

Community Stakeholder Process

Tuesday, December 29, 2020

Why We Created This Process:

- After numerous protests around Columbia following the death of George Floyd, the City began to engage community members through facilitated interviews with 25 separate community stakeholder meetings to discuss policing in Columbia.
- We met with 72 identified individuals. For a total 1,860 minutes community discussions.
- From those interviews, we wanted to work to develop a larger engagement plan. We envisioned the voices of the community groups driving priorities to identify performance measures and action steps to increase social and racial equity throughout Columbia.

List of Identified Stakeholder Groups

- Urban Empowerment Church
- **Boone County Community Against Violence**
- Worley Street Roundtable
- Inclusive Impact Institute
- Race Matters, Friends
- **Mizzou Law Black Law Students Association**
- **Mizzou Athletics**
- **Refugee and Immigration Services of Catholic Charities**
- Missouri Faith Voices
- United Community Builders
- Community Bail Fund
- Men's Minority Network
- Columbia Police Review Board
- **People's Defense**
- **Mizzou Athletes**
- Longtime community members and protest leaders and organizers

*highlighted are new groups for this 2020 process

2020 Stakeholder Themes:

1. Increase opportunities for authentic connection between Black and Brown communities, officers, and city leadership through contact that is not related to criminal activity or complaints.
2. Generate a community vision for safety that includes all residents, to be inclusive of all races and ethnicities. Racial profiling and differences in protocol is a significant issue in Columbia leaving Black residents feeling unsafe and unprotected.
3. Transparency and accountability will be critical in building trust and producing change.
4. There was strong support for Community Policing and bringing in social workers and mental health experts to enhance relationships and to align expertise with community needs.
5. Increase and broaden representation of underrepresented populations in City and Police Department staffing.

Past Initiatives

1998: Mayor's Columbia Race Relation Task Force

2008: First Ward City Councilwoman Almeta Crayton

2014: The Mayor's Taskforce on Community Violence

2016-17: City Manager Community Oriented Policing Listening Tour

2018: Community Oriented Policing Report

Shared Themes:

2020 Community Stakeholder Themes

- Increase transparency on policies and procedures
- Include screening of CPD for their motivation and personality
- Restructure CPD to include social workers and mental health experts
- Collect and analyze implicit bias training data

2014 Mayors Taskforce on Violence Themes

- The “trust gap” is lacking between the police and our BIPOC. The City needs to build trust
- CPD should develop community involvement and cultural competency
- Examine Social Services funding and insure it is fair and open
- Have Cultural competency training

Next steps for the Stakeholder Process:

Invite invested stakeholders to be on the task force to help us equitably steer this project

Potential: Mayors Taskforce on Equity and Inclusion

Some things this task force could help lead:

- a. Utilize GIS story mapping to better highlight equity and inclusion processes and policies
- b. Create a dashboard to help the community hold us accountable as we work towards being equitable and inclusive
- c. Enhanced Communications (website, social media, video clips, etc...)

Next steps for the task force to work on:

- Review policies and procedures through an equitable lens and suggest changes as needed
- Working through the historical trauma of the City's racism (including CPD) and striving to heal that trauma.
- Restructure CPD to include social workers and mental health experts
- Implement, Collect and analyze implicit bias training data

Potential Dashboard from MToV

| Recommendation | Implementation | Progress | 2020 update | 2020 Funding |
|--|----------------------|----------|---|--|
| Examine our process for Social Services Funding, and insure that it is fair and open. Educate and build capacity for new programs and organizations from the African-American community. Insure that a funding applicant's effort to provide cultural competency training to its staff it considered. Set aside increased funding towards violence prevention. | City-Social Services | | The City, Boone County, and United Way continue to align funding and processes. This includes sharing common proposal forms and reports and a common taxonomy of services, allowing organizations of sizes easy access and a common language across all three funders. We have also begun the process of implementing simpler proposal forms, which will make the process of submitting proposals more accessible and less cumbersome. In addition to the data warehouse, the Boone Indicators Dashboard now includes a dashboard of key community indicators organized as aspirational community goals. The dashboard also now includes trends and targets, as well as equity statements intended to highlight key disparities. The dashboard now serves as a tool to further drive the allocation of community resources based on data, including addressing inequity. | \$893,556 funding for contracted social services |
| Increase support, promotion, and accountability of the Neighborhood Watch program to expand into new neighborhoods. | City | | Neighborhood Watch is a Missouri not-for-profit organization. The Department's officer liaison serves on its Board of Directors. CPD has strong and continuing connections to provide resources, training and information. Neighborhood Watch maintains a website providing access to its list of Board members, bylaws, minutes, annual reports and other information. In its FY 2018 annual report, the Board reported that its trainings resulted in 246 new members and 14 new Block Captains. | |
| The City shall host an annual forum involving neighborhood organizations, churches, public schools, CPD, Family Services Division and other interested parties to address social need, crime, and discrimination. | City | | The Department is aware that the City co-hosted a race and equity forum with Columbia Public Schools on May 3, 2016. While the forum has not repeated annually, other local organizations are filling this need. CPD has been a willing participant in events hosted by the Inclusive Impact Institute; NAACP; youth violence prevention summit planning team; Chamber of Commerce; and many other groups. The Department continues to collaborate with community members to address these issues. The Police Chief's Vehicle Stop Committee focuses specifically on improving the accuracy of data used to assess racial disparities in traffic stops. Committee members will submit their recommendations and work with the Chief toward change. The Chief also hosts "interested party" meetings to review proposed policy revisions before they are adopted. The Chief is reorganizing the Department's public information function. This change will include an Outreach and Communications Supervisor to help coordinate officer/citizen group engagement and enhance information sharing. | |

Potential Dashboard

This is a snapshot from Austin, Texas

Reforms

In this historic moment, the City Manager and City Council have acted on a series of public safety changes.

| Reform | Status |
|---|-----------------|
| <u>Police department budget</u> | Budget Approved |
| <u>Use of force policies, equipment & technology</u> | In Progress |
| <u>End racial disparities in policing</u> | In Progress |
| <u>Investigate racism within APD</u> | In Progress |
| <u>Sexual assault case investigation process</u> | In Progress |

Reimagining Public Safety Process Timeline

- JUNE 2020**
City Council adopts additional resolutions to address disparities in policing among communities of color, use of force, and reimagine public safety budget priorities.
City Manager establishes the Reimagining Public Safety Core Leadership Team.
- JULY 2020**
City Manager outlines \$11.3 million in proposed changes to the APD budget.
Council receives community input on potential public safety changes.
- AUGUST 2020**
City Council approves public safety budget changes.
City-Community Reimagining Public Safety Task Force convenes.
- SEPTEMBER 2020**
Reimagining Public Safety community engagement continues.

Inside the City:

- Declare racism a public health emergency
- Form and fund an Office of Equity and Inclusion
- Explore and implement anti-bias training for interviewing and hiring supervisors
- Institutionalize exit interviews to find out why we are not retaining a diverse employee pool, as well as implementing stay interviews
- Include Equity and Inclusion in the strategic plan (correlate with the budget and implement racial equity tool)
- Collect more demographics on employees (age, highest education, etc) to see where we have gaps in hiring diverse teams.
 - Include this on our dashboard to help us be transparent and lead by example
- Create a process for holding employees accountable when equity is side-stepped
- Form and support Employee Resources Groups or Affinity Groups
- Implement equity curriculum in the New Employee Onboarding process

