

RECRUITING

Executive Summary

- **Expand and fast-track the Home Grown Project**
- **Widen the search for candidates by including people other than officers.**
- **Proactively address perceptions of the police in communities.**
- **Broaden the definition of places to reach out for community support in recruiting**

Recommendation relative to a policy	Overall recommendation	Commentary
<ul style="list-style-type: none"> • For the Homegrown Project, use the nomination process and mentorship to change perceptions of LEO as outsiders. • Publicize the expectation that school recommends students for this program (e.g., 5 per year) • Recruitment can reflect the diversity force looking for. • Payment for internships • Promote long-term exposure – classes, clubs, elementary school, middle school, high school – to see officers in day to day situations and not only when there is trouble. • Conduct job fairs at high schools • Build relationships with key influencers in communities of color and then maintain a presence in places of trust. • College training courses so that recruitment can reflect the diversity force that the community is looking for 	<ul style="list-style-type: none"> • Expand the Homegrown Project • Make the marketing more interesting – different types • Provide relationships with police officers to the young – officer that looks like the students should be the ones to talk to them. • Create community/LEO programs, using recreation center with police and fire fighter programs (like the Pal Program). 	<ul style="list-style-type: none"> • Culture is the key. Moving into the neighborhood is not sufficient if the officer makes no attempt to become a member of the neighborhood. • Police officers should be role models of an honorable profession to counter the cynicism about LEO. • Community support and help is necessary for recruiting, especially in communities of color. • In general there needs to be more positive interactions within the community, especially between the community and the police

Community Action Groups (CAG)
Policy Recommendations presented to
Board of Public Safety, 16 October 2019

<ul style="list-style-type: none">• Accept nominations from the community for youth 18-21.• Expand the volunteer recruitment group to include more people that can reach the communities from which the police want to recruit		
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