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Office of the City Manager

Draft 2019 Collaborative Refresh Action Plan

Collaborative Agreement Background

Five Collaborative Agreement Goals

1. Police Officers and Community Members Will Become Proactive Partners in Community Problem Solving;

2. Build Relationships of Respect, Cooperation and Trust Within and Between Police and Communities

3. Improve Education, Oversight, Monitoring, Hiring Practices and Accountability of CPD

4. Ensure Fair, Equitable, and Courteous Treatment for All

5. Create Methods to Establish the Public's Understanding of Police Policies and Procedures and Recognition of Exceptional Service in an Effort to Foster Support for the Police

Key Principles

- The social conflict necessitating the creation of the Collaborative Agreement arises out of a cultural context much broader than police community relationships.

- Many conflicts can be addressed through careful analysis based on detailed information and a willingness to explore a wide range of alternatives.

- Through comprehensive measurement, we can determine if progress is being made and whether solutions toward the CA goals are working.

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Collaborative Agreement Results

Use of Force Polices/Training

Use of force policies were revised, training developed, and use of force investigation protocols improved

Deadly Force

Use of deadly force by the Cincinnati Police Against African American citizens has been dramatically reduced

Injuries to Police Officers

Injuries to police officers during arrests have been dramatically reduced

Injuries to Citizens

Injuries to citizens during arrests have been dramatically reduced

Mentally Ill

Responses to mentally ill citizens have improved due to training and deployment of Mental Health Response Teams

Citizens Complaint Authority

Officers are more accountable through investigations by the Citizens Complaint Authority

Videotaped Stops and Contact Cards

Stops are routinely taped, and contacts cards are completed to conduct traffic stop analysis

Employee Tracking Solutions System

19 types of officer conduct, performance and activity are tracked and evaluated

Community Police Partnering Center

Secured $5 million in initial private funding to establish the Community Police Partnering Center

Violence Reduction Efforts Using Problem-Solving

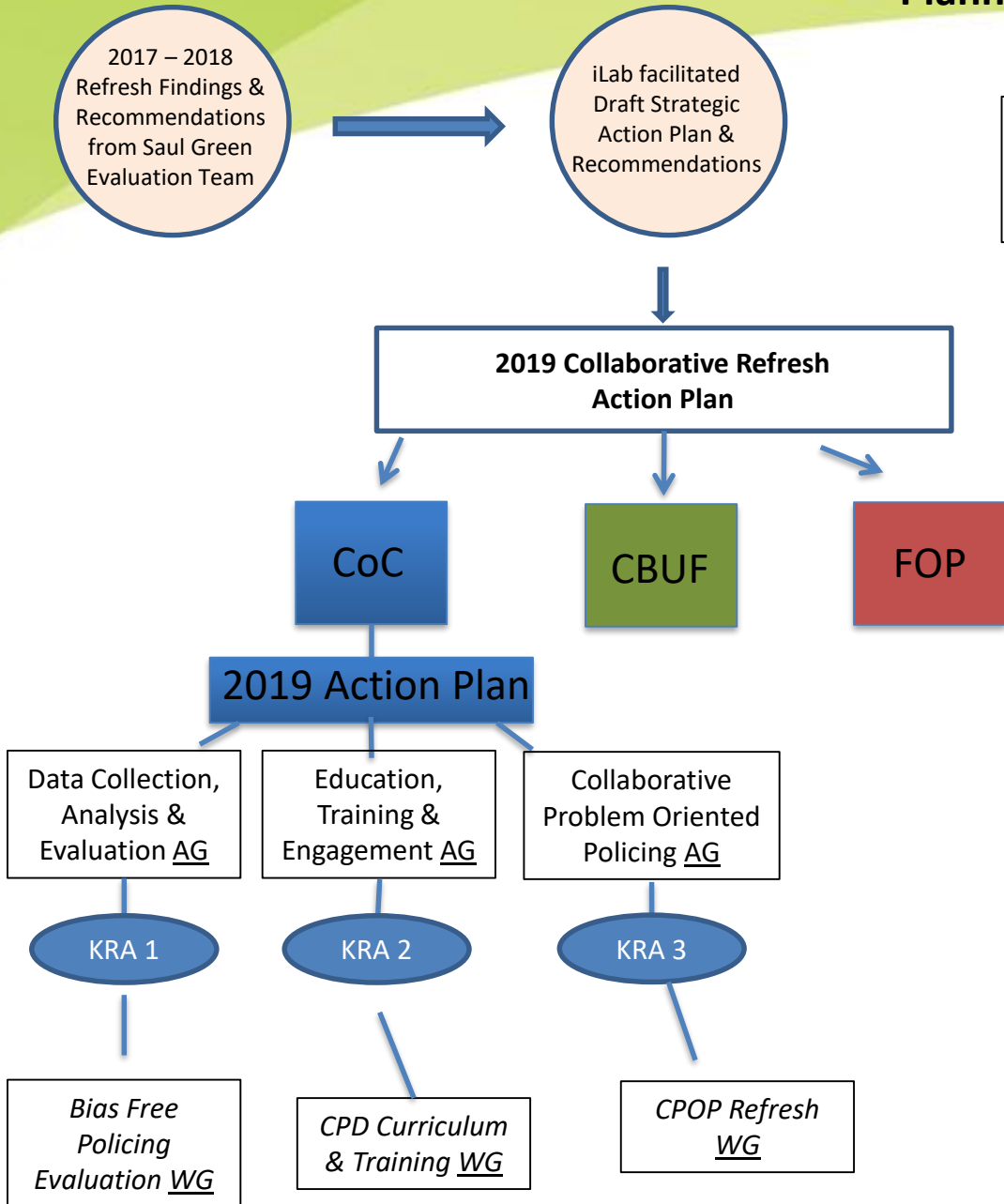## Publicized Police Policies and Crime Statistics

