or what was done to make them better

## **G**

### Q1

- What are the opportunities
- What are the opportunities for community engagement
- Are there opportunities for young people
- What are they doing to educate residents
- What are GRPD doing to get the word out about GRPD's community engagement
- What is the City of Grand Rapids' role in GRPD's community engagement
- Details, data, results of GRPD community engagement i.e. Coffee with the Captain

### Q2

- We do agree with the 12-point plan, but don't agree with the completion/status and implementation of the 12-point plan

### Q3

- Share all info with the public
- Why did they review themselves
- Captain should be responsible for diverse opinions
- Results being shared with the public

## H

Q1

- What does engagement mean?
- What are the opportunities? When are they happening? Where are they happening?
- What is the point or end goal
- What activities are involved with engagement
- Who decides what engagement looks like? Community or GRPD?
- What's most effective?
- How does GRPD define success?

Q2

- 12-point plan needs work/tweaking, but is not a full fail

Q3

- Engaging in activities with kids, ex. basketball
- Officers residing in GR city limits
- CPOs responding to calls in their CPO area

Q1

- Offer information
- Be intentional and pro-active
- How many hours per week they engage the community
- Is there a calendar of scheduled community meetings?
- What are the results
- How is GRPD engaging the youth

Q2

- Don't agree, but it is a start, but not specific enough

Q3

- Start walking the neighborhood again?
- Be purposeful about getting know the community they are policing
- Engaging youth
- Getting info to the youth
- Including youth
- Normalizing police and citizen interaction in the absence of conflict
- Actual data is missing

## Diversity and Inclusion

### A

Rec 1

- Actual number of officers before and after, including how many officers of color
- Where is the detailed report
- How are you measuring success
- How are you monitoring/live in neighborhood

Rec 9

- What are the "practices"

- Old policies vs. new policies

Rec 3

- How often will training be repeated for new and old officers
- Will there be bias testing to measure outcomes
- Is there a shoot-to-kill policy?
- Performance reviews
- PTSD
- Who does testings and how often?

## **B**

Rec 1

- Will more officers of color be hired/what's the goal number

Rec 9

- Practices should be revised based on outcomes
- What are the 30
- Who selects Community Relations Committee? Citizens? How long?

Rec 3

- What are the outcomes of the testings?
- What happens if they fail?
- Can we see the results?
- Cultural competency training
- Can we see training program

## **C**

Rec 1

- Where do the officers live?
- At least 75%
- Who is the "city"--who does review
- Increased pay and incentives
- Demographics of higher ranking officers

Rec 9

- How diverse is the Community Relations Community?
- What is the cost of the CRC?

## **D**

Rec 1

- Hiring changes should be made permanent
- Incentives to stay
- Signing bonus
- Community involved in recruitment
- Start introducing policing as a career in middle school
- That intro could help bridge the gap between students and police
- Metrics of hiring diverse police force should reflect demographics of GR

Rec 9

- What are the revisions
- Have they been implemented

- Status of revisions

Rec 3

- How do we know training is working
- Identify bias (metrics)
- What is the baseline

## **E**

Rec 1

- Public reporting
- Incentivize residents to be hired
- Equitable promoting
- Implicit bias screening prior to hiring
- Are there term limits to board members?

Rec 9

- Make info public
- Communications strategy to share all progress via many media outlets

Rec 3

- Who facilitates training?
- Apply training to community and report out
- Implicit bias training part of an ongoing training/professional development

## **C**

Rec 1

- Where did candidates come from?
- How is GRPD defining "diversity"?
- Where are new hires being placed/assigned? Are they in diverse communities?
- Strategically place POC in white neighborhoods
- What are the demographics of candidates hired vs. pool of candidates?
- What are the recruitment practices?

