



Cleveland Community Police Commission

2020 Annual Report

The Cleveland community's
determination and commitment to
move forward in a challenging year



About the Report

Consent Decree, ¶ 20

"At least annually, the Commission will issue reports, including any recommendations for improvement, related to each activity that it undertakes. The City will post the Commission's reports and recommendations to the City's website." This report covers the period of January 2020 - December 2020.

Mission Statement

The mission of the Community Police Commission is to make recommendations on policies and practices related to community and problem-oriented policing; bias-free policing; and police transparency; to work with the many communities that make up Cleveland for the purpose of developing recommendations for police practices that reflect an understanding of the values and priorities of Cleveland residents; and to report to the City and community as a whole and to provide transparency on police department reforms.

Thank YOU!

The Cleveland Community Police Commission is grateful for every volunteer who has joined our work groups and contributed their wisdom and experiences to the CPC's recommendations. You are truly valued and appreciated.

“ —

"Incremental police reform simply doesn't work. Instead there has to be institutional reform. The Consent Decree helps us and provides us with a blueprint to create a new culture with different behaviors, which provides a clear guidance and protects both the public and the police."

- Mayor Frank Jackson

State of the City Address, October 2020

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Message from the CPC Co-chairs

This was a very active year in policing in Cleveland, both good and bad. This cohort of volunteer Community Police Commissioners began its four year term at the beginning of 2020, and take very seriously our role to ensure that the voice of the community is heard in remaking the Cleveland Division of Police.

Naturally, we have received a lot of pushback and criticism, but we will not be deterred. We are prepared to work collaboratively with the Cleveland Division of Police in helping to achieve the goals of the Consent Decree, but we will continue to work towards this important work with or without collaboration.

We are proud of the accomplishments of the Commission this past year. In response to community concerns regarding the danger vehicle pursuits pose to the public, we made several recommendations to enhance existing vehicle pursuit policy. Two new policies that provide guidance to officers about how to interact with Cleveland's youth and transgender individuals were also submitted to the CDP. These policies were not specifically mandated by the Consent Decree, but mark a step in the right direction in the building of trust between officers and vulnerable community members.

The "Interactions with Youth" and "Interactions with Transgender Individuals" policies were the result of two years of advocacy work by the Commission and community partners including Case Western Reserve University's Schubert Center for Child Studies, the

Cuyahoga County Public Defender's Office, Equality Ohio, ACLU of Ohio, Cleveland NAACP, and others.

As we go forward, we have learned a very important lesson this year. The goals of the Consent Decree will never be reached without strong and insistent community involvement. Cleveland needs your voices.

After the demonstration of May 30 and the police reaction with the use of excessive non-lethal force, the Consent Decree Monitors reported that there were only 69 people who filled out the Monitor's survey expressing their views on the demonstration and the police reaction. Chief Williams read that to mean that few people were dissatisfied with the police conduct.

You need to make your voices heard; silence is read as acceptance of the status quo. If you care about policing in Cleveland you need to be heard, by answering our surveys and attending (remotely right now) our quarterly community meetings and Cleveland Division of Police district meetings. Ultimately, Clevelanders, we will have the police we deserve. It's time for you to make your voices heard.

The Commissioners look forward to continue helping to achieve the goals of the Consent Decree this year.

Lewis Katz

Victoria Marion



From the CPC Executive Director

Our year started off focused on one name, Tamia Chappman. Tamia was killed during a vehicle pursuit by Cleveland Division of Police in late December of 2019. She was 13 years old. At the time of the tragedy, the community was still unfamiliar with the eight new commissioners who were appointed to our board just a few months before. Pursuits would be a crisis that would unify the new group of Commissioners, and *crisis* would continue to define their initial year together.

It wasn't long before more names entered our conversations: Ahmaud Arbury in February, Breonna Taylor in March, Desmond Franklin in April and George Floyd in May. The video of George Floyd's homicide infuriated the nation. Once again, cities erupted in protests against police brutality and racial injustice.

