

DAYTON  **COMMUNITY POLICE COUNCIL**

**AN ACTION PLAN FOR BUILDING A STRONGER AND
MORE PRODUCTIVE RELATIONSHIP BETWEEN THE
COMMUNITY AND THE POLICE**

MOVING FORWARD: A CALL TO ACTION

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We have functioned as a team, and are pleased on behalf of the entire team to issue this report with the hope and expectation that it will contribute to strengthened community-police relations throughout the Dayton community.

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Matthew Joseph, Commissioner
Dean Lovelace, Commissioner
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Special Recognition to the Following Organizations:

City of Dayton Parks and Recreation (Northwest and Lohrey Recreation Centers)

Dayton Human Relations Council

Dayton Police Department

The Potter's House Dayton International Ministries

Twin Towers Place

Wright State University Center for Urban and Public Affairs (CUPA)

YWCA of Greater Dayton

Executive Summary

The City of Dayton pledged to partner with residents, agencies, and governmental organizations to ensure that the community builds a foundation strong enough to withstand tension and remain unified around a common goal of safety, fairness, respect, and justice. In an effort to promote good community-police relations, the community engaged in collaborative problem solving processes to build bridges and strengthen relationships. Throughout the plan the term “community” is referenced. The collaborative process was predicated on the premise that members of the community include residents, law enforcement, government and elected officials and all members have essential roles to play in creating meaningful change in the City of Dayton.

Toward this end, the City conducted a series of joint meetings were conducted to explore strategies and create an action plan for creating a more productive relationship between Police Officers and Dayton residents.

Mission

Facilitate positive engagement and increased trust between law enforcement and the neighborhoods they serve by implementing community police relations groups to provide venues for community members to speak, to be heard and to have their perspective considered.

Vision

SPEAK. BE HEARD. BE CONSIDERED.

A community of mutual respect and trust among residents and police.

The Process

Community Police Council (CPC)

In light of several high profile incidents in the Dayton community, historically strained relationships between the police and African-American communities, a growing diverse and multi-cultural population, and an overall need create a more productive relationship between Police Officers and Dayton residents, Commission Williams convened a group of community leaders, City officials and staff, and the Dayton Police Department to discuss strategies for improving community-police relations. The Community Police Council (CPC), a 19-member Council comprised of representatives from neighborhoods, businesses, churches, community agencies, youth groups, law enforcement and local government, was convened to help ensure that Dayton remains unified around its common goal of safety, fairness, respect, and justice for all. In November of 2011, the CPC announced a series of steps to improve community-police relations and enhance neighborhood safety. The following action steps were identified:

1. **Create a Community-Police Relations Group.** The Human Relations Council will take the lead on convening this group to stimulate open dialogue on ways to improve community-police relations and address immediate issues as well as develop more long-term recommendations for strengthening the bond between residents and police, particularly as it relates to cultural diversity, sensitivity and fairness. Important features of fairness include residents' ability to speak, be heard and have their perspective be considered during interactions with police.
2. **Conduct additional training in crisis awareness and intervention for community representatives and Police Officers** – Existing crisis intervention efforts will be expanded to teams of police and community representatives to help better identify, prevent and manage potential problems before they escalate.
3. **Enhance Police communication efforts within the community** – The Police Department will be more proactive in communicating with residents, neighborhood groups and businesses throughout the city.
4. **Urge more active community response in speaking out against violence, crime and incivility** – Residents, churches, schools, neighborhood groups and businesses can help fight back against crime by being more vocal and visible in their community. By speaking out more broadly, residents and community groups can send a loud, clear message that crime, violence and incivility will not be tolerated in our city.
5. **Establish neighborhood-based problem-solving groups in targeted neighborhoods** – Violent crime affects some Dayton neighborhoods more directly than others, and residents in those neighborhoods face serious and immediate challenges. Creating problem-solving groups in

these most vulnerable neighborhoods will enable police and residents to work in unison to reduce crime.

6. Expand opportunities for residents and police personnel to interact in non-confrontational settings as a way to foster trust, share communal experiences, and enhance mutual understanding.

