

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF OHIO
EASTERN DIVISION

UNITED STATES OF AMERICA,)	CASE NO.: 1:15-CV-01046
)	
Plaintiff,)	
)	JUDGE SOLOMON OLIVER, JR.
vs.)	
)	
CITY OF CLEVELAND)	
)	<u>MOTION RECOMMENDING</u>
Defendant.)	<u>APPROVAL OF COMMUNITY</u>
)	<u>ENGAGEMENT FRAMEWORK FOR</u>
)	<u>COMMUNITY AND PROBLEM-</u>
)	<u>ORIENTED POLICING PLAN AND</u>
)	<u>BIAS-FREE POLICING POLICY</u>

Pursuant to Paragraphs 27 through 44 of the Consent Decree, and the First-Year Monitoring Plan, in the above-captioned matter, a comprehensive Community Engagement Framework for a Community and Problem-Oriented Policing (“CPOP”) Plan and Bias-Free Policing (“BFP”) Policy (the “Framework”) has been developed (attached hereto as Exhibit A). The Framework was finalized after constructive discussions with and direct input from the command staff of the Cleveland Division of Police (“CPD” or “Division”), the Department of Justice (“DOJ”), City of Cleveland (the “City”)—including the Community Relation’s Board (“CRB”) and the District Policing Committees (the “DPCs”), (formerly called District Community Relations Committees) – and the Community Police Commission (“CPC” or the “Commission”), as well as the Monitoring Team. The Framework outlines a process for

coordinating, reviewing, and synthesizing feedback that should be used by CPD and CPC together and working with the CRB and the DPCs -to maximize the strength and effectiveness of their respective community engagement efforts as the CPD develops a Community and Problem-Oriented Policing Plan and Bias-Free Policing Policy.

For the reasons set forth below, the Monitor concludes that the Framework is consistent with the Consent Decree because it provides a method to solicit broad-based community input on the Division's CPOP Plan and BFP Policy. The community engagement process outlined below ensures community members have multiple avenues to provide input and promotes community confidence in the Division, and ensures that the Division will develop its CPOP Plan and BFP Policy in a manner consistent with the values of Cleveland's communities. The Monitor therefore recommends that the Court approve the Framework.

I. SUMMARY OF CONSENT DECREE REQUIREMENTS

The Department of Justice's 2014 investigation concluded that the Division "must undergo a cultural shift at all levels to change an 'us-against-them' mentality [] too often observed and to truly integrate and inculcate community oriented policing principles into the daily work and management of the Division." U.S. Department of Justice, "Investigation of the Cleveland Division of Police" (Dec. 4, 2014) [hereinafter "2014 Findings Letter"] at 6. The 2014 Findings Letter reported that while the CPD "participate[s] in many programs that are aimed at building relationships with the community to enhance the services," these "programmatic efforts are not enough." *Id.* at 50. "The ethos"—"which includes how individual officers interact with and view the communities that they police each and every day . . ." and

“how officers talk to and act towards the people they encounter every day . . . needs significant improvement throughout [CPD].” *Id.*

The Consent Decree requires the Division “develop and implement a comprehensive and integrated community and problem-oriented policing model.” Dkt. 7-1 ¶ 27. The model must strive to “promote and strengthen partnerships within the community, engage constructively with the community to ensure collaborative problem-solving, and increase community confidence in CPD” *Id.* ¶ 27. The community and problem-oriented policing model must also factor Cleveland’s various regions into consideration, *id.* ¶ 29, ensure the development and maintenance of “collaborative partnerships with a broad spectrum of community groups,” *id.* ¶ 31, and ensure the CPD actively solicits participation from a diverse cross-section of Cleveland *id.* ¶ 32. In order to ensure individual officers are engaging in community and problem-oriented policing, the Decree requires officer training in a host of community and problem-oriented policing principles, *id.* ¶ 30, and the implementation of systems to “monitor officer outreach to the community.” *Id.* ¶ 33. To increase transparency, CPD is required to publish a “publicly available community policing report detailing community policing efforts in each district.” *Id.* ¶ 34. Additionally, under the First Year Monitoring Plan, the Monitor is tasked with “engag[ing] in an affirmative, intensive effort to obtain CPC, community, officer, and other stakeholder input and comment to the proposed final draft [of CPD’s Bias Free Policing Policy].” Dk. 43-1 at 56. Given the necessary and obvious relationship between these two policy areas, the Parties decided to incorporate the Bias-Free Policing Policy into this Framework

The First Year Monitoring plan charged the CPD with developing a comprehensive Community and Problem-Oriented Policing Work Plan. Dkt. 80 at 2. To guide the CPD and begin the process of creating these CPOP and BFP plans, the Monitoring Team has worked with

the various stakeholders to develop the comprehensive Framework to serve as a process map for community outreach and engagement on CPOP and BFP issues. *Id.*

II. PROCESS USED TO DEVELOP FRAMEWORK

The Consent Decree requires the CPD's CPOP model and BFP Policy be developed with input from the CPC, the community, and the Parties. Dkt. 7-1 ¶¶ 15, 17, 18, 23-25, 27-34, 38. Consequently, the First Year Monitoring Plan charged the Parties—with the Monitoring Team taking the lead—with developing the Framework to “set forth the expectations” for the CPD and “provide mechanisms for community outreach on community and problem-oriented policing.” Dkt. 80. at 2. The CPD, the City, DOJ, CPC, and Monitoring Team created a process—which is codified in this Framework—for active participation, broad-based community involvement, and public input on the Division's CPOP Plan and BFP Policy. As discussed below, this Framework was developed through significant collaboration and cooperation from the City, the DOJ, the Monitoring Team, and the CPC.

