





Collaborative Agreement Refresh Community Engagement Forum:

Working Together to Impact Sustainable Change in Cincinnati

September 26, 2017

Forum's Goals

- Historical Collaborative Agreement Overview
- Collaborative Agreement Refresh
- Obtain community input, participation and understand challenges and solutions
- Obtain better understanding of all stakeholders' perspectives
- Promote discussion amongst stakeholders and further develop partnerships

Remarks and Introductions

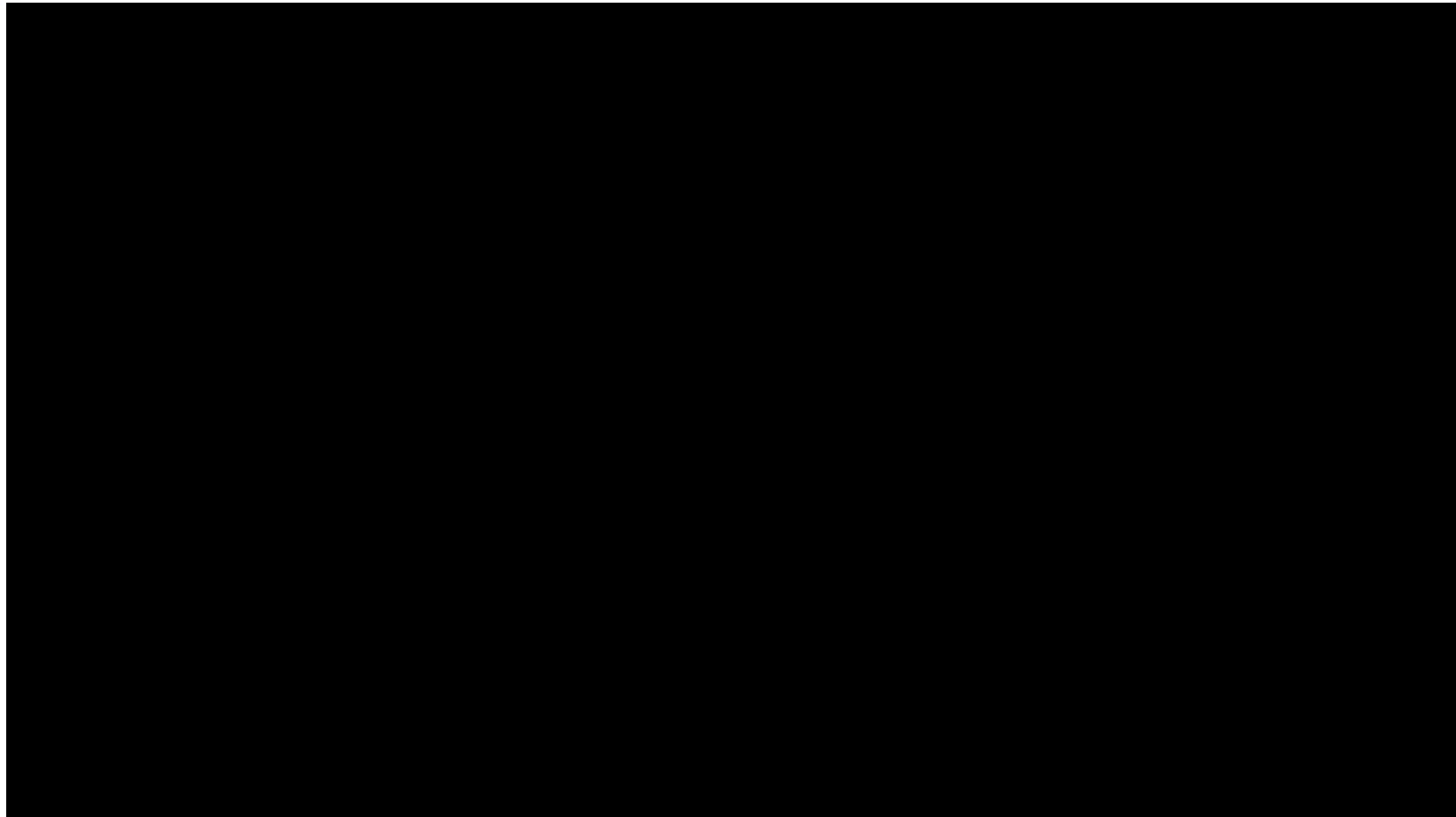
Opening Remarks and Introductions

- Speakers
 - Mayor John Cranley
 - Alphonse Gerhardstein, Esq.
 - Iris Roley
 - Saul Green, CA Refresh Consultant
 - Police Chief Eliot Isaac
 - City Manager Harry Black
- Discussion – Survey Results
 - Citizen Perception Survey
 - CPD Officer Survey
- Icebreaker: Speed Networking
- Table Exercise: Community Engagement
- Conclusion

