

MAG Meeting 3/4/21

Clarifying Role of MAG – City Manager Paula Boggs Muething

- MAG took on role of Federal Monitor in 2008
- The Federal Monitor had advised city administration on compliance
- Guidance and communications came from community
- Mutual accountability

Survey results – Kelly Carr

- 14 responses. Requested status updates, quarterly meetings, possibly a ½ day retreat
- CCA transparency
- Rachel Hastings suggested to meet more often and do work between meetings
- Iris Roley informed that risk for black males has reduced by about 50%. It is still high, but improving

CPD Updates - Chief Elliot Isaac – overview of CA projects 2021-22

- Continuing the use of crime science. Focus on bias-free. They have reduced stops and use of force but there is still some disparity
- Continue Chief's training series around policing
- CPOP resource guide update
- Safety coordinator program
- Shots fired study – UC studying efficacy
- Look at CCRP process with CCA Director. This process deals with complaints such as discourtesy and lack of service at the local district level

CCA Updates – Director Gabriel Davis

- Collaborate with CPD on CCRP to improve process
- Article 28 – restorative justice process in place
- Website improvements to make it more user-friendly
 - Posting full case reports
 - More searchable
 - Recommendations and outcomes
 - Amplify social media
- CCA ambassador program – utilize volunteers and partners give PowerPoint presentation to explain process to community and to attend community events to distribute information

Breakout sessions: please see attachments.

Return to full session

- Iris Roley mentioned that it is the 20th anniversary of the collaborative agreement.
- Mayor Cranley and Chief Isaac sent a letter to President Biden regarding the consent decree. Justice Department is trying to dismantle the consent decree. There have been successes, but not all goals have been met. Still need to increase diversity at upper levels of CPD.
 - Chief Isaac commented that this is critical. Attrition has made an impact. Recruiting for department needs to reflect the community it represents. When the decree is lost, we will lose ground in achieving those goals.
 - Rickell Smith requested that letter be forwarded to MAG members. Also asked why the action is necessary to improve promotion and recruitment.
 - Chief Isaac responded with history of diversity (or lack of) in the 34 years since he has been with CPD. Progress has been made, but it must be intentional. Strive to recruit 30% minority and female. Without decree, numbers drop.
 - 1980 year of original consent decree
 - 1987 there were promotions
 - Actively pursued women and people of color in recruitment efforts
 - Relied on outside vendors to create tests rather than internal to reduce bias
 - Chief Elliot concerned about the future if recruitment is not done intentionally
 - Consent decree has only been used 6 times. What are options/best practices?
- Tracey Johnson asked about the Affirmative Action Plan for which we receive Federal funds
 - This is being discussed with DOJ. Less obligation to have quotas
- Moot suggested capacity building within force – improve leadership skills, provide additional training
- Public Safety Committee – must be 21 to join CPD and 18 to join Fire Department
- Note: Positions above Captain in other cities are appointed positions

Next Meeting

- OPDA/CMO MAG Data Training. Doodle poll to members to follow for April or May training date.

Proposed Quarterly Meetings for 2021

- June 11, 2021, September 10, 2021, December 10, 2021