The protests were different from what we had witnessed in Ferguson, Baltimore and other places including Cleveland in 2014 and 2015. They were bigger, the voices of change were amplified, and there were new demands. Calls to reform the police were replaced with calls to defund the police or abolish the current policing system all together. Thousands of Clevelanders came together downtown on May 30th in solidarity with these uprisings. The events of the day revealed that despite the last five years under a Consent Decree, we still have a long way to go with our own police-community relationship here at home. The deaths of Tamia, Desmond, and the response by the Cleveland Division of police to the May 30th protest highlighted for Commissioners the need for greater transparency,

accountability, and trust building. These issues became the focal points for the CPC's 2020 agenda.

At the time of the protest, the office of the Community Police Commission had already been closed for two months due to another crisis, the global coronavirus pandemic. COVID-19 forced us to change the way we interact with the community at a time when communication was critical. CPC staff were outstanding in their efforts this year to keep the commission connected with each other and also with the community. Many community members chose to stay up to date with the Consent Decree and local issues related to the Cleveland Division of Police via our online meetings and digital communications. Despite the many challenges we forged ahead in bringing the community's voice and interest into our information requests, policy recommendations, and reports. Overall the Commission had an extremely productive year.

Crisis is a test of character. This newly selected class of Commissioners and our staff have risen to the occasion and put their best traits forward on behalf of the communities they serve. It is a continued privilege to be a part of this Commission and work on behalf of the people. There is still much to be done in order to achieve the goals of a more transparent, trustworthy, and accountable Division of Police. We hope to see you join us in this important work.

A handwritten signature in black ink, appearing to read 'J. Goodrick'.

Jason Goodrick
Executive Director

About the CPC

The purpose of the Commission is to bring community input in the process of police reform. The Commission develops recommendations on behalf of the citizens of Cleveland to the Division of Police related to policies specifically around the Consent Decree. The Commission consists of 10 civilians who go through a selection process and are appointed for a four year term. Three officer organizations: the Black Shield, Fraternal Order of Police (FOP), Cleveland Police Patrolmen's Association (CPPA) are also represented on the board.

2020 Commissioners

- Dr. Terry Echols*
- Det. Jeff Follmer, Cleveland Police Patrolmen's Association*
- Gordon Friedman*
- Harriet Hadley*
- Dr. Stephanie Hinnershitz **
- Sgt. Richard Jackson **, *, Black Shield*
- Lewis Katz ****
- Rev. Frederick Knuckles ***
- LaToya Logan ***
- Victoria Marion ****
- Lt. (Ret.) Gail Maxwell, Fraternal Order of Police*
- Mayele Ngemba*
- Dr. Megan Testa*

** No longer on the Commission, as of the publication of this report*
*** Served at least one term as CPC Co-Chair*
**** Current CPC Co-Chair, as of the publication of this report*

CPC Staff

Jason Goodrick
Executive Director

Shalenah Williams
Community Engagement Coordinator

Ryan Michael Walker
Senior Policy Analyst

Junita Thomas
Assistant Administrator

Sara Anderson
Marketing Communications Specialist

Division Appointing Authority, Designees & Support Group

Sharon Dumas
*Interim Chief of Staff
& Director of Finance*

Kevin Preslan*
Manager of Finance

Anthony Houston
Project Coordinator

Monica Madej
Deputy Auditor

Gary Singletary
Chief Counsel

** No longer on support staff, as of the publication of this report*

2020 Commissioner Bios

The Community Police Commission is currently in its second four year term. This new group of Commissioners were seated in November of 2019 and includes a few returning members.

** No longer on the Commission, as of the publication of this report*

*** Served at least one term as CPC Co-Chair*

**** Current CPC Co-Chair, as of the publication of this report*



Lewis Katz ***, Commissioner, Nov. 2019 - Current | lkatz@clecpc.org

Lewis Katz is the John C. Hutchens Professor Emeritus of Law at Case Western Reserve University where he has taught for 54 years, teaching criminal law and criminal procedure with a scholarship interest in 4th Amendment and civil rights law. He also founded the LLM and SJD programs at the law school. Mr. Katz is a former consultant to the Ohio Sentencing Commission and also with the New York and Pennsylvania Criminal Justice Commissions. Mr. Katz is the author of "Ohio Arrest Search and Seizure", which is used by judges, lawyers and police and is in its 27th edition.



