

THE PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING

Minutes from the Listening Session on Community Policing and Crime Prevention

**Phoenix Conference Center
Executive Conference Center Lecture Hall
100 N 3rd St.
Phoenix, AZ 85004
February 14, 2015
9:00 a.m. MST**

Attendance

Task Force Members: Charles Ramsey, Laurie Robinson, Cedric L. Alexander, Jose Lopez, Tracey L. Meares, Brittany Packnett, Susan Lee Rahr, Constance Rice, Sean Michael Smoot, Bryan Stevenson, Roberto Villaseñor

Staff and Agency Personnel: Ronald Davis, Darrel Stephens, Steven Rickman, Melanca Clark, Charlotte Grzebien, Deborah Spence, Laurel Matthews, Silas Darden, Michael Franko, Jennifer Rosenberger, Shannon Long, James Copple, Colleen Copple, Jessica Drake, Jason Drake, Letitia Harmon, Steven Minson

Invited Witnesses: Arlen Ciechanowski, William Johnson, Ben Tucker, Steven Winegar, Scott Decker, Aaron Danielson, Cheryl May, John Ortolano, Gary Schofield, Ed Flynn, Sandra Hutchens, Kimberly Jacobs, John Layton, Allie Bones, Renaldo Fowler, Keeshan Harley, Andrea Ritchie, Lina Sarsour, Sandra Brown, Randolph Dupont, David Friedman, Bruce Lipman, Ronald Serpas.

Welcome and Opening Statements

Ronald Davis, Executive Director of the task force and Director of the COPS Office, opened the listening session of the President's Task Force on 21st Century Policing at 9:00 a.m.

The co-chairs, Laurie Robinson and Charles Ramsey, each made welcoming statements and commented on the high quality of panels that had spoken yesterday in the same location.

They were followed by opening statements by each of the task force members in reverse alphabetical order. Each introduced themselves for the audience.

Director Davis presented an overview of the agenda and thanked the staff who had organized the meeting before handing over to the co-chairs to introduce the first panel.

Panel One—Basic Recruit Academy

THE PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING

Each panelist gave a five-minute presentation and answered questions from task force members.

Arlen Ciechanowski, the president of IADLEST, said the role of his organization is changing or augmenting training of new officers. He would like to see federal and state partnerships to research and develop ideas for effective and defensible standards of training. There should be minimum standards of training for all police. His organization is well positioned to create the training infrastructure and has the capacity to influence every policing organization.

William Johnson stated that we should listen to those actually doing the job and that use of force is a sad necessity. Unpopular but legally correct actions should receive public support from the DOJ, and officers should be treated with fairness. It is hard to hire highly qualified officers locally, and resources should be made available to departments to do this.

Ben Tucker focused his testimony on how we can improve police officer training. He said what we do in policing is defined by how we train our officers. The training should be modernized and the community brought into the classroom. Recruits should have community experiences before leaving the academy.

Dr. Steven Winegar said there is a need to produce officers who can deliver services that the communities value. He focused on training the “how and why” aspects of the job, not just the “what.” He also said research on best training methods is needed, and training should continue beyond recruitment level.

Panel Two—In-Service Training

Each panelist gave a five-minute presentation and answered questions from task force members.

Dr. Scott Decker said policing is a public value that is a large portion of the city’s budget. Training is at the core of creating officers who are fair and effective. In-service training reinforces basic training. He suggested that training include diversity training and communications skills and that citizens should be integrated wherever possible.

Aaron Danielson comes from Alaska, where training is difficult due to transportation and distance logistics. It is expensive to do in-service training. He recommended practical and realistic training and that any department should include elected officials so that they are working from the same page as police.

Dr. Cheryl May said that bad or insufficient training results in poor morale, poor service, and termination. In-service training can help with written and verbal communication skills, social intelligence, and how to interact with the mentally ill. Webinars, online curricula, and interacting with different members of law enforcement might make in-service training more accessible.

John Ortolano said some training can be done online, but much of it requires a classroom. He advised that in-service training include tactical consideration, encounters with the mentally ill, shoot/don’t shoot scenarios, and human trafficking cases. He encouraged higher education levels

THE PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING

and allowing officers to get higher degrees, as it forces people to interact with other points of view, which is critical to the environment in which an officer operates.

Gary Schofield said that Las Vegas Police Department had shifted to Reality-Based Training (RBT) and had trained the entire force within eight months. It took several years, but had a huge positive impact on the force and the city.