The CPC began working on an implementation strategy for the six action steps. The first was to work with the police department to organize a resident Crisis Intervention Training. The training was held on November 30th and December 1st, 2011 with approximately 20 participants. Participants received an overview on various mental illnesses and had an opportunity to role play as an individual with a mental illness. The training also included police ride-alongs to give participants an opportunity to spend a day with a police officer to gain a better understanding of their day-to-day responsibilities. In February of 2012, the Police Department conducted their annual 40-hour Crisis Intervention Training with law enforcement officers.

In March of 2012, CPC members, in partnership with the leadership of the Community Initiative to Reduce Gun Violence (CIRGV), came together to commit to improving community-police relations and to discuss how both the CPC and CIRGV could partner in addressing common goals. Over fifty (50) individuals participated. During that meeting, members of the CPC joined the Dayton City Commission and the U.S. Department of Justice to sign a Declaration of Intent outlining the Council's efforts to improve community-police relations.

Community Police Relations Committees

During this time, the CPC began discussing how to create community-police relations groups to enhance Police communication efforts within the community; urge more active community response in speaking out against violence, crime and incivility; establish neighborhood-based problem-solving groups in targeted neighborhoods; and expand opportunities for residents and police personnel to interact in non-confrontational settings as a way to foster trust, share communal experiences, and enhance mutual understanding. As a result of the discussions, the Community Police Relations (CPR) committees were established to help identify immediate and systemic areas of concern, address as well as identify long-term recommendation for strengthening the bond between residents and police, and act as a liaison between the community and the CPC. The committees will mirror the East, West, and Central Police Operations Divisions geographic areas. The West CPR group was created in March 2012 and will serve as a model for establishing the East and Central CPR in 2013. A major priority of the CPRs is to cultivate an environment that allows and encourages residents to speak, to be heard, and to have their perspectives considered.

In addition to forming the CPR, the CPC took into consideration data shared from the 2010 City of Dayton Citizen Perception Survey. The data showed that young adults between the ages of 18-35 were the most dissatisfied with community-police relations. The CPC decided to form the

young adult CPR in an effort to identify potential leaders in this demographic to assist with creating a strategy to improve community-police relations.

Speak. Be Heard. Be Considered.

In addition to establishing the CPR to provide opportunities for the community and police to engage, the City hosted “Speak, Be Heard, Be Considered”. Community members were invited to attend a town hall meeting to begin discussions on how to improve community-police relations. Attendees worked in small groups facilitated by Wright State University’s Center for Urban and Public Affairs to respond to pre-identified focus questions. The questions included:

1. What does good community-police relations look like?
2. What are police barriers to good community-police relations, and what steps can be taken to eliminate those barriers?
3. What are community barriers to good community-police relations, and what steps can be taken to eliminate those barriers?

As a follow up to “Speak, Be Heard, Be Considered”, the CPC hosted fifteen (15) study circles in five (5) locations throughout the City of Dayton from May 14 through June 23. The commitment was for each group to participate in three (3) sessions. The discussions took place at the:

1. Lohrey Recreation Center
2. Northwest Recreation Center
3. The Potter’s House – Dayton International Ministries
4. Twin Towers Place
5. YWCA of Greater Dayton

The community was asked to work collaboratively to identify barriers to community-police relations and to develop workable solutions. Participants were asked the following questions:

1. What is your best and worst experience with the police/community?
2. What do you want the relationship to be?
3. What attitudes and behaviors help or hinder positive community-police relations?
4. What is a good police officer?
5. What is a good resident?
6. How do we let each other know what we expect of them?
7. What should a police officer’s job be in your neighborhood?
8. How do you know if the police are doing a good job?

The “Speak, Be Heard, Be Considered” town hall meeting and study circles began with a commitment to honor all viewpoints, acknowledging that no one person or one group has all the answers, but with everyone collectively participating, solutions can be identified. The key voice was that of the community with 153 residents participating in the town hall meeting and 147 residents participated in the fifteen (15) study circles. Over 1,600 statements were collected.