LaToya Logan **, Commissioner, Nov. 2016 - Current | llogan@clecpc.org

LaToya Logan has served as the Region 3 Director for the Ohio Chapter of the National Association of Social Workers since 2017, and is the founder of Project LIFT Services, which provides culturally competent services to Black males across their lifespan. She is a certified Anti-Oppressive Informed Practitioner and an Ohio Child Welfare trainer. She has served on the Community Police Commission since 2016, actively working towards police reform with a clear focus on accountability and transformational change.



Megan Testa, Commissioner, Nov. 2019 - Current | mtesta@clecpc.org

Dr. Testa is a medical doctor employed by University Hospitals who specializes in Adult Psychiatry with sub-specializations in Community Psychiatry and Forensic Psychiatry. Dr. Testa works with the Cleveland based mental health agencies Frontline Services and Recovery Resources and the Cleveland Municipal Court Psychiatric Clinic. She also works at Northcoast, the state psychiatric hospital. Dr. Testa currently serves as President of the Ohio Psychiatric Physicians Association and is the President Elect of the Midwest Chapter of the American Association of Psychiatry and Law. She is an Assistant Professor of Psychiatry at Case Western Reserve University School of Medicine.



Gordon Friedman, Commissioner, Nov. 2016 - Current | gfriedman@clecpc.org

Is an activist criminal defense attorney who has worked as a civil rights lawyer for over 40 years after starting out in the Public Defender's Office of the Legal Aid Society. Mr. Friedman was an Associate Professor of Law at Cleveland Marshall Law School teaching criminal procedure and working with the criminal law legal clinic. He presently teaches as an Adjunct professor at the Marshall Law School. He was the founding Director of the Cleveland Free Clinic in 1970.



Harriet Hadley, Commissioner, Nov. 2019 - Current | hhadley@clecpc.org

Ms. Hadley is employed as the Business Community Liaison for the Cleveland Job Corps. She sits on a variety of boards and collaboratives, to include the United Way of Greater Cleveland, the National Congress of Black Women, the Rotary Club of Greater Cleveland, and the Collinwood Neighborhood Community Development Corporation. Ms. Hadley has worked closely with the Fifth Police District and has over 20 years of experience as an advocate working with young adults who have dropped out of school.



Terry Echols, Commissioner, Nov. 2019 - Current | techols@clecpc.org

Dr. Echols is a Cleveland resident and is employed as the Assistant Director of Adult Education Services at the Cuyahoga County Public Library. Dr. Echols is a Doctor of Adult Education and Higher Learning (E.D.) and has spent his career in social services and higher education. He has past service as the Chairman of the Stark County Urban League and as the committee chair for youth education for the NAACP of Stark County. Dr. Echols has an extensive background in multicultural affairs and literacy enhancement, with a focus on working to improve the quality of life of underserved populations.



Victoria Marion ***, Commissioner, Nov. 2019 - Current | vmarion@clecpc.org

Victoria Marion is a Cleveland resident and is employed as a Senior Social Worker and Veterans Justice Outreach Specialist at the Department of Veterans Affairs (VA) where she works with the Comprehensive Homeless Center. She has worked with individuals having substance abuse disorders and/or mental illness. Ms. Marion has served on both the local and national board of the National Association of Social Workers and serves on the Advisory Board of Ursuline College.



Frederick Knuckles **, Commissioner, Nov. 2019 - Current | fknuckles@clecpc.org

Rev. Frederick Knuckles has lived or worked in the City of Cleveland for over 50 years. He has been a pastor of the New Fellowship Church for 30 years and serves as a moderator for the Progressive Baptist Association. Mr. Knuckles currently serves as Program Manager of the "Building Strong Families for University Settlement" in the Slavic Village Community and is an advocate for the homeless community.



Mayele Ngemba, Commissioner, Nov. 2019 - Current | mngemba@clecpc.org

Mr. Ngemba is employed by the Cleveland Metropolitan School District as a Bilingual Instructional Aid. Mr. Ngemba is originally from the Republic of the Congo and has lived in Cleveland for eight (8) years. Among a variety of civic and community groups, Mr. Ngemba presently serves as the President of the Congolese Youths of Greater Cleveland. He is the founder of and works with the local Cleveland based groups "Advocates for Peace and Change" and the co-founder of "Ambassadors for African Youth". Much of his work and focus is on empowering local youth.