Rec 9

- Who is on the Community Relations Committee?
- How are proposed changes ensured and monitored?
- Ensure best practices implemented

Rec 3

- Screening/ongoing
- Frequency

## **F**

Rec 1

- Demographic of police force
- Regular reporting of demographics/diversity of GRPD
- What are the recruitment strategies? Accessibility to opportunities
- How do we/GRPD ensure equitable access to opportunities
- Retention rate of POC
- Promotion opportunities

Rec 3

- Who is administering training?
- How are police officers evaluated on training?
- Frequency of training
- How is training changing the GRPD and is GRPD becoming more inclusive
- Demographics of leadership

## **G**

### Rec 1

- Frequency of reviews
- What/how can concerns about practices be heard
- Percentage of recruits that are POC and percentage of candidates hired that are POC
- Explain hiring pilot
- Was the pilot successful? If yes how will it be implemented in hiring practices?
- Retention strategies for POC

### Rec 9

- What revisions were made?
- What equity training did Community Relations Committee receive?

### Rec 3

- What was the curriculum of the training?
- How many hours?
- To what end are they held accountable to make progress on their training?
- Officer feedback?

## **Body Cameras and Operational Protocols**

### **A**

#### Rec 5, Q1

- Has use of the body cameras resulted in different outcomes i.e. if body cam is supposed to increase officer accountability is that happening?
- Is use of body cameras helping protect citizens, not just police officers--is it working?
- Is there pre-body cam and post-body cam data to measure impact?
- Purpose of body cam viewed as providing ability for fair trial--officers are on record to prevent abuses. Is this working? Have trials with body cam evidence been impacted?

#### Rec 6, Q1

- Is the footage from body cameras subject to FOIA requests?
- What is the purpose of being able to mute officers' conversation on the body cam? Doesn't that defeat the purpose?

#### Rec 10, Q1

- What is the surveillance for?
- Where are the cameras and how did they decide to put them there?
- What are our privacy rights?

#### Q3

- Include a protocol for disciplinary action for officers who don't follow body cam protocol

### **B**

#### Rec 5, Q1

- In theory sounds good, but what is actually happening?

Rec 6, Q1

- Who is viewing the footage?
- What happens when there is misconduct?
- Does the public have access?
- Does or can the Civilian Appeals Board have access?
- What are the rules about editing the footage?
- When/where did they educate public?
- What is the policy?
- Increase transparency
- How is this data being protected and preserved?

Rec 10, Q1

- People subject to protocols they don't know about
- Where can we find out where surveillance equipment is?

Rec 6, Q3

- Educate the public about the protocol using a variety of tools: have neighborhood officers explain to residents, ask the public how best to reach them (i.e. an elderly person may have different preference of how to learn about it), adapt this info into a curriculum to teach kids (like D.A.R.E. but improved and not fear-based) so residents can be empowered
- The body cam footage should take away the "he said/she said" factor

## C

Rec 5, Q1

- Have there been any negative or unintended consequences as a result of the body cameras? Has it hurt the community in any way? Is the undocumented community less likely to involve police because of fear of body cam footage?
- Are police required to turn on the body cam? Is there a penalty if they don't?
- Why do some body cameras not have on/off switches?

Rec 6, Q1

- Who is viewing the footage prior to editing and what is the timeline?
- The Civilian Appeal Board should have opportunity to view footage

Rec 10, Q1

- What is the policy and how was it shared?

Q3

- Continue/start looking at best practices re: body cams
- Public info on website about use of body cams
- Local study/evaluation--doesn't need to be big/national
- Find a local, economical way to evaluate
- When you make policies consider how you are making them and how they are going to be shared/communicated
- If you provide this info on the web provide a hyperlink to the document

## D

Rec 5, Q1

- Publish evaluation of results of police conduct post-body cams

Rec 6, Q1

- Does the protocol publicly state how long footage will be kept? If not, need to state that
- Transparency measures so no footage is off-limits to the public even if detrimental to the police
- Is the footage available to Citizens Review Board? It needs to be
- What are privacy protection for citizens who are caught on footage
- Recommend random checks of body cam footage/ review process so footage can be used as a way to spot-check police conduct
- Individual to review footage prior to it being released to the public who is not related to the police/city attorney/union/etc (third party)

Rec 10, Q1

- Protection for persons showing up on surveillance footage

Q3

- Publicize protocols on the news, a city app, all mediums to reach people (radio, etc)

**E**

Rec 5

- What have GRPD/city learned?
- Observations?
- Change in behavior?
- Are they on at all times?
- Are there policies about the obstruction of body cameras?