2019 Key Result Areas (KRAs)

Data Collection, Analysis & Evaluation

Education, Training & Engagement

Implementation of Collaborative Problem Solving

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City of Cincinnati 2019 Collaborative Refresh Planning & Implementation

2017 – 2018 Refresh Findings & Recommendations from Saul Green Evaluation Team

iLab facilitated Draft Strategic Action Plan & Recommendations

AG = MAG Ad Hoc Group (MAG Members Only)
WG = Project Based Work Groups (Community, City Staff, and other stakeholder groups)

2019 Collaborative Refresh Action Plan

CoC

CBUF

FOP

2019 Action Plan

Data Collection, Analysis & Evaluation AG

Education, Training & Engagement AG

Collaborative Problem Oriented Policing AG

KRA 1

KRA 2

KRA 3

Bias Free Policing Evaluation WG

CPD Curriculum & Training WG

CPOP Refresh WG

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KRA1: Data Collection, Analysis & Evaluation

Objectives

- Improve data collection efforts to broaden analysis & evaluation capabilities to better articulate the performance and impact.

- Improve the capacity of CPD & OPDA analysts to conduct routine analysis and evaluation to assess progress towards Collaborative agreement goals and provisions.

- Improve data-driven and supported police accountability, intervention and prevention.

- Identify data opportunities to increase collaboration across City of Cincinnati Departments and other sectors to synergistically enhance common goals and complementary initiatives.

Action Items	Comments	Accountable Department	Consulted/ Informed	Funding
Develop and adopt an analytic model that uses statistical and analytic technologies to assist in evaluating bias-free policing. .	• It is not uncommon for proactive and predictive policing strategies to yield disparities. • How do we distinguish statistical racial disparity from bias?	CMO	CPD/CCA/MAG	Funded
Develop and adopt an analytical framework for evaluating police-community relationships on an on-going basis.	• How do we measure police-community relationships on an ongoing basis?	CMO	MAG, CCA, CPD, OPDA	Not Funded
Assess current OPDA and CPD capacity for complex and routinized data analysis, reporting and evaluation. Increase training opportunities for OPDA and CPD analyst	• Most of the current evaluation activities described in the City's Refresh reports are qualitative: documentation, discussion at meetings, or monitoring of administrative (activity) data. • City has contracted with RAND in the past to do analysis and evaluation at a significant cost. How do we build the City's internal capacity?	CMO	CPD, OPDA, MAG	Not Funded

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KRA2: Education, Training & Engagement

Objectives

- Improve the brand identity & public profile of the Collaborative Agreement and Collaborative Refresh.

- Improve police-community relations (i.e. perceptions of police legitimacy and procedural justice) to ensure fair and equitable treatment of both community members and sworn officers.

- Improve the internal and external reporting of progress made towards Collaborative Agreement goals and provisions.

Action Items	Comments	Accountable Department	Consulted/ Informed	Funding
Develop a strategic communications plan	• What is the strategy and plan to build awareness, communicate consistent messages, educate, shape public opinion, and help gain support for CA related initiatives, programs and activities.	CMO	MAG	Budget Neutral
Assess and revise CPD's community engagement strategy to strengthen police community relations and partnerships.	• To build and maintain this relationship, transparency, trust and mutual respect between community members, public safety and local government is critical, and serves as the foundation for true community engagement.	CPD	CMO & MAG	Budget Neutral
Assess and revise as appropriate all voluntary & involuntary CPD training curriculum related to implicit and explicit bias, community engagement and partnerships, cultural awareness and the collaborative Agreement for effectiveness & alignment with current best practices.	• How do we improve the number of face-to-face police and resident conversations outside of a time of crisis. Especially the critical 16-25 demographic. • We cannot assume that all members of the law enforcement are up to date with the latest developments of the field or have an equal understanding of the subject matter.	CPD	CMO & MAG	Not Funded

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KRA3: Implementation of Collaborative Problem Solving

Objectives

- Improve the number and efficacy of police-community partnerships to collaboratively address chronic instances of crime and social disorder that pose barriers to neighborhood revitalization and overall quality of life.

Action Items	Comments	Accountable Department	Consulted/ Informed	Funding
Revise logic and program model for how CPOP will be implemented, institutionalized, tracked, reported and evaluated.	• Does the current culture of the police department 1) value problem-solving as a key crime reduction strategy and 2) value the participation of community members as a key indicator of success and sustainability?" • Concerns are echoed by the 2014 "Status of Problem Solving" report written by Dr. Eck • What are the current best practices to review and assess how problem solving teams are convened and staffed, inclusive decision-making amongst diverse stakeholders for identifying problems, and sustainability of cross-sector place-based strategies in neighborhoods to keep crime down and improve overall quality of life.	CPD	MAG/CMO	Budget Neutral for design process **but will require resources** for implementation.

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