Stephanie Hinnershitz *, Commissioner, Nov. 2019 - May 2020

Ms. Hinnershitz is a Cleveland resident and is employed as an Assistant Professor at Cleveland State University where she teaches twentieth century American History with a specialization in civil rights and prison labor. Ms. Hinnershitz also serves as the Director of the Center for Refugee and Immigrant Success at Cleveland State and is active with the Downtown Cleveland Residents Association and with Building Hope in the City, a faith based organization that provides outreach on issues such as poverty, crime, and community engagement.



Sgt. Richard Jackson **, *, Commissioner, Aug. 2018 - Dec. 2020
Police Officer Representative: Black Shield

Sgt. Richard Jackson is a 30-year member of the Cleveland Division of Police. He has nearly 20 years of experience in police supervision. Additionally, he has extensive advanced organizational leadership training from organizations such as the International Association of Chiefs of Police (IACP), Ohio Police Officer Training Academy (OPOTA), and National Organization of Black Law Enforcement Executives (NOBLE). Sgt. Jackson also has extensive FEMA training in Emergency Management and Ohio Homeland Security as an Intelligence Liaison Officer. Sgt. Jackson is a veteran of the United States Marine Corps 1st Reconnaissance Battalion.



Lt. (Ret.) Gail Maxwell, Commissioner, Apr. 2018 - Current | gmaxwell@clecpc.org
Police Officer Representative: Fraternal Order of Police (FOP)

Lt. Maxwell retired from the Cleveland Division of Police in April 2007. She was the Officer in Charge of the Sixth District Detective Bureau, which served Cleveland's Collinwood and Glenville Neighborhoods. Lt. Maxwell resides in Cleveland's Detroit Shoreway Neighborhood. Lt. Maxwell is an active retired member of the FOP and has served as the FOP's Election Committee Chairperson for over eleven (11) years. Lt. Maxwell is a proud citizen of Cleveland and her re-appointment to the Commission reflects her continuing wish to be part of the City's progress moving forward.



Det. Jeff Follmer, Commissioner, Jan. 2018 - Current | jfollmer@clecpc.org
Police Officer Representative: Cleveland Police Patrolmen's Association (CPPA)

Detective Follmer is a returning member of the Commission. Det. Follmer was elected president of the Cleveland Police Patrolmen's Association in November 2017.

2020 Our Work in Review

Below is a list of major works the CPC produced in 2020. Additional details of the CPC's work can be found in the 2020 Work Groups section of this report or on our website: clecpc.org/our-work

Date	Recommendations Reports & Conversations	Status of Work
January 2020	Pursuit Conversation	Following the tragic death of 13 year old Tamia Chappman during a CDP pursuit the Commission brought the Community together at New Fellowship Baptist Church to listen to Community Concerns about pursuits. The information was utilized by the Pursuit Work Group in making recommendations.
August 2020	Vehicle Pursuit Recommendations	The Pursuit Work Group created a model GPO and recommendations sent to the Division in August. The Division has yet to formally respond to the recommendations made.
July 2020	Youth Interaction Policy	Years of advocacy by the CPC and it's community partners resulted in the adoption of the Division's first "Youth Interaction Policy" The policy was approved by the Court on December 14, 2020 and can be read on our website.
July 2020	Transgender Interaction Policy	Years of advocacy by the CPC and it's community partners resulted in the adoption of the Division's first "Transgender-Interaction Policy." The policy was approved by the Court on December 14, 2020 and can be read on our website.
June 2020	Discipline Policy Recommendations	The Consent Decree recognizes discipline as a critical component of reform. The CPC created a work group of technical experts in Human Resources work to evaluate the Division's discipline policy and make recommendations. A model GPO and Matrix were sent to the Division in June. The Division is currently working in collaboration with the CPC to introduce an amended Discipline Policy in 2021.

<p>March - December 2020</p>	<p>Community Training Awareness Survey</p>	<p>The CPC hired an outside consultant in 2020 to assist with ascertaining community impressions of Division training. A survey was designed to assist in the process. The survey was accessible from March - December.</p>
<p>June 2020</p>	<p>Community Training Perspectives Report</p>	<p>The CPC hired an outside consultant in 2020 to assist with ascertaining community impressions of Division training. The consultant reviewed documents, ran focus groups and attended community meetings. A gap analysis and report was produced in June. The Division of Police responded in July. The Monitoring Team and Department of Justice also formally responded to the report.</p>
<p>December 2020</p>	<p>Community Training Final Project Report</p>	<p>The CPC hired an outside consultant in 2020 to assist with ascertaining community impressions of Division training. The consultant reviewed documents, ran focus groups, and attended community meetings. An initial gap analysis and report was produced in June. A final report followed in December.</p>

2020 Work Groups

The Commission brings recommendations on behalf of the citizens of Cleveland to the Division of Police related to policies specifically around the Consent Decree. We do that by having quarterly meetings, meetings about special topics, and work groups around specific issues.

