LEADERS OF THE FREE WORLD

THE CINCINNATI BLACK UNITED FRONT

To supplement the statement of Iris Roley I note that the work of the Collaborative Refresh has been slowed but can still be rebooted. Iris and I have responded to several requests from the community about the status of the Collaborative and there is great interest in the refresh and in reviewing public safety reform ideas through the Collaborative lens. The MAG has now met again and it is my understanding that the Office of Performance & Data Analytics will be convening a subgroup to reengage the community and help suggest priorities for public safety reform. I hope that this group will help the Manager and the MAG prioritize the items listed in the various council resolutions, the recommendations of the LOTFW, and the topics that have been pending as part of the Refresh Master Plan.

This group can also help analyze and respond to these issues and then assess the results of the responses in an organized fashion. It is exciting to see so many constructive ideas for public safety reform. All we need is to use problem solving or continuous improvement to vet them and move forward on those that hold the most promise. As one who has been in engaged in Collaborative work these many years, I stand ready to assist in any way I can be helpful.

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ACLU
Ohio

The ACLU of Ohio has stood in solidarity with the Black United Front for over twenty years, working together to confront racism in policing and win concrete commitments from the city. In March 2001, the ACLU of Ohio partnered with the Cincinnati Black United Front to file a suit in federal court challenging class wide racial profiling and excessive force. In addition, fifteen young African American men had been killed while in police custody during the previous six-year period. The suit alleged Cincinnati police officers engaged in racial profiling and discriminatory law enforcement. That lawsuit was settled a year later with the historic Collaborative Agreement. Court supervision of the implementation of the Agreement lasted another six years and the parties agreed to continue the reforms even after supervision ended.

At the ACLU of Ohio, we understand that civil rights work rarely ends in a courtroom. The law is a tool that we use to push our country, state and local community closer to the vision of justice and freedom for all that is spelled out in our Constitution. It is up to the community to ensure that our government lives up to its promises. What you have seen over the last twenty years since the lawsuit was settled is a community engaging in the vigilance, accountability and hard work that truly makes the values spelled out in law a reality in the community. We stand behind the leaders of the Black United Front and the Leaders of the Free World as they continue that work today to ensure that Cincinnati lives up to the promises it made in 2002 and that every member of this community receives justice and dignity in the face of the law.

September 25, 2020

Hello.

My name is Shelanda Frazier and I am one of the Leaders of the Free World. I have a bachelor's degree in Communication w/ a Pan African Studies minor from the University of Louisville. I also have an MBA degree w/ a concentration in Finance from Xavier University. I've been in the Finance LOB for the past 16 years. I stand before you as a citizen, taxpayer, representative, and member of the Cincinnati Black community.

During the summer months of this year we met w/ the Cincinnati Black community to gather their input on police accountability and assess their needs for healthy policing. In regards to policies, procedures, and training, the Cincinnati Black community wants the following:

Policies, Procedures, & Training

A. Policies

1. Core values represent an organization's highest priorities, deeply held beliefs, and core, fundamental driving forces. Thus, "empathy" needs to be added to CPD's core values.
2. Hiring Requirements
    a. Bachelor's Degree or similar educational experience
    b. Social Work Certification
    c. Cultural Awareness Assessment & Certification
        i. Officers should be aware of and be respectful of cultural differences/nuances in the communities they serve.
    d. Wellness/Mental Health Assessment
    e. Community Service/Engagement
        i. Officers should build authentic relationships w/ the communities they serve.
3. Annual Requirements
    a. Social Work Re-certification
    b. Cultural Awareness Re-certification
        i. Officers should be aware of and be respectful of cultural differences/nuances in the communities they serve.
    c. Wellness/Mental Health Assessment
    d. Community Service/Engagement
        i. Officers should build authentic relationships w/ the communities they serve.
4. Require police to live w/ each other during certain time intervals (similar to fire departments)
5. Mental Health
    a. Collaboration w/ Health & Human Services for mental health calls
    b. Mental health response teams
        i. Mental health calls should NOT be treated the same as other calls. In most instances, individuals suffering from mental health are not fully aware of their circumstances and thus need to be handled w/ care, not violence.
    c. Trauma resources available for police officers and their families
        i. We understand the stress this line of work causes for officers and their families.
    d. Internships for social service workers
6. Proper routing of 911 calls
7. Autonomous zones

        a. "Community" policing independent of police officers
8. Demilitarization of police (equipment)

B. Procedures

    1. Utilize strategies outlined in the ICAT Model (https://www.policeforum.org/icat)
    2. Police Executive Research Forum (PERF): *30 Guiding Principles on Use of Force*

       This report, the 30th in PERF's Critical Issues in Policing series, represents the culmination of 18 months of research, field work, and national discussions on police use of force, especially in situations involving persons with mental illness and cases where subjects do not have firearms. (www.policeforum.org/assets/30 guiding principles.pdf)

    3. Utilize strategies defined in the EPIC Program (Ethical Policing is Courageous) (http://epic.nola.gov/home/).
       peer intervention program developed by the NOPD, in collaboration with community partners, to promote a culture of high-quality and ethical policing.

C. Training

    1. Hiring Requirements
       a. Community Service/Engagement
          i. Officers should build authentic relationships w/ the communities they serve.
       b. De-escalation
          i. Officers should not be aggressive nor use deadly force when handling non-violent calls.
       c. Substance abuse
       d. Mental health
       e. Diversity, Equity, & Inclusion
          i. Officers should be aware of concrete DEI practices to ensue fair treatment in the communities they serve.
       f. Unlearn and Relearn
          i. Officers should remove the "*Us vs Them*" mentality. We are a **community**, which means a feeling of fellowship with others, as a result of sharing common attitudes, interests, and goals. Our collective goal should be to maintain safety and soundness in our neighborhoods for the betterment of all taxpaying citizens.