Rec 6

- How is data being used and is it being shared?
- What has been learned in 26 months of data collection?
- Have there been changes based on what has been learned?

Rec 10

- What is the policy?
- Who has control of body camera data?

Q3

- Note: 507 Wealthy
- Publish report, not just "evaluate"
- Periodic updates

**F**

Rec 5

- Transparency
- How do we know that cameras are on at all times?
- Who has control over camera data?
- What is the policy? Make public, not just on website
- Policy dealing with adolescents?
- How much of GRPD's budget goes into body cameras?
- Is it legal to record as a private citizen?
- Accountability
- Is the policy just? And who determines?

## G

### Q1

- Data before and after to establish behaviors/patterns
- What/where are policies?
- How intentional is administration in contacting stakeholders to evaluate data?
- What is protocol?
- Who controls data?
- What is the requirement on cameras--on at all times?
- Do non-sworn officers wear cameras?
- What is the data retention policy?
- Dashboard cameras run simultaneously?
- Accountability on operating cameras?

### Q3

- External review board to review data from body cams with community stakeholders--immediately and unedited (don't sit on it)
- Protection of juveniles
- Protection of informants/the accused
- Accessibility to the media--policy/protocol
- Privacy issues
- Communication to the public
- Not everyone has access to policies (i.e. web)

## H

### Q1

- What is data retention policy? What is it based on? Is there a statute of limitations?
- Who controls the data?
- Governance of data storage
- Protection of data
- Who can edit footage?
- Who monitors officer viewing of recorded data?
- During data retrieval--what is protocol? Right to counsel?
- Is data easily editable?
- Media accessibility policy?

### Q3

- Transparency on process
- Protocols on public view of body cameras
- Should data retention be independent of GRPD?
- Privacy policy for juveniles

## Racial Disparities

### A

#### Rec 7

- How in progress--is the RFP out yet?
- If disparities are found what is the requirement for change/to fix it?
- Can we get the unions onboard ahead of time while study is being developed

- Governing body of elders from the African American and Hispanic community
- Create a system of discipline and encouragement
- Community on leadership team to develop RFP

Rec 8

- Shouldn't it be enough that a problem was detected

## **B**

Rec 7

- Not just arrests (by gender, race, etc) but stops (like trespassing)
- Who is doing the study and how are they selected? Prefer non-local to avoid bias
- More protected classes
- Quantitative as well as qualitative
- Why 2018 instead of now
- What part of the month, quotas
- Use independent consultant

Rec 8

- Pull over time/date quota

## **C**

Rec 7

- Consultant from out of the area to mitigate bias
- Where/for what (trespassing)
- Every interaction documented, particularly harassment and intimidation
- Use body camera footage well

## **D**

Rec 7

- Consultant/ to do
- More protected classes
- Mapping with details about arrest, attention to why in certain locations
- Consequences/accountability
- Child support pursuit bias

Rec 8

- Continue to do it every few years/ periodically
- Who is paying for the studies? Tax payers should have a say
- Redo training

## **E**

Rec 7

- Name of consultant released to the public prior to selection with a comment period
- Public interviews
- Statistics
- Convictions/Public defenders/Private counsel

Rec 8

- Action items on systemic racism
- Escalated

- Speed limit
- Survey police officers acknowledging results
- More than every 5 years

## **F**

### Q1

- Youth stops 16-21 (data)
- Dolan, who ordered the report, former chief here
- Residents want input on choice of consultant (African American community, Latino community, NAACP, Micah Center, LINC) rather than leaving it up to the city
- Raw data, not just conclusions
- Economic status--stop people with rust

### Q3

- Yes to all suggested next steps, with note that regular reviews should be 6 months max