Active Work Groups in 2020

- Accountability Work Group (Citizen Review of Training)
- Community & Problem-Oriented Policing (CPOP) Work Group (District Policing Committee Research)
- Discipline Work Group (Recommendations of Discipline Work Group)
- Search & Seizure Work Group (Vehicle Pursuit Policy Review)

Accountability Work Group

In 2018, the CPC established the Accountability Work Group. Led by Commissioner LaToya Logan, the group is open to all community members who are interested in contributing their time and wisdom.

The Accountability Work Group works to develop proactive and preventive policy recommendations designed to reduce officer misconduct locally in Cleveland. The safety of both the community and police officers who serve the community is the primary concern of the recommendations developed by the work group. The work group also looks at training outcomes and serves on the Training Review Committee (TRC).

Scope of work group includes topics such as;

- Police training impact on the community
- Criminal police conduct & accountability
- Civil police conduct & accountability

2020 Work Focus: Officer Training

The work in 2020 focused primarily on evaluating Consent Decree mandated training for officers. With a significant increase in the amount of training, it is expected there would be some difficulty in retention and application of the material. The group's goal was to examine the effectiveness

of the training from a perspective of retention, community expectations and application in daily interactions.

The CPC worked with a consultant, Dr. Kelene J. Robinson of the Tesser Group to identify the communities' training expectations and conduct a gap analysis using the publicly available court approved curricula in several key areas including bias free training, use of force training, and supervisor training. The report specifically identified gaps in uses of community recognized best practices and crafted recommendations to the Division for improving the training curriculum.

Recommendations included:

- Incorporating community feedback into the training and inviting community members to participate in training
- Incorporating academic research articles and scientific evidence into the training curriculum
- Using outside subject matter experts where warranted, particularly in topics such as bias-free training
- Using organizational feedback and real incidents as examples of the application of the training

As a result of the recommendations and other efforts to improve training from the Monitoring Team, the Division has begun to re-evaluate and improve many of the curriculums that were reviewed in our report. It was announced prior to publication of this document that they will be hiring a full-time civilian expert in curriculum development to aid in the Division in this area.

The Accountability Work Group also created a model program for District Awareness Cultural Training which is currently being considered for use by the Division. In 2021 the work group began

began the process of examining how the Division recommends that criminal charges are filed against officers when they have allegedly broken a law as well as how they are defended in civil court.

Join the Accountability Work Group

The Accountability Work Group is open to the public and meets on the third Tuesday of the month at 4:00pm. See the CPC's social media or online event calendar for up-to-date meeting information: clecpc.org/calendar

Community & Problem-Oriented Policing (CPOP) Work Group

Community and Problem Oriented Policing (CPOP) is a model of policing in Cleveland which was adopted through a comprehensive plan in 2019. The "CPOP Plan" is designed as the key method for promoting and strengthening partnerships within the community, engaging constructively with the community to ensure collaborative problem-solving, and increasing community confidence in CDP. The Commission was involved with the creation of the initial plan and supporting documents including the "*CPOP General Police Order*" and "*District Policing Committee Strategy*."

The Consent Decree in ¶17(c) states the commission will, "On an ongoing basis, assess CDP's community activities, and make recommendations for additional strategies for CDP to consider to increase community engagement with and community confidence in CDP."

In 2020, the CPOP work group was led by newly appointed Commissioner Harriet Hadley. Prior to Harriet's arrival, the CPC had already completed a plan to "assess" community engagement and make ongoing recommendations as warranted.

The CPC's Community Engagement Assessment Plan was completed in 2017 and revised in 2018 and 2019. A core element of the plan was collecting data and information. One of the primary focal points of the CPOP work group's plan was to gain a better understanding of the District Policing Committees. Unfortunately COVID-19 made assessing any community engagement activities a difficult task. According to the CDP, the pandemic had limited the implementation of CPOP objectives in the period of this report.