Collaborative Agreement Refresh Overview

- City remains committed to continue the progress, reforms and spirit of the Collaborative Agreement (CA)
- City and all parties agree its time:
 - To review the goals and provisions of the CA
 - To evaluate our progress
 - To develop a practical, sustainable action plan all CA stakeholders will understand and support
- Result: Reaffirm our commitment to the CA using current best practices and principals of the Department of Justice's 21st Century Policing Initiative

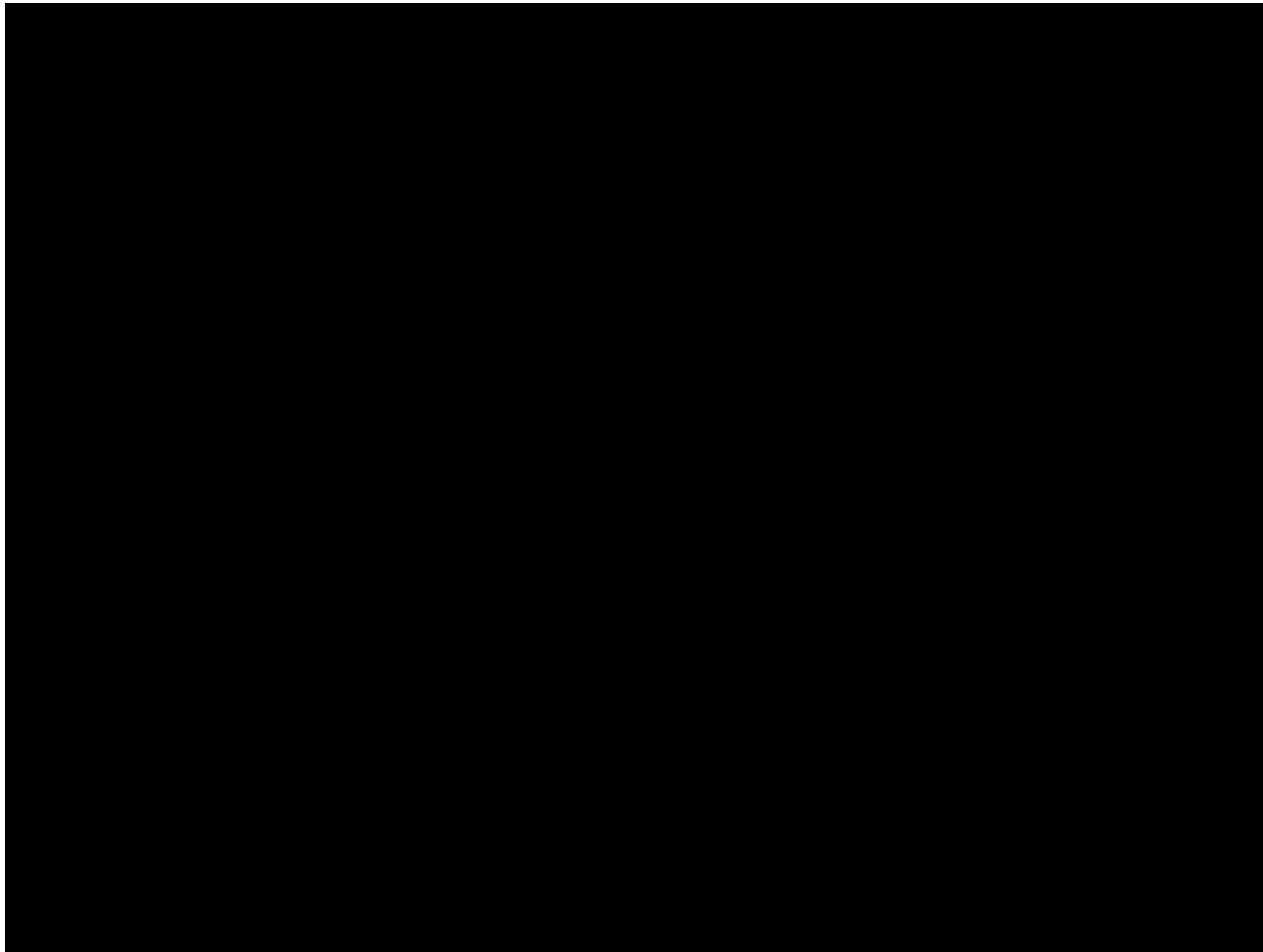
Statement by Alphonse Gerhardstein, Esq.