A Review of the Data

The discussion during the town hall meeting and study circles were constructive. With help from Wright State University's Center for Urban and Public Affairs, all of the raw, unedited data from each group's conversation was captured in a twenty (20) page document. The CPC, West CPR and the young adult CPR group formed a sub-committee to meet to review the raw data. The review identified several common themes in both issues and recommended solutions. The three themes are:

1. Police and Youth Relations
2. Police-Resident Relations
3. Community and Police Response to Violence, Crime, and Incivility

The themes were used in formulating goals and recommendations for achieving those goals. The CPC worked with the community to develop an action plan to accomplish the recommendations. The CPC recognizes that the way to resolve the identified issues is to get at the root of the problems and that developing community consensus is essential to an effective community development plan.

On September 15, 2012, the second "Speak, Be Heard, Be Considered" was held to unveil the action plan for improving community-police relations.

The Action Plan

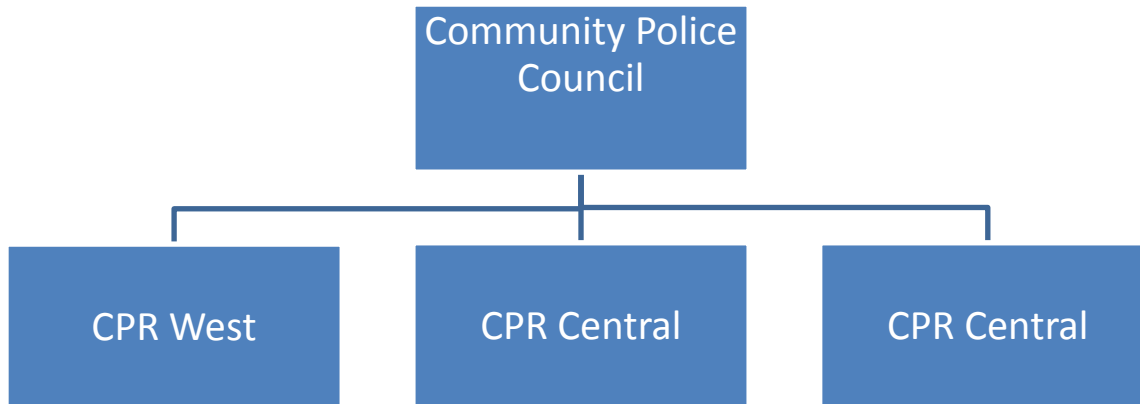
The CPC remained true to the ideas, information and even the words from the community forums. As a result, this is in every sense a community document. It is written by the Dayton community to improve the quality of life for all who live, work, play and worship in Dayton.

After the review of the common themes and goals identified by the community, the CPC recognized that they could not solve all the problems and it would be necessary to bring partners and other organizations having a vested interest in improving community-police relations together to organize, modify and finalize the plan. This included assessing current programs, identifying gaps, and assisting with identifying financial resources for community programming.

It is the CPC's hope that this action plan can build on the progress that has been made over the past year, as we seek to build bridges that create common ground, mutual understanding, and lead to new solutions to old problems. The ultimate goals are to improve community-police relations, provide greater public safety, and improve the quality of life throughout Dayton's different communities.

Through this plan, the CPC and the CPR groups commit to ensuring that Dayton remains unified around a common goal of safety, fairness, respect, and justice.

Community Police Council Model



The City of Dayton Human Relations Council will provide staff support to both the CPC and the CPR. The CPC is responsible for overseeing the implementation process and measuring the success of the identified initiatives and activities. The CPR is tasked with carrying out the activities identified in the plan and maintaining open communication with the community. The CPC will provide community updates bi-annually on the progress of implementation with annual evaluations to assess whether or not community-police relations have improved.