District Policing Committees (DPC)

District Policing Committees are established to facilitate regular communication and cooperation between the Division and community leaders at the local level. The meetings typically occur monthly in each of the five police districts. The Division's DPC Strategy, which was designed to bring them into compliance with the mandates of the Consent Decree, was approved by the Court on February 20, 2019. The CPC is mentioned in the Consent Decree as one of the stakeholders in these meetings and is charged with working jointly to improve them.

The CPC staff had a representative at nearly all of the meetings since the strategy's inception. The representative was charged with making observations using a standardized form. The form included making an educated guess regarding attendance demographics and taking notes on agenda items. The purpose was to “assess” the progress towards the implementation of the strategy and make recommendations for improvements, including recommendations on how the CPC can be more involved.

In late 2020, a draft report was shared with the city along with the hope that the city would be willing to work collaboratively to update and improve the strategy, reinforce its principles and jointly work together to move the DPCs closer to compliance with the Decree. The draft work was a point of serious contention between the CPC and the CDP, particularly the Command Staff who run the DPCs.

After intervention from the Monitoring Team, it was determined the report would remain a draft and instead a task force would be formed in 2021 that

will be comprised of CPC representatives, CDP representatives, Monitoring Team representatives, and other stakeholders. It is anticipated that the meetings will begin in the second quarter of 2021. It is our hope they will lead to significantly greater involvement of the community in the District Policing Committees.

The CPOP work group will continue to make recommendations across all aspects of the Cleveland Division of Police’s engagement activities. The goal of 2021 is to educate the community about how they can become more involved and empower their voices through engagement with the CDP.

Join the CPOP Work Group

The Community & Problem-Oriented Policing (CPOP) Work Group is open to the public and meets on the third Thursday of each month at 5:00pm. See the CPC's social media or online event calendar for up-to-date meeting information: clecpc.org/calendar

Search & Seizure Work Group

Vehicle Pursuit Policy Review

On August 31, the Community Police Commission (CPC) submitted its vehicle pursuit policy recommendations to the City and Cleveland Division of Police. Community concerns regarding the danger vehicle pursuits pose to the public and the pursuit related death of 13 year old Tamia Chappman in December of 2019 led the CPC to take a look at existing policy.

The CPC recognizes the CDP’s 2015 effort to update the vehicle pursuit policy and acknowledges that the current policy is generally in line with many national and local Ohio policies that existed during that time. In response to public concerns, the CPC concluded that five years was a reasonable amount of time to consider making several updates to enhance previous efforts in this area.

The CPC’s recommendations were informed by community feedback taken from our January “listening session” held at the New Fellowship Baptist Church in Cleveland’s Glenville neighborhood and existing research on best practices currently followed by other law enforcement agencies.

The CPC’s recommendations center on three key areas:

1. Defining when an officer can use an authorized emergency vehicle to pursue a suspect and incorporating additional best practices for these pursuits;
2. Defining training standards and limiting officers who are authorized to pursue to “sufficiently trained officers” only;

3. Outlining criteria for reporting pursuit data to the public.

The CDP's vehicle pursuit policy is due for review in October of 2021 at which time the CPC's recommendations will be considered.

Additional Policy Review & Recommendations

The Search and Seizure Work Group in conjunction with other organizations such as the ACLU, CWRU's Shubert Center for Childhood Studies, NAACP, and Equality Ohio worked to complete two novel policy recommendations that went above and beyond the requirements of the Consent Decree.

The Cleveland Division of police should be commended for recognizing the need to address these areas via policy and working with the community for making them a reality.

The new policies are: *Interactions with Transgender, Intersex and Gender Non-Conforming Individuals (TIGN)* and *Interactions with Youth*.

Interactions with Transgender, Intersex, and Gender Non-Conforming Individuals (TIGN) Policy

One of the primary goals of the Consent Decree is to promote and strengthen partners within the community. Nationwide transgender, intersex and gender non-conforming justice and equality movements have gained momentum. Evidence supports the idea that in particular transgender victims of crime may be on the rise and underreported.

This policy takes a step in helping to eliminate bias and misunderstanding by establishing guidance for officers to follow when interacting with individuals who identify in these ways.