Historical Collaborative Agreement Overview

- Who is the Cincinnati Black United Front (CBUF)
- How we chose Community and Police Relations
- How important the Collaborative Agreement really is
- Why it's important for the Collaborative Agreement to Stay in Place (Community Perspective)

Historical Collaborative Agreement Overview



Saul Green, Collaborative Agreement

- Former Federal Monitor Appointed
- Contracted by City to review the Collaborative Agreement against the City's progress
 - Use of voluntary, collaborative assessment to recognize strengths and weaknesses
 - Identify opportunities for improvement
 - Issue recommendations
- Collaborative Agreement Refresh Process

Collaborative Agreement Impact

- Impact of the Collaborative Agreement
 - Internally – CPD Operations and Training
 - Externally – Community Partners
- Moving Forward



Collaborative Agreement Refresh

- Why is Community Forum so important: “Is this working?”
- Collaborative Agreement regarded nationally as a model for community/police relations. But we need you to help us make sure that success continues and is elevated to the next level.
- Look at:
 - Where we were
 - Where we are
 - Where we need to go from here
- Invitation for YOU to take part in an “invaluable” tabletop exercise to help with evaluation of the City’s progress.

Citizen Perception Survey Results

Presented by Iris Roley

CPD Officer Survey Results

Presented by Assistant Chief David Bailey

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Police Officer Perception Survey

- Developed by Citizen Complaint Authority (CCA)
 - Modeled in part after previous RAND surveys
- Purpose: Pursuant to Collaborative Agreement paragraph 34:

This Evaluation Protocol shall include (1) periodic surveys; (2) periodic observations of programs in which the police are involved; (3) and annual statistical compilations of police interactions with the community and the community's interactions with the police.

Cincinnati Police Department Officer Perception Survey Results

- Total responses: 310 (30% of department)
- Respondent Demographics:
 - 84% have been a CPD officer for over 10 years
 - 67% at officer rank; 33% at supervisor rank
 - 66% white; 25% black; 9% other. Example Answers:
 - Human race
 - American
 - Multi-racial
 - Hispanic / Asian
 - Not important / Immaterial to survey

Overview of Survey Results

- We expect a mixture of positive & negative responses from a department of this size (1000+ sworn)
- Very few indifferent or discouraging responses
- Officer ideas and comments show they:
 - Understand & support the objectives of the Collaborative
 - Have benefitted from continuous training the department provides
 - Genuinely care about the communities they serve
- Officers were given the opportunity to provide their opinions on the following:

CPD Opinion: Has CPD substantially changed its Policing Model (in theory & practice) since CA was signed?

YES – 87% NO – 13%

- Overwhelmingly, officers feel police-community relations have benefitted significantly from the implementation of the CA
 - Better understanding of each other's point of view
 - Improved communication
 - CPD more accountable
- In addition to the positive comments:
 - Proactive policing has suffered
 - Department was already headed in the right direction

Officer's understanding / definition of Community Problem Oriented Policing

- Key concepts mentioned by officers:
 - Building mutual trust and respect
 - Partnerships to promote effective relationships
 - Being engaged with the community at all times, not just when there is a “problem”
 - Citizens and police working together to improve the quality of life in their neighborhood

CPD Ideas: What steps can officers take to improve public safety and Community-Police relations? What tools are needed to achieve these steps?

- Key steps mentioned by officers:
 - Always show citizens respect and empathy
 - Be more visible in the community; more walking beats
 - Be more aware of community issues
 - Take the time explain what and why we handle things a certain way
 - More effort to personalize CPD and “humanize” officers – positive media releases about the mentors, coaches, etc.
- Key tools mentioned by officers:
 - More time and staffing
 - More current technology
 - Better messaging, PSA’s, Social Media platforms

CPD Ideas: What steps can community members take to improve Community-Police relations?

- Key concepts mentioned by officers:
 - Citizens can take a more active role; get more involved
 - Do ride-alongs or attend the Citizen Police Academy to get a better understanding of our duties & perspective
 - Improve the unity within their own neighborhood
 - Tear down the “no snitch” mentality
 - Talk to police even when there is no crime or problem
 - Understand that police officers are humans too

CPD Opinion: Do you believe police officers have “Implicit Bias”?

- Opinions and comments vary greatly due to generality of the question and/or confusion about the definition of “implicit” bias, vs. racial bias, vs. explicit bias, vs. general bias, etc.
- Implicit Bias: the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.
- However, responses indicate there has been an improvement in both awareness and understanding brought about by department training

CPD Opinion: Do police officers de-escalate potentially violent situations?

