

# Community Police Commission (CPC)

October 21, 2020, 9:00am – 11:00am  
Via Zoom Conference Call

**CPC Attendees:** Prachi Dave (Co-Chair), Emma Catague, Rev. Harriett Walden (Co-chair), Rev. Aaron Williams (Co-chair), LaRond Baker, Suzette Dickerson, Erin Goodman, Douglas Wagoner, Officer Mullins, Joseph Seia, Alina Santillan

**CPC Staff:** Nick Christian, Nia Franco, Jesse Franz, Shayleen Morris, Luiza Montesanti, Jhileah Jackson

## Review Agenda / Announcements

Agenda was sent to CPC Commissioners, Staff, and Stakeholders

The CPC voted to approve 10/28/2020 CPC meeting agenda.

“Approve the 10/28/2020 CPC meeting agenda.”

**Moved:** Suzette

**Seconded:** Erin

**Yes:** 4

**No:** 0

**Abstentions:** 0

**Not present, did not vote:**

The CPC voted to approve 10/21/2020 CPC Minutes.

“Approve the CPC meeting minutes from 10/14/2020.”

**Moved:** Alina

**Seconded:** Erin

**Yes:** 2

**No:** 0

**Abstentions:** 1

**Not present, did not vote:**

## DOJ

**DOJ Update** –Christina on behalf of the DOJ.

- No Update

**City Council** –

- No update

**Mayor’s Office** – Austin Miller on behalf of the Mayor’s Office.

- No update

## Co-Chair

- No Update

## Monitor

### Antonio, Monisha, Ron

Overview: In charge of being a liaison between the federal court and city. Helping to understand the accountability decree and looking into the future. Spending time listening to partners and city council and gain understanding of what needs change. Found that accountability Crowd control response/accountability working with recommendations to find better solutions. Looking at moments and reforming policy. Final recommendations by early March  
ABLE PROJECT: how can officers be better trained to intervene if they see other officers not being fair  
SPD Innovation: officer wellness etc. done to make sure officers are equipped to do work.  
Future Policing: Show a range of scenarios and the outcomes that may arise in the future that leads to a better SPD  
12-24 Months timeline expected

**Rev Walden:** Didn't hear anything about accountability and city is Out of Compliance at this time, looking to comfort community in regards to all of the areas in the consent decree. How can this be fixed?

**Antonio:** Fully on board with accountability, agrees city of out of compliance, trying to understand how the city can comply and working with CPC. Scoping into what is in compliance and what is not and how can that be fixed. Needs cpc help with navigating. Accountability is #1.

**Rev. Walden:** Needs Legislative Accountability to be addressed. Would like to discuss further at a later date.

**Monisha:** Best structures settle, looking at where there are cracks in the system, taking wholistic approach to all areas, for example: crowd management mayday vs. today? What worked and why hasn't it been followed. Will be in conversation with CPC during re structuring.

**Jesse:** Speaking about Police Disciplinary, timeline to be in compliance, still not in compliance. How can we create a plan to come back to in compliance?

**Antonio:** Looking to disciplinary structures to find what works and what doesn't. Discipline will be looked at. Re looking at contracts and addressed with SPMA, separate lane. Will need guidance.

**Monisha:** Practical way, what works what happened and how do we fix system. and what doesn't.

**Rev. Walden:** Officers Involved Shootings; needs to address policies and system. Community disagrees with policies. Would like to have another conversation about the subject.

**Monisha:** If system is broken at policy level then that is where it is going to be fixed

**Douglass:** Would like to echo police accountability, would like acknowledgment about accountability and how to get back to compliance. Has not gotten a real answer or the question addressed.

**Monisha:** Goal is to fix system so that without Monitor things run smoothly.

**Prachi:** Looking for reassurance that CPC is apart of accountability structure building

**Jesse:** Would like OPA and OIG to be apart and the contents taken away to be addressed

**Antonio:** Look at it like a structure (axes), working with CPC to address what we can and others with the union contracts. Different dimensions and will need others to stand up and address what we won't be able to.

