



# Ohio Collaborative Community- Police Advisory Board

January 26, 2016 Meeting Summary

On December 12, 2014, Governor John Kasich signed Executive Order 2014-06K announcing the creation of the **Ohio Task Force on Community-Police Relations**. The charge of the Task Force is threefold: 1) To explore the cause of fractured relationships between communities and law enforcement, 2) To examine strategies to strengthen trust between the community and law enforcement in order to resolve the underlying causes of friction; and 3) To provide the Governor with a report with recommendations about best practices available to communities. As a result of the work of the Task Force, on April 30, 2015, Governor John Kasich signed Executive Order 2015-04K establishing the **Ohio Collaborative Community-Police Advisory Board**.

The Collaborative is chaired by Director John Born, Office of Public Safety, and The Honorable Nina Turner, former Ohio Senator. Members appointed by the Governor, including ex officio members, are identified below:

- Sergeant Brian S. Armstead—Akron Police Department, member of the Fraternal Order of Police
- Dr. Ronnie Dunn—Cleveland State University, Professor of Urban Studies and member of the NAACP Criminal Justice Committee
- The Reverend Damon Lynch III—senior pastor, New Prospect Baptist Church
- Chief Michael J. Navarre—Oregon Police Department, member of the Ohio Association of Chiefs of Police
- Honorable Ronald J. O’Brien—Franklin County Prosecutor
- Sheriff Tom Miller—Medina County Sheriff’s Office, member of the Buckeye State Sheriff’s Association
- Commissioner Lori Barreras—member of the Ohio Civil Rights Commission
- Councilman Michael H. Keenan—former Mayor of Dublin, local government representative
- Student Trustee Austin B. Harris—student at Central State University

Ex officio members:

- The Honorable George V. Voinovich—former U.S. senator, governor of Ohio, and mayor of Cleveland
- The Late Honorable Louis Stokes, former member of Congress, honorary co-chair
- The Honorable Tom Roberts, former Ohio senator, life member of the NAACP
- Senator Cliff K. Hite, Ohio Senate
- Senator Sandra Williams, Ohio Senate
- Representative Tim Derickson, Ohio House

The purpose of the Collaborative is to advise and work with the Office of Criminal Justice Services (OCJS) in the Ohio Department of Public Safety to implement the Task Force’s recommendations, as identified in the Executive Order.

January 26, 2016, Columbus, OH: Fourth Meeting of the Ohio Collaborative Community-Police Advisory Board.

The fourth meeting of the Collaborative was held on January 26, 2015 at 10:00 AM at the Ohio Department of Public Safety. The following members were present at the meeting:

- Director John Born
- Executive Director Karhlton Moore
- The Honorable Ron O'Brien
- Dr. Ronnie Dunn
- Chief Michael Navarre
- Councilman Michael Keenan
- Sheriff Tom Miller
- Sergeant Brian Armstead
- Chief Michael Navarre
- Commissioner Lori Barreras
- The Honorable Tom Roberts

Director Born welcomed members of the Collaborative. The meeting started with a presentation by Chief Heinz Von Eckartsberg about the upcoming recruitment day for the Dublin Police Department.

- The event will be held at the Justice Center on Saturday January 30, 2016. Registration is capped at 130 people and is almost full.
- The Dublin Police Department is seeking to recruit candidates that best represent the community. The department intends to use the recruitment and hiring standards established by the Collaborative on August 28, 2015.
- The event will include presentations with information that candidates need to know before applying to become a police officer.

Executive Director Karhlton Moore discussed the self-certification process for law enforcement agencies that will be implemented by OCJS. He encouraged everyone to check the Ohio Collaborative website for more details on the self-certification process: <http://www.ocjs.ohio.gov/ohiocollaborative/law-enforcement.html>

- There are two steps in the certification process.
  - First, agencies submit a self-certification application with relevant documentation. All self-certification applications will be reviewed by OCJS staff, and provisional certification will be granted to agencies that complete the self-certification process.
  - Next, an on-site assessment will be conducted by either an OCJS, BSSA, or OACP staff member. Full certification will be granted to agencies following a successful on-site assessment.
  - Community engagement is not a part of the formal process; however, any agency wishing to invite members of the community during any stage of the review are encouraged to do so.
- A full report will be released by OCJS in March 2017, documenting the certification status of law enforcement agencies throughout Ohio.