- Overwhelmingly, officers agree that no officer wants to get into a violent altercation and will de-escalate the situation whenever possible
- Officers receive extensive, ongoing training
- Many officers do this well, however others are not as good at communicating so they are less effective at de-escalation
- Unfortunately, all situations and all people cannot be de-escalated

Citizen Complaints and Investigations

- Has a citizen ever filed a complaint against you?

Yes – 86%

No – 14%

- Officers who replied “Yes”

- Number of complaints filed:

0 – 5 73%

6 – 10 15%

11+ 12%

Citizen Complaints and Investigations

If your complaint was investigated by the CPD, respond with the degree to which you agree with the following:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses
The investigation was handled in a fair and impartial manner	4.35%	6.72%	16.21%	50.59%	22.13%	253
The process allowed me to tell my side of the story	2.39%	3.19%	8.37%	58.17%	27.89%	251
The outcome was fair	6.69%	8.27%	17.32%	44.49%	23.23%	254

If your complaint was investigated by the Citizen Complaint Authority (CCA), respond with the degree to which you agree with the following:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses
The investigation was handled in a fair and impartial manner	10.12%	14.88%	27.98%	36.9%	10.12%	168
The process allowed me to tell my side of the story	1.2%	8.38%	18.56%	58.68%	13.17%	167
The outcome was fair	7.14%	13.10%	29.17%	39.88%	10.71%	168
I think CCA plays an important role in strengthening community-police relations	31.36%	20.71%	21.3%	20.12%	6.51%	169

Citizen Complaints and Investigations

- 81 Respondents provided “Additional Comments” at the end of the survey, offering opinions about CPD procedures, CPD and CCA investigations, and other issues related to the Collaborative Agreement
 - 42 respondents specifically mention their opinions regarding the CCA process
 - 16 respondents specifically mention their opinions regarding the CPD procedure and/or process
- The results of complaint investigations RARELY differ between CPD (Internal Investigations) and CCA

Your input is important!

Discussion topics for roundtable exercises:

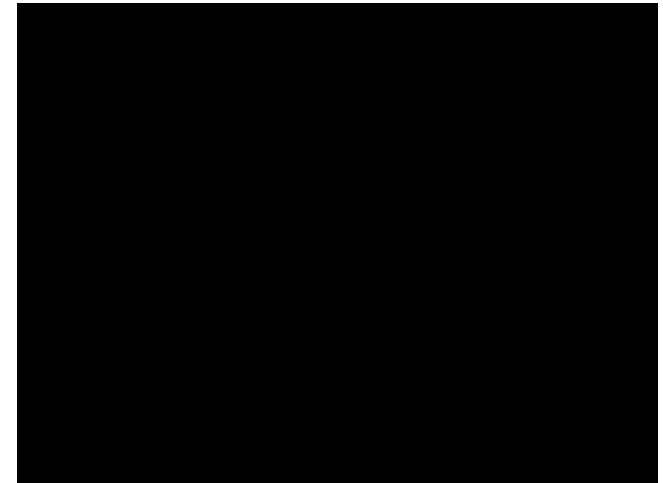
- What steps can officers take to improve public safety and Community-Police relations?
- What steps can community members take to improve Community-Police relations?

Ice Breaker: Speed Networking

Part I:

Each person should take no more than 15 seconds to introduce themselves.

- Name
- Rank/Title
- Section and District/Company or Role (if any)
- Years on force/Years in Cincinnati
- Neighborhood Patrol/Neighborhood Live or Work



Part II:

Spend the remainder of time allowing each person to respond to the questions below (8 minutes).

- Why is it important for you to be here tonight?
- What is your vision for police-community relations in Cincinnati?
- Why do you think the Collaborative Agreement is important?

Round Table Discussion

- Spend a few minutes discussing what you understand so far about today's engagement
- Choose a moderator for your table
- Each table will have a key factor/question assigned to it that came out of the surveys
- Table will evaluate and discuss factor/question, and create recommendations to address
- Spokesperson will report out to full group
 - Identify factor/question
 - Note key takeaways from table's discussions
 - Provide recommendations

Final Remarks

- Questions?
- Next forum dates
- Next steps
- Announcements
 - Forum Survey
- Final remarks

**Additional details are available at www.cincinnati-oh.gov/refresh*

Next Community Engagement Forums:

November 14, 2017

6 PM

Community Action Agency
Cincinnati-Hamilton County
1740 Langdon Farm Road
Cincinnati, Ohio 45237

January 11, 2018

6 PM

TBD

Thank you for attending!