**Rev. Walden:** Previous auditors, use to look at closed cases but now have went away. Thinks losing that was a mistake. Important piece.

**Monisha:** We have no oversight, cannot be voted on, will be reviewing roles. Will be transparent in our findings Will be trying to fix all elements

**Lisa Judge:** OPA Audits did not completely go away... OIG has auditors reviewing investigations. Certify every OIG investigation would like lead auditor to come in and address CPC.

## Chief Diaz

Introduction: Commitment to community and CPC. Would to hear from CPC and address what is available for discussion. Grateful for groups, priorities include re envisioning policing; department to address issues and humanization. Also addressing why officers came to do the job and make sure they are committed to service. Re-invent what policing consist of. Readdressing budget. Committed to officer's moral and mental health.

**Erin:** Number of officers leaving the department. Will trend go on? Officer Wellness

**C. Diaz:** Numbers include retiree's, and expects lower numbers moving forward. Others applying to other agencies during protests, it just takes a process to test and transition to other agencies

**Erin:** How that affects officer wellness

**C. Diaz:** Been very difficult, some days there were no officers on patrols, moving forward trying to change morale, creating 4<sup>th</sup> shift, getting a break. East and South precinct hit the hardest. Giving officers more days off to recoup

**Prachi:** How has cultural events been addressed within SPD. Ex: Officer rode over the neck of a protestor. Very disturbing. What has SPD done to assure it never happens again.

**C. Diaz:** Immediately investigated, OIG OPA notified, spoke to A. Meyerberg, asked Sheriff to take investigation on. To assure it doesn't happen again and use Wednesday for training with Volunteer Officers. Make sure everyone is help accountable

**Prachi:** What are the individual conversation to officers that are involved?

**C. Diaz:** Duty to Intervene training coming. Holding officers accountable; officers on leave when they do wrong. Sends Message to other officer, has made terminations, officers have to turn in badge

**Rev. Walden:** Overtime budget spent? How department maintaining budgets?

**C. Diaz:** Strict budget, conference call daily and election time? Not sure what will happen... creating savings for unprecedented time. Using alternate areas of assistance. Officers are trained for response after elections

**Douglas:** Recommendations on crowd control and protests in August? Plan to respond?

**C. Diaz:** Team is compiling reports and working through recommendations and sorting short term long term what can be done to make changes

**Colleen:** 6-month vision?

**C. Diaz:** Building relationships with officers, engagement, advisory councils, everyone invested. Community engagement. Addressing youth and gun violence; how do we bring numbers down? Reflection of trauma. Needs officers to know they will be help accountable and not afraid to lay off or reward for doing good.

**Joseph:** Who holds C. Diaz accountable?

**C. Diaz:** Moral compass to do the right thing no matter what based on the situation

**Prachi:** 1<sup>st</sup> amendment rights as protestors? Arrests? Weapons being used on protestors and crowd control

**C. Diaz:** Training personnel on crowd control, still learning, tracking; in 3-4 weeks have not used blast balls, have changed approached and making arrest. Taking different approaches, being mindful that some protestors don't have good intentions.

**Officer Mullens:** comment: C. Diaz is a person of the community. Some of the older officers are able to train younger officers. How to balance with crowds acting unruly? and witnessed officers taking note when officers are on suspension ect.

**C. Diaz:** Officers learning and being trained to deal with protests, learning and adjusting with other agencies

### **CPC Vacancies**

**Jesse:** Social media outreach done, website updated, refer other people to the link, needs input from current commissioners (volunteers)

### **Governors Committee**

**Erin:**

- Friday launched RFP
- Finalized ED Search
- By laws underway at attorney's office

### **Community Engagement**

**Joseph:** Met with community and commissioners, identifying format that works with everyone, increasing network, more to come.

### **Defund**

**Shayleen:** Esther will reach out to everyone

### **Work Group Updates- State Legislative Agenda**

No Update

**Action Items to be addressed**

None

**Additional items to be recommended for next week**

None

**Meeting Adjourned**