## **G**

### Q1

- What steps have been taken?
- What is the process?
- Will the community have input?
- Why is it taking so long?
- What is happening now
- Proactive vs. reactive before
- What were the questions with report
- Who commissioned the former chief
- Consulting firm to analyze results--appears defensive lack of responsibility
- Possibly redo report

### Q3

- Complete and share the study of racial disparities of arrests

## **H**

### Q3

- Relationship--non-existent with persons of color
- Recommendations are good--timeline for everything engage results with community

## **I**

### Q1

- Why was former police chief engaged to analyze study?
- Video?
- Who does training at Calvin College
- Weapons pulled/discharged
- Why more patrols on SE quadrant
- What is average cost for citizen per stop

### Q2

- Former police chief analyzing study is ridiculous and illogical
- Police chief vs. union

- Recommendation 7 needs to be done--why 2018?
- The community should be extensively involved in the selection of consultant (Dr. Phillip Goff)

Q3

- Yes to all recommendations
- De-escalation training
- Recurring actionable items
- Profiling report challenges
- Ratio of citizens on any committees

**J**

Q1

- How did they go about retaining the consultant
- Why so long
- Why 2018
- What is the specific data
- Why pulled over
- Judicial follow up
- Actual arrests
- Stereotyping in certain neighborhoods

Q3

- Data include removing guns from holster
- All committee ratios should be balanced

## **Independent Review of Police Actions**

**A**

Rec 11, Q1

- How soon will investigation occur?
- How will public get info?
- Outside investigation anytime a gun is pulled on a minor
- Outside third party beyond state police investigation (community based [residents])

Rec 12, Q1

- Additional engagement to increase awareness beyond social media and after incidents
- Youth education--go to schools
- Next Steps
- More transparency in general

**B**

Rec 11, Q1

- Define who the outside police agency is
- What constitutes independent information?
- Why the MI state police?
- Best practices in similar cities?
- What power does the civilian appeals board have?
- What do they do with data?

- What consequences are there?
- Open review up to all sectors of the community--why just a police review?

Rec 11, Q2

- What education has been done?
- Need real promotion
- Create a series of videos to connect people to steps to speak with board
- How to make civilian appeals board truly independent
- Appeals board needs access to all info
- What trainings do appeals board members have?
- Define civilian appeals board: what do they do or look at?
- Is CAB even effective or should we do something different?

Rec 12, Q2

- Studies about problems but no policies to fix it
- Public report from CAB on their findings
- Where is the current board

## **C**

Rec 11, Q1

- Not having another police institution doing third party reviews and investigation
- Add superior power and investigative power to create balance, consider grand jury process
- App-based platform that generates reports to internal review boards
- Can't find info on We Are GR online. What is it?
- Additional CAB board info beyond social media
- True and direct community engagement

## **D**

Rec 11, Q1

- Why is the review only done by other police officers?
- How is the victim or his/her family included in review process
- How do they use info to impact training and policy
- More transparency to community--we all deserve to know as long as approved by family
- Give CAB actual power

Rec 12, Q1

- Beyond social media info for CAB
- Continuous info and social media
- Share, share, share
- Be more proactive with info regarding CAB
- Too much focus on personal responsibility and not enough on the department
- Understanding systems and history of GR

## **E**

Rec 11, Q1

- What individuals are doing what? How are they held accountable?
- MI state police should not do review

## **F**

### Rec 11

- Who is the lead and what are their credentials?
- An independent investigation outside of police department
- Whether the recommendation from the NAACP to investigate for another party
- A university is separate
- District Attorney?
- Keep track of police union and hold them accountable
- Have the reviews been completed
- Can the neighborhood association be part of the process
- Need subpoena power to hold people accountable
- Have a person from an organization attend meetings and share with the community

### Rec 12

- Not enough action
- Not enough transparency

## **G**

### Rec 11, Q1

- What is the process for investigator involved accidents
- Who investigates unsatisfactory or citizen complaint cards?
- Who decided that the MI state police are qualified to be outside investigators and why?
- Youth programs to educate them to speak up
- Better relationship with GRPD/youth

### Rec 11, Q2

- It should be on incidents and not just shootings
- Who is reviewing the officers/detectives for criminal investigation

### Rec 12

- More transparent about appeals and investigating incidents
- More education on people's right to information and appeal

## **C**

### Rec 11, Q1

- Was there an outside organization involved in the investigation process of the last shooting?
- Continue to get outside organizations to complete investigation process
- Would like to know when police draws a gun on residents
- How many guns are pulled on police?