CPC PURPOSE

1. Review and recommend relevant policies based on information presented by CPR liaisons.
2. Develop relationships with community organizations that provide services that combat underlying issues leading to crime.
3. Review data to identify systemic issues affecting community/police relations and identify potential solutions.
4. Engage the community in constructive dialogue that results in an ongoing commitment to cooperation between the police and the community.
5. Create methods to assist the public's understanding of police policies and procedures and recognition of exceptional service in an effort to foster support for the police.
6. Assist in community problem solving when applicable.
7. Provide oversight of the implementation of the 6 above mention action items

CPR PURPOSE

1. Allow community to articulate issues related to crime.
2. Allow community to articulate issues related to interactions with police.
3. Allow police to articulate issues relating to interactions with the community.
4. Identify opportunities for the police to engage in community events/activities.
5. Identify opportunities for police ride-a-longs for community members.
6. Assist in community problem solving when applicable.
7. Serve as a liaison between the CPC and the community.
8. Address tactical day-to-day issues.

Community Action Plan

Goal 1: Improve our Police and Youth Relations

The Community Police Council recognizes the need for an improved relationship between youth and police. Young people are key partners in the prevention and reduction of crime. The community is asking for a commitment to collectively support communities in the development of local initiatives to build stronger and more co-operative youth-police relations.

Initiatives:

1. Support and enhance participation in on-going initiatives that cultivate positive relationships between youth and law enforcement (Police and Youth Together, Rise Sister Rise, Adult Female Victims of Violence, United Against Violence)
2. Institute a Positive Approach to Policing (Positive Ticketing) by rewarding youth caught doing good things with a voucher or coupon for goods, services, or some type of credit

Improve our Police and Youth Relations

Priority	Initiative	Activity	Outcome	Target/Goal
1	Support and enhance participation in on-going initiatives that cultivate positive relationships between youth and law enforcement. Form Partnerships with preventative based organizations to complement the intervention based mission of CIRGV.	Partner to increase participation and promotion of: -Police and Youth Together program - Young females who have been victims of violence through the Rise Sister Rise - Women’s Self Defense Awareness Training -United Against Violence Youth Initiative	Increased positive perceptions of the police among teens and teens among police Educated young people regarding nature of police work Reduced number of female victims of crime	Youth participation in PAYT program will be increased by 25 percent in 2013 (participation of 50 youth) Participation in the Women’s Self Defense Awareness Training in will be increased by 25 percent in 2012 (participation of 40 women)
2	Reward youth caught doing good things with a voucher or coupon for goods, services, or some type of credit	Institute a Positive Approach to Policing (Positive Ticketing)	Reduced youth anonymity Recognized and rewarded good behavior that inspires and motivates increased good behavior	Implement by mid-year 2013 2,000 positive tickets will be awarded annually

Goal 2: Improve Positive Police-Resident Relations

The Community Police Council recognizes the need for building a positive, trusting relationship between residents. The community is asking for opportunities to interact with law enforcement (opportunities for officers to spend time in the community and expose residents to positive contact with the police), opportunities to see officers as more than just enforcers of the law, and opportunities to speak, be heard and be considered.

Initiatives:

1. Promote on-going activities for law enforcement and the community to engage
2. Engage and expand the CRP Young Adult Committee
3. Expand the Community Police Relations group to other parts of the city (East and Central)*
4. Organize annual “Speak, Be Heard, Be Considered” forums in the community to assess community police relations activity and progress on goals
5. Conduct community ride-alongs allowing residents to voluntarily accompany officers and to observe law enforcement activities to better understand the problems of policing
6. Institute the Resident’s Police Academy training program to increase resident understanding of police procedures

* The West CPR group was created in March 2012 and will serve as a model for establishing the East and Central CPR in 2013.