    2. Annual Requirements
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Recommendations for Communications and Reporting

1. **Cincinnati Police Officers of all ranks will be required to accurately report when they draw their weapon, when they choose to discharge, and when they interact with the general public in situations that result in an individual being cited or arrested.** Within this report, there will be the following parameters: race and age of the individual with whom they are interacting, general situation, time of day, situational lighting, alleged crime, and neighborhood that they are currently in. If a pattern emerges from an officer's interactions, actions must be taken to address this. This can be done through cultural sensitivity training.

2. **A live, more accurate, database will be created to collect and distribute all police data.** This data is put into the system through officer reporting, citizen complaints and reports of misconduct. This database will contain the reason why officers may have left other positions. It also will be accessible to the public and easily navigated. The database will be implemented to track officer misconduct and inappropriate behavior. This database will also track the amount of money that the jurisdiction and community spends on an officer's settlement amount or damages from trial losses in lawsuits. This data will be analyzed by a third party agency.

3. **It is imperative that this database be free of any confusing language, double negatives, or images to ensure that all data is being accurately recorded and reported to the public.** We also propose that officers use less-threatening language as opposed to commands when interacting with the public. Using intimidating language provokes and intimidates citizens.

4. **Body Cameras and Dash Cameras will be mandatory.** They must be "on" any time an officer leaves their vehicle or interacts with a member of the public. If they do not do this, there must be action taken against the officer.

5. **An incentive will be provided for officers to report any wrongdoings their colleagues may be participating in.** This will help change the culture in the police departments and teach them to hold one another accountable, therefore negating the *blue wall of silence*.

6. **Open table conversations between the communities and officers need to be facilitated.** This will help develop an open and honest relationship between the community and the officers patrolling it. Having these conversations will show good faith among the community and help establish normalized interactions with officers.

Technology Part I

Hey Everyone,

My name is Allen Jones I am 27 years old born and raised on the west side of Cincinnati.

College educated with a degree in Business and currently working for a major financial institution in the Anti Money Laundering Division as a Quality Control Analyst.

With the realization of the influence I have amongst my friends and family I recently decided its time to use my voice to speak up on the social injustices done in our country and hope to help by further uplifting the community.

My current role for the LOTFW and for our Policing in the Pandemic calls on Friday has been to facilitate our Technology workshop room into which we really got a good gauge from the community on what Healthy Policing looks like.

We as a community have discussed the following.

- The concern of eligibility for rehire in a different county/city for any Police officer terminated for any form of misconduct.
- Police officers and their track record in the form of complaints.
- The availability of audio during any interaction between Police and a member of the community into which a Police officer is in any attempt to enforce law.
- Access to more in depth data in regards to metrics, gender, age group of mishaps in the community (Police involved or not. With intent to problem solve)
- QR Code/Sensor. A discussion with the community as well as awareness on how body cams work.
- Information in regards to other services such as social workers, mental health specialists.
- More avenues to access the Citizens Complaint Authority.

My name is Garrad Belle, and I am also a Leader of the Free World. A brief description about me, I am former military, I used to serve in the United States Air Force, and now I work in the media industry as a digital content creator. Similar to Allen, I've always made a note to be aware of the things that were happening in my environment as well, and now I feel that we're at a more critical time than ever regarding the safety and advancement of our people, which drove me to pledge myself, and what I had to offer to this work.

Cincinnati Police in Cincinnati Public Schools

"This discussion had participants who were from all backgrounds, such as, community members, parents, lawyers, mental health and reentry professionals. We examined the MOU contract as it relates to CPD/CPS. The MOU states that an SRO is supposed to help provide a safe learning environment for teachers and students through partnerships with parents, social services agencies, and educational agencies. A goal of the MOU is to provide resources to CPS educators regarding school safety, conflict, resolution, crisis planning, and addressing criminal activity within schools. Overall, the community felt that there shouldn't be police officers in schools. These services should be centered on mental health services.

In K-12 institutions disproportionate disciplinary infractions play a large part within the school-to-prison-pipeline. Almost always an individual that goes to a correctional facility does so through a police officer. We discussed that a lot of services for at-risk students are in the juvenile justice center. The Jacob Center has gotten a bad reputation because a lot of students were being funneled there. There is a need for better teaching practices around classroom management because teachers and administrators are deferring to CRO to handle situations that they aren't necessarily equipped to handle. For ex.) mental health issues or challenges they are experiencing at home.

Collecting data on the discipline infractions given out in CPS would allow for a deeper analysis of who is experiencing "criminalization" in school settings. There is a need to see how court/jail system play a role into the "push out" of students. The community needs more resources to address other issues in the community as well that impact our student's educational experiences as it relates to MOU contact. Overall, participants responded heavily around further identifying what the role of SRO's are, especially as it relates to the school-to-prison-pipeline and creating more equity within our educational institutions. "

Sincerely,

Janiah

LEADERS OF THE FREE WORLD

THE CINCINNATI BLACK UNITED FRONT

Community Problem Oriented Policing

Mason Urban

Engagement with the community

Increase social worker implementation

Developing community service programs

Policing by the community

Community friendly data dashboard