Policy highlights include:

- Definitions that explain meanings of the terms a person may identify with
- Mandates use of appropriate pronouns based on the individuals preference
- Protects privacy of the individuals and prohibits harassment by officers
- Establishes protocols for searches of individuals who identify as TIGN

Interactions with Youth Policy

Individuals below the age of 27 have the highest rate of interaction with law enforcement. The Division of police recognizes the need to provide officers with guidance and procedures for interactions with youth that are "age appropriate, promote compliance with the law, and build positive relationships. These procedures are intended to equip officers to respond to youth in a manner that promotes positive interaction and enhances the safety of the officers, youth, and public, while still holding youth accountable."

Highlights from the novel youth policy are:

- Officers shall "conduct law enforcement activities without discrimination on the basis of a youth's demographic category"
- Informs and directs officers to consider the behavior of youth, especially when confronted from positions of authority
- Outlines alternatives to arrest in certain conditions including warnings and releases and referrals
- Sets policy specific to officer conduct during arrests of youth including specifics on Miranda Warnings

The Commission and its community partners will work to assess the training and effectiveness of these policies as they become part of the Division's daily operations.

Discipline Work Group

Officer discipline remains a significant area of public concern five years after the Consent Decree implementation. The work of the CPC contributed to the filing of the updated *Discipline General Police Order* and *Matrix* in 2018, and again in 2019. In 2020, the CPC again formed a work group with the intent to continue improving the policy and advocating for some citizen's and officer's outstanding concerns.

2020 Work Focus: CDP Discipline Policy and Matrix

The CPC's Discipline Work Group consisted of human resources professionals, labor law experts, CDP officers and civilian activists.

The group reviewed the latest version of the internal discipline policy and compared best practices from police departments around the nation as well as private sector human resources practices. As a result of the review the participants decided to draft a new model GPO and matrix which if adopted would greatly improve the work that has already been done by the parties.

Highlights from the CPC's model General Police Order include:

- Redefining many offenses to add clarity
- Streamlining discipline and outcomes for low level, minor offenses
- Narrowing discretion of outcomes for low level offenses
- Creating a fourth classification for offenses that are heinous and rise to the presumption of termination
- Creating a review board to ensure discipline is fair and consistent in its application

The CPC is currently working with a team from the Division to discuss the recommendations and co-create an updated policy for consideration. The policy is up for review by the parties in December of 2021.

2021: A Look Ahead

The Community Police Commission looks forward to continuing to work towards achieving the goals of the Consent Decree and is committed to amplifying the voices and priorities of Cleveland's communities. The following work groups are active in 2021.

Officer Wellness Work Group

In 2020, the CPC started a new work group led by Commissioner Megan Testa. The Officer Wellness Work Group includes experts in the field of mental health, social work, and employee assistance. The group focuses proactively on the mental health of all officers, the elimination of stigma around mental health issues, and ways to strengthen CDP wellness policies.

The Consent Decree recognizes that the wellness of police officers is critical in line 299 which states: "CDP will implement an effective employee assistance program that provides officers ready access to the mental health and support resources necessary to facilitate effective and constitutional policing."

The work group began with a thorough review of the academic literature on best practices in police officer wellness. The group developed a needs assessment (based upon literature) through which officers will be given the opportunity to express

their thoughts on wellness, stress management, departmental support, stigma, and identify programs to which they would like to have access.

The work group is also in the process of learning about current wellness efforts and programs within the Cleveland Division of Police. Leaders from the Cleveland Mindfulness Center, Westshore Critical Incident Response Service, and CDP's employee assistance plan have joined our work group meetings to inform us about the yoga and mindfulness programming, critical incident debriefing, and the EAP, which has extensive programming available and in development to support and help officers.

As we move forward with our work, we will continue to learn about existing programming and further needs with the goal of advancing recommendations to boost existing programs and address additional needs that are identified.

Homicide Response (Community Perspectives)

The purpose of the Homicide Work Group is to look at the present state of the homicide unit, it's staffing and how it compares to similar cities via the lens of the Community. Members of the community who have lost a loved one to homicide have been sharing experiences with the Commission.