Improve Positive Police-Resident Relations

Priority	Initiative	Activity	Outcome	Target/Goal
1	Promote on-going activities for law enforcement and the community to engage	-Community Block Parties -Community Call-Ins -Speak. Be Heard. Be Considered. Community Forum	Increased positive interaction between police and residents Strengthened neighborhood Spirit	10 community CIRGV/CPR events will be conducted in 2013
2	Engage and expand CPR Young Adult Committee	CPR-Young Adults	Young adults engaged in building positive relationships in the community Young adults prepared to be leaders in community	CPR Young Adult Committee fully convened by 2013
3	Expand the Community Police Relations group to other parts of the city (East and Central)	CPR –East CPR-Central	Identification of critical issues pertinent to each geographic area of city	The East and Central Community Police Relations groups will be fully convened by the end of 2013
4	Organize annual forums/events to assess community police relations activity and progress on goals. CPR Young Adults to take lead on organizing.	-Speak, Be Heard, Be Considered Forums	Engaged and active community	Annual forums will be scheduled in the community. 2013 forum scheduled for April.
5	Conduct community ride-alongs allowing residents to voluntarily accompany officers and to observe law enforcement activities to better understand the problems of policing	Community Ride-Alongs	Increased resident understanding of police procedures Increased positive perceptions of the police	100 community ride-alongs will be conducted in 2013
6	Institute the Resident’s Police Academy training		Increased resident understanding	2 Academies will be held a

	program	Resident's Police Academy training program	of police procedures	year. Participation of 20 residents per class
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Goal 3: Enhance the Community and Police Response to Violence, Crime and Incivility

The Community Police Council recognizes the need for a closer working relationship with law enforcement; more sharing of crime prevention information, greater involvement in neighborhood based crime prevention, and the development of a strategic policing plan that includes input from the community. The community is asking for inclusion in the public safety planning process to enhance public safety and the quality of life for the residents in the City of Dayton.

Initiatives:

1. Support, enhance, and promote message of and participation in ongoing initiatives aimed at reducing the occurrence of group related gun violence (Community Initiative to Reduce Gun Violence)
2. Promote targeted Community Oriented Policing initiatives throughout the City of Dayton in order to reduce crime and improve the quality of life for Dayton residents and visitors
3. Increase participation of the Police and Clergy Together program
4. Increase the number of residents communicating with police to solve and successfully prosecute offenders

Enhance the Community and Police Response to Violence, Crime and Incivility

Priority	Initiative	Activity	Outcome	Target/Goal
1	Support, enhance, and promote message of and participation in ongoing initiatives aimed at reducing the occurrence of group related gun violence (Community Initiative to Reduce Gun Violence)	-Community Call- Ins -Court Room Call-Ins -Community Vigils -PSAs -Social Media Campaign -Community Canvassing -Distribution of Marketing Materials	Increased Community Awareness Residents are empowered to identify and resolve community problems	4 CIRGV Community and Court Room Call-ins will be held each year (in 2013 and 2014) 10 community CIRGV events will be conducted in 2013 1 Unified anti-gun violence statement /slogan that can be integrated into media and outreach projects
2	Promote targeted Community Oriented Policing initiatives throughout the City of Dayton in order to reduce crime and improve the quality of life for Dayton residents and visitors	-Community Speaker’s Bureau -PSAs -Social Media -Community Canvassing -Distribution of Marketing Materials	Enhanced line of communication between police and community Residents are empowered to identify and resolve community problems	10 new neighborhood based initiatives, in collaboration with the CPRs, will be conducted by 2014
3	Increase participation of the Police and Clergy Together program	Faith-Based Breakfast/Outreach Meetings	Increased resident understanding of police procedures	2 trainings will be held a year. Participation of 20 residents per class
4	Increase the number of residents communicating with police to solve and successfully prosecute offenders	-Community Group Speaker’s Bureau	More crimes solved and offenders prosecuted Safer communities	

Organization/Program Descriptions

Programs

Police and Youth Together: A leadership camp sponsored by the National Conference for Community and Justice of Greater Dayton designed to foster mutual respect and understanding between police officers for youth ages 10-12.

Rise Sister Rise: A research project exploring the ways urban adolescent black girls experience their world and the ways in which they are affected by those experiences including social relationships, school performance and commitment to learning, the significant adults in their lives, their exposure to violence, satisfaction with their gender and race, about their values and identity, risky behaviors, leisure activities and aggression.

Women's Self Defense Awareness Training: A free training, offered to community organizations by the Dayton Police Department.