Director Born introduced members from Warhol and WALL St., whose members provided an update on the upcoming public awareness campaign.

- A series of 15 focus groups will take place over the next several months. These groups will target 5 communities (Columbus, Cincinnati, Dayton, Cleveland, and Toledo) and 3 demographics (law enforcement, youth (14-21 yrs.), and community members).
- Board members are encouraged to host and briefly attend the focus groups in the selected cities.
- The goals of the public awareness campaign are to:
  - Educate law enforcement on how effectively interact with the public;
  - Educate the general public on how to effectively interact with law enforcement; and
  - Educate the public on the duties of law enforcement and their obligations to the communities they serve.
- It is important to note that the sole purpose of the focus groups is to gather feedback on marketing tools and techniques that will be used during the public awareness campaign. The materials developed from this public awareness campaign will be open-source, similar to the Ohio Anti-Human Trafficking public awareness campaign, and will be available to the public on the Ohio Collaborative website.

Chief Paul Hartinger of the Blue Ash Police Department spoke about the UC Blue Ash College Scholarship Program. His biography and further details about the scholarship are available on the Collaborative website: <http://www.ocjs.ohio.gov/ohiocollaborative/meetings.html>.

- Chief Hartinger reached out to community leaders due to concerns about the community's attitude towards police. He spoke with Dr. Michael Washington, a professor at Northern Kentucky University, who discussed with him the deep seeded trust issues within the Black community. These issues were rooted in the history of Hazelwood, which is a small community in Blue Ash.
- After learning more about the history of Hazelwood and speaking with community members (particularly 14-21 year olds), Chief Hartinger realized that many of their opinions were informed by the media and they seemed to know very little about the police within their own community.
- The Hazelwood Blue Ash Police Collaborative was formed with two groups:
  - The numbers group requested and reviewed data collected by the Blue Ash Police Department for evidence of racially biased policing. This helped alleviate their concerns about racial profiling and arrests, and provided context for statistics covered in the media; and
  - The education group taught youth about police in the U.S.
- The collaborative efforts of the Blue Ash Police Department and community members led to the creation of UC Blue Ash College Scholarship program.
- The Chief also noted that the biggest challenge in creating this collaborative was changing the attitudes of himself and his department. It was difficult, but possible, to acknowledge their implicit biases and make the effort to step out of their comfort zones to address tensions within their own community.

Director Born introduced Executive Director Catherine Crosby and Chief Richard Biehl from the Dayton Police Department to speak about the Community Police Council (CPC). Presentation slides and speaker biographies are available on the Collaborative website:

<http://www.ocjs.ohio.gov/ohiocollaborative/meetings.html>.

- The CPC was formed in 2011 to strengthen police community following an incident where a young man in police custody jumped off a bridge. Many rumors surrounding the incident portrayed the Dayton Police Department negatively, and increased tension within the community.
- The CPC ensure mutual responsibility for public safety by addressing the concerns of its residents. Members include city officials, law enforcement, residents, and community leaders.
- Initiatives involving the CPC include:
  - An amending of the Citizen’s Appeals Board Ordinance, which provides oversight and a place for the citizens to appeal decisions not to discipline officers;
  - The Community Initiative to Reduce Gun Violence (CIRGV), which has led to a decline in gun-related homicides throughout Dayton;
  - 25 community outreach events, including the #LIVEWITHHONOR program, spaghetti dinners, and a city-wide poetry slam; and
  - 5 dialogue and training activities for citizens with topics such as “Know Your Rights” and “How to Talk to the Police.”
- The Dayton Police Department has been involved in many community engagement activities, including:
  - A Mediation Center, which works to resolve conflicts between police and community members;
  - The Community Problem Oriented Police Conference:
  - Police & Clergy Together; and
  - Citizen’s Police Academy 2015.
- Despite the many successes, Executive Director Crosby noted that there have been challenges, such as securing consistent funding, national incidents affecting perceptions of the police within the local community, and larger, systemic issues influencing crime.

Director Born introduced Mary Davis from the Ohio Peace Officer Training Academy (OPOTA), who spoke about current training initiatives.