The Commission will continue to capture these stories until there is enough experiential data

to produce a report in 2021. Any community members who would like to share an experience about the Cleveland Division of Police Homicide Unit can reach out to us at info@clecpc.org or call 216-505-5920.

Accountability Work Group

The existing Accountability Work Group will continue to pursue projects that develop proactive and preventive policy recommendations designed to reduce officer misconduct locally in Cleveland. The safety of both the community and police officers who serve the community is the primary concern of the recommendations developed by the work group.

The work group also looks at training outcomes and serves on the Training Review Committee (TRC).

It is anticipated that this year the work group will release the results of our community training satisfaction survey, collaborate with the monitoring team on the bi-annual survey and produce an annual accountability report.

Outside Law Enforcement Affiliates Work Group

The Cleveland Division of Police has entered in agreement with nine police departments allowing them to exercise concurrent police authority within their physical areas.

These police departments are:

- Cuyahoga Community College
- Cleveland Clinic Foundation
- Cleveland Metropolitan Housing Authority
- Cleveland State University
- Cleveland Metropolitan School District
- University Hospitals
- Case Western Reserve University
- MetroHealth Medical System, and
- University Circle Incorporated

The agreements were modified to incorporate certain requirements pertaining to the Consent Decree.

Obviously, these police departments will determine how well the Consent Decree is operating within their territories.

The overall goal of the CPC's work group is to gain an understanding of how well they are behaving and living up to the Consent Decree.

The work group is also monitoring the homicide investigation of 19-year-old Arthur Keith who was killed by the Cleveland Metropolitan Housing Authority (CMHA) Police Department at King Kennedy Housing. The use of force by CMHA may be subject to the agreements mentioned above.

The work group is expected to produce at least one report and recommendation this year.

Young Adult Work Group: Leaders of Tomorrow

Members of the Leaders of Tomorrow (LoT) young adult work group are individuals between the ages of 18 – 26 who live in the city of Cleveland that work together to create positive change through improved policies. Members will voice their opinions, thoughts, and personal stories about issues they and other young people in the community face as related to interactions with Cleveland police.

The work group's mission is to develop solutions to policing related issues that impact young people in

Cleveland. These solutions will take the form of policy recommendations that the CPC will submit to the City and other stakeholders as outlined by the Consent Decree.

Commissioner guidance, interactive workshops, and group research projects are designed to help members develop the confidence, knowledge and skills needed for members to become effective problem solvers and encourage future civic engagement.

Get Involved

Achieving positive, citizen-driven reform of policing in Cleveland depends on the support of the entire Cleveland community. Here are ways to have your voice heard in the reform process:



Attend CPC & Community Events

Attend CPC meetings and take part in events hosted by local community organizations to share your thoughts about policing and related issues in your community. A calendar of Commission and community events can be found on our website: clecpc.org/calendar

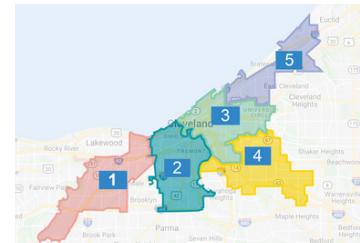


Join a CPC Work Group

Take an active role in the reform process by joining a work group. Discuss issues & develop policy recommendations on topics related to CPOP, bias-free policing, accountability, and transparency. View all active work groups: clecpc.org/get-involved/work-groups

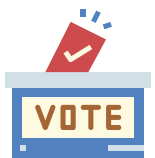
Attend District Policing Committee (DPC) Meetings

Attend district policing committee meetings to get to know your district's officers and to talk about local crime and safety issues. Visit your police district's social media pages for details on meeting dates and locations. Details are also on our event calendar: clecpc.org/calendar



Talk to your Councilperson

Call or write to your councilperson about the need to create a plan for long-term and independent community oversight of the Cleveland Division of Police. Find your Councilperson on City Council's website: clevelandcitycouncil.org



Vote!

Elect candidates that speak up on the issues of police accountability and reform. Visit the Cuyahoga County Board of Elections website to register to vote, check for upcoming election dates, or find your voting location: boe.cuyahogacounty.gov



Join the Conversation

Follow the CPC on social media and share your voice in the reform process.



Facebook: facebook.com/216cpc



YouTube: bit.ly/216cpc-youtube



Twitter: twitter.com/216cpc

Visit our website at: www.clecpc.org

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