

RPS Working Group - Meeting #1  
Wednesday, July 21, 2021 - 3:30 - 5:00 pm ET

[Agenda](#)

[Presentation](#)

Attendees: RPS Working Group, CPE Onsite team

Did not attend: Thaddeus

Homework Assignments with Due Dates:

- To be sent in the recap email:
  - [RPS Working Group Worksheet](#) - Due by?
  - Link to Shared folder - [Internal Communications Folder](#)

NEXT MEETING DATE?

Notes:

- Pastor Malone led us in prayer and in acknowledging our grief for recent lives lost, and a reflection of the work we are undertaking together.
- [REDACTED] reviewed [Group Expectations](#)
- [REDACTED] Introduced Karen Yearwood as the co-lead for the group
- [REDACTED] Reviewed the [RPS Working Group Worksheet](#)
  - [REDACTED] with regard to community and police engagement and addressing the culture in IPD, what subcommittees do those fall into?
    - [REDACTED] You are right, the idea, for example for culture, is that the recommendations we make will lead to a change in culture. For example, the possibility of a civilian led PD.
  - [REDACTED] He was thinking about setting up a budgetary and management structure that will lead to cultural change.
  - [REDACTED] On council, they did not want to be overly prescriptive, they wanted the working group and community to lead this. Armed and unarmed unit is something the council voted for, which is a culture shift.
  - [REDACTED] Would like to see not only a method or committee to strategize on how to get community buy in, but also to strategize getting officer buy in, need to enhance trust. (Chat: Please consider a sub to achieve Community and Officer buy into this process. Thank you!!!)
  - [REDACTED] important to understand what the organization's culture is, the core values to guide our behavior on a day to day basis.
  - [REDACTED] The culture has been tied in with management selections moving forward, we need to analyse how management will be selected and what the criteria will be for new management hires moving forward.
    - [REDACTED] This might work within the staffing committee - **bookmarked**
  - [REDACTED] We are fortunate with the leadership of PBA today vs. 5 years ago. When it comes to culture, he is looking for the shift from what is now, being intentional about what that should look like. How do we get the bad out, while keeping the good officers, some of which are present in IPD.

- [REDACTED] Let's look at the subcommittees and goals, there may be a space to define some core values in training or that will inform call delineation, what is it that we are trying to achieve? There may be a way to say what it is that we want to achieve by way of training, etc. it might be difficult to scope for culture - we will revisit this. - **bookmarked**
    - [REDACTED] Culture should be part of thinking in all subcommittees and all working group members.
    - [REDACTED] Echoed, he joined because he wants to see the culture change, and focus on implicit biases across the board, need to be intentional about the culture shift, and we should have a culture committee. - **bookmarked**
      - [REDACTED] We signed up to build a new model, culture will be a part of that. Let's circle back to this.
    - [REDACTED] Everyone takes a few minutes to complete the worksheet, if unable, please complete as soon as possible; we will include Technical advisors and special guests.
      - [REDACTED] We are missing mental health and community outreach, victims advocacy. [REDACTED] added: I think an important bullet to what [REDACTED] just mentioned was "Victim's advocacy" or something.
      - [REDACTED] a couple people have approached him because of the press release, survivors of domestic violence need to be a part of the work.
      - [REDACTED] educators, teachers should be included and represented, they have a pulse on youth and how things can compound over a lifetime. Also wants other organized labor groups involved. And, he thinks a representative from law enforcement should be included in every subcommittee.
      - [REDACTED] We should go back to communities we talked to, and invite them, also the specific BIPOC community who was included, as well as regular lay people.
      - [REDACTED] some technical structures for beats and staffing, he would like them to include two members of law enforcement to address practical nature and application items. - Multiple people to represent and have a variety of opinions.
      - [REDACTED] I think people with disabilities should not get overshadowed as well. and [REDACTED] agree with [REDACTED]
      - [REDACTED] There is a lot of experience on the committee to fill gaps, maybe there is a way to create a questionnaire to capture this from the members to find out what we have and what is missing.
        - [REDACTED] This is what this worksheet exercise is about, everyone needs to complete the information there and then we can see what we have, and what is missing. Please enter that input there.
      - [REDACTED] Include the theme/identities of each of the focus groups that were held earlier as part of this process.
  - [REDACTED] Review of RPS Working Group Roles - should reflect the will of the community, decided - as a group - not a subcommittee

- Delineation of call type responsibility
- Proposal of new model of PS / Naming conventions
- Job descriptions and roles
- ■ Reviewed RPS Working Group Timeline - Sept. is the report out by date, not the completion date. We are looking more like December for completion.
- ■ Discussed Working Group & Sub Committee - High Level Sequencing - acknowledged that the culture piece is out there and we will circle back on it.
  - ■ missing 2 pieces, rec around healing - not addressed at all, and there is nothing about building relationships between IPD and community of color. This is problematic, just like culture, if those are not addressed, where do we go from there? We need the capacity to build relationships. ■ agreed, and ■ shared: Rec 4 - Develop a comprehensive community healing plan to address trauma in the relationship between residents and law enforcement
    - ■ Good point, community healing, we heard from ■ on this - that is joint county and city work, our charge is rec. 1, which is city specific, we have a discreet scope. But yes, that is going to be up to those leading the effort on Rec. #4. We can talk in the next meeting about how that rec. lines up and intertwines with our charge. We might go back and let the council know that we need collaboration on this - **bookmarked**
  - ■ There are a number of recommendations that are council and county joined recommendations, may need a meeting to understand the approach to join recommendations.
  - ■ Echoed ■ how dedicated are we to healing for the community, the county needs to be present in this battle along with the City. The healing needs to happen simultaneously, if not before.
  - ■ Recs are joint, but they function independently from the Sheriff's office, but at the end of the day, the community will not buy in until there is healing and dialogue. We need to hear about past traumas.
    - ■ Let's prioritize having ■ talk with us on the community healing piece at the next meeting, hearing that loud and clear - **bookmarked**
  - ■ Buy in from officers and the community, I am talking about healing the trust, would miss an opportunity if we don't do that first before diving in.
- ■ Reviewed Doodle Poll Results for the next meeting, also need to set a day and time for recurring meetings.
- ■ **NEED TO SHARE NEXT MEETING - RAN OUT OF TIME**
  - NDA
  - Community Voice Tool
  - Talking Points - To be presented at the end of each meeting
  - Homework for Next Meeting
    - Fill out form to give your input on people in your communities that would be great as sub committee members or community input
  - [Internal Communications Folder](#)