



# Mayor's Update to Common Council

July 8, 2019

# Response to June 16 incident

- Incident currently being investigated
  - Special Prosecutor Richard Hertel has taken over the criminal investigation for County Prosecutor Ken Cotter
  - After criminal investigation, SBPD to conduct administrative investigation through Internal Affairs
    - Purpose: determine if SBPD policies were followed
    - Any disciplinary action routed to Board of Safety
- Letter sent to Department of Justice
- June 24 town hall question responses posted on Board of Public Safety webpage

# Areas of focus to date

- Community Relationships
  - Training
  - Prevention of bias
  - Recruiting
- Accountability and Oversight
- Policies and Practices

# Work to Date: Community Relations

- 2013 – formed of Anti-Violence Commission w/ reps from law enforcement, social services, faith community; later becomes GVI
- 2015 – reconfigured patrols so officers see consistent neighborhood areas
- 2017 – engaged behavioral insights experts to enhance diverse hiring processes
- 2017 – held small group summits between officers and local men of color
- 2017 – conducted PD-FD joint recruiting; attended over 20 recruiting opportunities in 2018
- 2018 – started blue book program to connect officers with businesses in hotspot areas
- 2018 – established South Bend Police Community Roundtable
- 2018 – adopted Juvenile Detention Alternatives Initiative with JJC: reallocates funding from mass incarceration towards youth & families

Ongoing community efforts and programs: Police Athletic League, Cops & Goblins (over 6,000 attendees in 2018), National Night Out, community cookouts in hotspot areas, Coffee with a Cop, Citizen Police Academy, Cadet/Explorer programs, and more

# Work to Date: Accountability and Oversight

- 2016 – published Police Transparency Hub on website
- 2016 – introduced online complaint process on PD website
- 2017 – hired civilian Public Information Officer to improve information flows and enhance social media presence
- 2018 – made crime reporting switch from UCR to NIBRS, resulting in more accurate counts
- 2018 – implemented body-worn cameras for patrol officers

Ongoing: Board of Public Safety public processes for oversight, online forms for complaints, streamlining IA and discipline processes

# Work to Date: Policies and Practices

- 2016 – streamlined departmental organizational chart and renewed emphasis on training
- 2016 – established CoSB Office of Diversity & Inclusion
- 2016 – administered department trainings on fair & impartial policing using Diversity Awareness Profile model
- 2017 – updated officer performance review system with cultural competency as a core competency
- 2018 – updated duty manual
- 2018 – expanded Recruitment and Training Division
- 2018 – introduced citywide sexual harassment training
- 2019 – updated promotions process to formalize procedure & include testing

# Steps moving forward

- Extend role of Board of Public Safety
- BPS-led community policy review
- Enhance incident and complaint processes
- Assess training
- Build on anti-violence work
- Recruiting
- Possible department review
- Administrative support

# Next Steps: Board of Public Safety

- Develop application process for future appointments (application now live)
- Ask BPS to host community-oriented review on major areas of interest
  - Policy Review
    - Use of Force
    - Body Cameras
    - Pursuit policies
  - Training and Community Relations
  - Retention and Recruitment
- Promote community attendance and involvement in BPS proceedings
- Additional training and support for BPS members
- Present recommendations by late summer / early fall



# Next Steps: Community Policy Review

- Led by Board of Public Safety
  - Focus on community participation
  - Invite recommendations from national experts
- Areas of interest
  - Body-worn cameras
  - Use of force
  - Vehicle pursuit
- Policy revisions to be adopted during 2019

# Next Steps: Enhance Incident and Complaint Process

- Assess officer-involved shooting protocol
  - Day-one plan
  - Forms of outside review
  - Role of County Metro Homicide
- Evaluate civilian complaint process
- Determine additional avenues for citizen involvement

# Next Steps: Assess Training

- BPS-led public information session on training procedures
- Evaluation of additional trainings in areas including:
  - Cultural competency
  - De-escalation
  - Bias prevention
- Opportunity for public and external input

# Next Steps: Anti-Violence Community Work

- Group Violence Intervention
- SAVE program
- Investigate Peacemakers
- Public-health based approaches

# Next Steps: Recruiting

- Information available on SBPD Transparency Hub
- New steps include bridging gap in schools partnership (Homegrown Project)
- Coming soon: targeted social media advertising
- Community and council involvement

# Next steps: Possible department review

- Build on existing work including
  - 2016 Riesling Group assessment and reforms
  - 21st Century Policing Task Force
- May require supplemental appropriation
- Delivery before end 2019

# Implications for 2020 Budget and Beyond

- Anti-violence efforts
- New technologies/expansion of body camera program
- Support for BPS capacity development
- Administrative support for public safety policy
- Importance of Council involvement and support

# Big picture

Model responsiveness to

- Individual incident
- Police-community relations
- Equity in South Bend