The task force adjourned for a lunch break and was called back to order at 1:00 p.m. MST by Ronald Davis.

Panel Three—Supervisory, Leadership, Management Training

Each panelist gave a five-minute presentation and answered questions from task force members.

Ed Flynn said citizens bring everything in their experience to an encounter with police. Police start with good will, but spend days seeing people at their worst. With the emergence of community policing, there can be influential community development and opportunity for the right federal investments in training and education. Police can become an agency of first resort for the poor and poor communities.

Sandra Hutchens said training to work with the mentally ill is a priority. Jails were not meant to house the mentally ill, yet they are the primary lodging. Community based diversion programs are key, and CIT provides a collaborate approach.

Kimberly Jacobs said chiefs have a duty to introduce standards and oversight of policies. She said training should include how to de-escalate, crisis intervention, and an explicit explanation of how training lined up with policies. She recommended a tuition reimbursement program and mentoring programs.

John Layton said education is key and sheriffs should not be exempt. He discussed his “sheriff’s ranch” that he is developing.

Dr. Ellen Scrivner said we need training models that reflect the 21st century, and this includes technical and digital training. She said because of lots of mistrust, there should be collaboration with the community to work together to solve crime problems in the neighborhood.

Panel Four—Voices in the Community

Each panelist gave a five-minute presentation and answered questions from task force members.

Allie Bones spoke about the frequent calls to address domestic violence. Officers lack training in how to refer victims if the case is serious and don’t know how to interact with victims of domestic violence. They need to be trained on power and control dynamics and on incidents versus patterns of behavior.

Renaldo Fowler spoke about the need to protect human rights and civil liberties of people with disabilities. He also talked about the interaction of law enforcement with troubled students in the educational system and interaction with people who have a mental illness or intellectual

THE PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING

disability. Training is essential for this issue, and resources for communication access with the Deaf and the hard of hearing need to be available and officers trained how to use them.

Keeshan Harley shared about being stopped over 100 times in New York City. He thinks about how those events could have been fatal. There is a systemic lack of timely and meaningful accountability for officers. The training message is that police are treated as above the law. He recommended that police be educated on their role to be attentive and that use of force have universal standards.

Andrea Ritchie gave examples of profiling LGBT youth of color and police brutality against women. She said training was necessary but not sufficient and that clear policies on which training is based need to be implemented in order to address discrimination and sexual assault.

Linda Sarsour spoke about the civil rights abuses against Arab Americans and the extreme anti-Arab sentiments in the US. Law enforcement can perpetuate community bias through uninformed responses to minorities. Training should include actual Muslims, not “pseudo-experts” on Islam.

Panel Five—Special Training on Building Trust

Each panelist gave a five-minute presentation and answered questions from task force members.

Lt. Sandra Brown spoke about fair and impartial policing and a new way of thinking about biased policing. There is a science of bias and how it manifests below our conscious level. There is a comprehensive program that looks at potential problems with implicit bias in recruitment and hiring, agency policy, accountability, institutional practice, and training. She suggested frequent science based and scenario based training for all levels of police agencies.

Dr. Randolph Dupont recommended the CIT model and that it be integrated into the training process rather than stand alone. Cultural competency should be built into all the training they do. He also suggested learning in small groups with community members.

David Friedman talked about training law enforcement as a member of the Anti-Defamation League and the impact it had on their relationship to communities. The greatest demand is for leadership training to build and sustain a culture that holds police to their values of protect and serve.

Lt. Bruce Lipman offered recommendations similar to the implicit bias training and told a story of how it had worked in Chicago. It was very interactive, and had a historical basis for the “us versus them” mentality.

Dr. Ronal Serpas said violent behavior is transmitted between individuals and is the result of exposure to violence. He recommended training in the healthy approach to violence to increase understanding of how violent behavior is formed and what treatment was needed.

Audience Participation

THE PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING

During the open comment period, James Copple read a few of the emails and tweets that had been submitted by online viewers. In addition, Executive Director Ronald Davis provided time for people in the audience to speak. Each speaker had two minutes, and comments were made by Charlene Tarver and Gerald Richard.

Concluding Remarks

At the end of the audience comment period, each of the task force members took a few minutes to thank all the presenters and summarize what they were taking away from the day. They spoke in reverse alphabetical order, concluding with the co-chairs.

Executive Director Ronald Davis then thanked everyone for attending and noted the next public hearing would take place in Washington, D.C.

The meeting was adjourned at approximately 5:00 p.m. MST.

Minutes Certified By Co-Chairs: 4/24/2015