- Currently, OPOTA is working to implement 29 recommendations that were developed by the Attorney General’s office to improve pre-certification, academy training, and ongoing training. 19 of these recommendations have been fulfilled, or are underway.
- One change is related to the limitations for pre-certification. Now individuals will need a high school diploma, drug screening, physical fitness test, and psychiatric evaluation. Additional criminal disqualifiers have also been added.
  - Chief Navarre cautioned that too many disqualifiers might further limit the pool of available candidates and harm diversity within law enforcement agencies.

Director Born introduced Dr. Carmen Culotta, a professor of Psychology at Wright State University to speak about implicit bias. Her biography is available on the Collaborative website.

- Implicit bias is the process of unknowingly associating stereotypes with categories of people; this process can influence someone's behavior without them knowing it.
- Implicit bias occurs due to exposure to stereotypes and associations between social categories and behavior. It works for both good and bad stereotypes, and a person does not have to believe in the stereotype for it to happen.
- Implicit bias is measured with the Implicit Association Test (IAT), available here: <https://implicit.harvard.edu/implicit/takeatest.html>
- Everyone has implicit bias, though the magnitude of bias may differ between people and across situations.
- Spontaneous behaviors, such as body language and social distancing, are most affected by implicit bias. Police decisions to fire weapons are often spontaneous, and can be affected by implicit bias.
- Research suggests that both police and undergraduate college students show an implicit bias between Black individuals and crime.
- Techniques to overcome implicit bias include overexposure to counter stereotypes, mindfulness meditation, and a 12-week intervention program.
- The National Institute for Building Community Trust and Justice is currently working to develop methods for reducing implicit bias: <http://trustandjustice.org/about/mission>
  - Tracie Keesee can be contacted for more information.

Director Born described the standards for discussion, including body worn cameras, community engagement, biased based policing, law enforcement dispatching, and any other topics introduced by the Collaborative. It was requested that the PERF report be re-sent to all collaboration board members. Dr. Dunn asked for an in-depth discussion of biased-based policing, and Director Born suggested that he give a presentation at the next meeting. It was agreed by all that a discussion during the next meeting will focus on biased-based policing with data collection as a key component.

- Dr. Dunn agreed to present on biased-based policing at the next meeting.

Director Born called on Jay Somerville to discuss the current state of law enforcement dispatching.

- There are currently no mandatory training standards for law enforcement dispatching. The dispatching community is interested in developing these standards, and there will be a presentation at the next meeting regarding law enforcement dispatching standards.
- It was stated that dispatching needs to be examined, as it caused problems in Cleveland and Beavercreek. It was also noted that it would be beneficial to analyze the communication that occurs between the initial contact with dispatch and the subsequent contact with officers in the field.
- Director Born asked for specific language to be submitted by the committee to Executive Director Karhlton Moore.

Executive Director Karhlton Moore introduced OCJS Law Enforcement Liaison Jim Luebbers to discuss the current status of data collection on use of force incidents

- Collaborative members were directed to the Arrest Related Death Report, which is published annually by OCJS.

- OCJS is currently working to put together a dashboard for all use of force incidents. This dashboard will be made available for the public and law enforcement.
- Currently, justifiable homicides are collected through the Ohio Incident-Based Reporting System (OIBRS), which is based on the FBI National Incident Based Reporting System.
  - The FBI is finalizing standards for the collection of uses of force, which will be made available in June.
  - Ohio will seek to add additional components to the data collection.

Executive Director Karhlton Moore discussed the new Community-Police Grants that will be administered by OCJS. The purpose of the grants is to encourage the community and law enforcement to work together by helping to create, improve or enhance existing relationships. Funding would be available to both community groups and law enforcement agencies.

- Eligibility requirements:
  - Programs must have a collaborative effort between law enforcement and community organizations.
  - Law enforcement agencies must be certified in the Collaborative standards or actively working towards self-certification.
- Request for proposals will be released March 1, 2016 and close March 31, 2016 at exactly 5:00 p.m.
- Recipients will be announced on May 16, 2016, and grants will begin on June 1, 2016 and end on May 31, 2017.

The meeting was adjourned at 1:46 p.m. The next Collaborative meeting is scheduled for April 18, 2016 at 10:00 a.m.