The National Night Out Program: An annual outreach effort to unite law enforcement and community members against crime and drugs. The event is sponsored by the National Association of Town Watch. More than 15,000 communities across the country have been involved to support anti-crime efforts. Activities include music, food, games, activities, and block parties.

Miami Valley Community Police Oriented Conference: An annual conference designed to train residents on how to reduce their chances of being a victim. Interactive courses include rental property ownership, school bullying, crime prevention, and gang and drug awareness.

Resident's Police Academy: A series of classes designed to give community members a peek into the inner workings of the Dayton Police Department. The 10-week training serves and to foster a clearer understanding of a police officer's duties, how the officer carries out those duties and the end results of the officer's actions.

Community Initiative To Reduce Gun Violence (CIRGV): An initiative that brings together the community with law enforcement agencies in the cities of Dayton, Trotwood, and Montgomery County, to dramatically reduce the occurrence of group-related gun violence. This model employs targeted strategies to get the drivers of violence off the streets by speaking with them directly about their future and helping them navigate the human services system to connect them with streamlined access to employment assistance, education and other supportive services to help them stay the course for change. Call-in sessions are meant to serve as a final warning to group members who are brought into a courtroom to hear presentations that organizers hope to show the dire nature of their crimes.

Crime Mapping System: On-line enhanced communication technology designed to help the police alert and provide the public with valuable information about crime activity by neighborhood.

Neighborhood Assistance Officer Program: A program established to train a volunteer group of private residents assist in Dayton Police Officers. NAOs volunteer 4 hours per week and respond to emergency call-outs. As part of the program, volunteers are trained on police procedures, Red Cross first Aid, CPR training, radio communications, and traffic control.

Police and Clergy Together: A community initiative designed to improve the safety and well-being of the community through the deterrence of crime by providing emotional and spiritual support with social resources to any person affected by crime or disaster. The initiative includes the 10-week Resident's Academy Training.

Organizations

Boys and Girls Club: A community organization that provides structured and positive environment for young people after school, dedicated to ensuring that disadvantaged youth have greater access to services that will enhance their lives and shape their futures. Programs focus on academic success, character building, and healthy lifestyles.

NCCJ (The National Conference for Community and Justice of Greater Dayton, Inc.): A human relations organization that focuses on eliminating bias, bigotry, and racism, and promoting understanding and respect among all people through conflict resolution, education, and advocacy. NCCJ delivers diversity and inclusion learning experiences within the corporate sector, schools and other areas within the community.

Wesley Community Center: A faith-based organization that responds to families and individuals experiencing personal crisis. The Center's Youth Leadership Development Institute (YLDI) affords youth opportunities to learn in a safe, nurturing environment while receiving tutorial assistance, supplemental academic instruction, and organized recreation/physical activity.

Unified Health Solutions: A social service organization providing prevention and educational programs and services which empower individuals to practice healthier lifestyles and be wise consumers of health care resources. The First Step program teaches participants how to make healthy choices that will lead to success in life and offers In-school and after school prevention, recreational and educational programs for students 6 to 15 years old.

The Dayton Dialogue on Race Relations: A community initiative that uses honest conversation, understanding and action to bring people of different races together through conversations. In the school, this program enables students to come together and share their experiences of race; its' impact on their daily lives and their community, and identify ways in which they can make a difference. A series of structured questions and exercises allow students to talk about

topics such as racism and the history of race locally, their personal/family experiences around stereotypes, discrimination, privilege and prejudice, and their future vision for the community.

Evaluation

The CPC will host bi-annual meetings to inform the community of the status of implementing the action plan. In addition, an assessment tool will be designed to determine whether or not the identified strategies are improving community-police relations. We will also use future Resident Participation Surveys to gauge whether or not community satisfaction with the police is improving.

Summary

There is much to applaud about community-police relations in Dayton. Such relationships are much stronger now than they were a decade ago, but changes are nonetheless needed to further strengthen many aspects of the relationship between police and community throughout the city. Improving community-police relations is up to the entire community. The job cannot be left to elected officials, government officials, and the police alone. It is up to the community as a whole to assist with implementing this action plan to achieve better community-police relations.