### Rec 11, Q2

- Restorative justice practices with victims of the police

### Rec 12

- What is We Are GR?
- Needs to be distributed more
- Where on social media is it promoted
- Who is on the Civilian Appeal Board?
- Add all information on channel 27
- Where are the brochures?

## **H**

Rec 11, Q1

- What have the independent investigators revealed? And how has it been shared with the community?
- Annual/regular reports of independent investigations

Q3

- Is there a report from the findings of the Civilian Appeal Board?
- How many people have brought their issues to the CAB?

## **I**

Rec 11, Q1

- How is the Civilian Appeal Board selected?
- CAB needs subpoena power
- CAB needs to be empowered through change of the charter with independent investigative authority and subpoena power

Q2

- Agree with the feedback!

## **J**

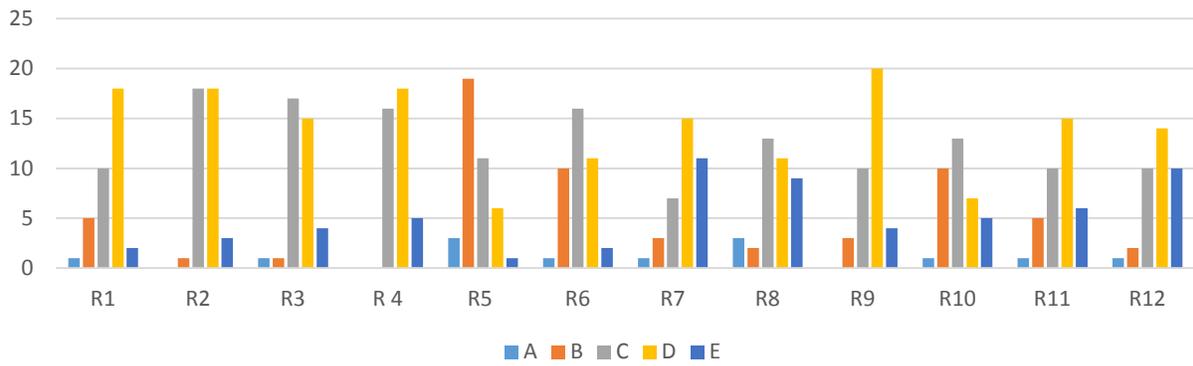
Rec 12, Q1

- What are the independent investigative powers and subpoena powers? What is the process?
- Is the Civilian Appeals Board part of the investigation carried out by the state?
- Are they required to report the number of complaints to the public?
- Do they complete community satisfaction surveys?

Q3

- More transparency
- Get info out--more town halls and work with non-profits who are working with populations who need the info
- For studies in the future have a local firm familiar with GR do the study
- Give the board actual power
- Investigate use of restorative justice and dispute resolution on situations between police and civilians

## GRPD 12 Point Plan Report Card



A = Excellent  
 B = Satisfactory  
 C = Mediocre  
 D = Insufficient  
 E = Failure

Letter grade per recommendation	A	B	C	D	E
<b>R1</b>	1	5	10	18	2
<b>R2</b>	0	1	18	18	3
<b>R3</b>	1	1	17	15	4
<b>R4</b>	0	0	16	18	5
<b>R5</b>	3	19	11	6	1
<b>R6</b>	1	10	16	11	2
<b>R7</b>	1	3	7	15	11
<b>R8</b>	3	2	13	11	9
<b>R9</b>	0	3	10	20	4
<b>R10</b>	1	10	13	7	5
<b>R11</b>	1	5	10	15	6
<b>R12</b>	1	2	10	14	10