The Consent Decree outlines the various components of community policing that must be incorporated in the Division's community policing model. *Id.* ¶¶ 27-34. The Monitoring Team circulated a document entitled “Framework for Community Policing in Cleveland.” (“Community Policing in Cleveland”) that translated these conceptual components to concrete ideas applicable to Cleveland. This document identified the core components of community policing—such as collaborative problem-solving, community partnerships, and broad-based engagement—as well as related areas of division management and organization that the CPD will need to address in order to implement the Plan effectively. These include staffing and deployment, equipment and resources, recruitment and hiring, officer training, and officer and

supervisor evaluation. Community Policing in Cleveland was shared with the stakeholders, who will now embark on a collaborative engagement process around community and problem-oriented policing and work together to solicit meaningful community feedback around the Division's CPOP Plan. Working together means three things for purposes of this process: (1) on the front end, the CPD, CPC, the DOJ, and the City will provide input on the engagement materials and process; (2) all of the stakeholders will participate in the community engagement process and provide necessary resources; and (3) all of the stakeholders will share information about the process with their networks. The Framework details the process that will be used by the CPD, the City—including the CRB and DPCs – as well as the CPC, DOJ, and the Monitoring Team, to solicit broad-based community input surrounding the Division's CPOP Plan and BFP Policy.

After receiving input from the CPC, the City, the CPD, and the DOJ, the Monitoring Team drafted the Framework, incorporating lessons learned from the community engagement surrounding the revised Use of Force Policies, *see* Dkt. 83, as well as members of the Monitoring Team's familiarity with the Cleveland community. Following the first draft, the Monitoring Team members had over 10 individual meetings—including meetings with each DPC and the designated CRB member for each district, City officials, the DOJ, and various CPD officers. During this period, the Monitoring Team solicited feedback on the Framework. After various iterations of the Framework, the stakeholders agreed on a final draft.

III. DISCUSSION OF FINAL PROPOSED FRAMEWORK

This Framework consists of three sections.

- **The Background:** This section summarizes the conversations leading up to the development of the Framework.
- **Overview- Two Cycles of Community Engagement:** This section provides an overview of the engagement process.
- **Proposed Timeline:** This section outlines the expected time frame for the engagement process.

A. Background

The Framework begins with a discussion of the expected outcome of the community engagement process. The feedback received from the engagement process will be used to draft the CPD's CPOP Plan, as well as their BFP Policy. Ex. A at 2. As detailed above, the Division is expected to solicit substantial community input as they draft the CPOP Plan and BFP Policy¹

B. Overview- Two Cycles of Community Engagement

The process of community engagement outlined in the Framework will involve two cycles of engagement with community feedback from each cycle synthesized and provided to the CPD so that ideas from the participants can be incorporated into the final CPOP Plan and BFP Policy. Ex. A at 3.

¹ The Framework also briefly discusses the possibility of bringing the 21st Century Town Meeting—or *AmericaSpeaks*—to Cleveland. Ex. A at 2. *AmericaSpeaks* is an innovative approach to deliberative democracy that brings together between 300 and 1,000 residents of a given community or municipality for a daylong session aimed at reaching agreement on pressing and often-contentious policy questions. *Id.* *AmericaSpeaks* will likely consist of five discussion sessions including community and problem-oriented policing. *Id.* The CPD, the City the DOJ, the CPC, and the Monitoring Team are interested in using this resource and are discussing possible fundraising opportunities to host *AmericaSpeaks* in Cleveland. *Id.*

During the first cycle all the Consent Decree stakeholders – with the Monitoring Team taking the leading role—will collaborate to engage the community in a comprehensive dialogue about community and problem-oriented policing and bias-free policing in Cleveland, and to hear from residents directly about the sorts of reforms that they would like to see. *Id.* This will be done through a series of community meetings—two Cleveland citywide events and at least five district community meetings. Ex. A at 6. Additionally, the stakeholders will attend and solicit input at all five district policing committee meetings, as well as the monthly public CPC meeting. *Id.* Each meeting will include a PowerPoint presentation and a small group discussion period facilitated by representatives of the various stakeholders. Ex. A at 5. These forums will be structured in a similar fashion to the Use of Force Community Roundtable. Dkt. 83 at 6-12. The stakeholders expressed the desire for a similar opportunity for community members to engage directly with fellow community members and compare their own individual perspective to their small group perspective. The engagement materials, which will be used during the discussion, will be created with input from the CPC, the City—including the CRB and DPC – as well as the DOJ, and the CPD. Ex. A at 3.

Following this engagement cycle, the Monitoring Team, in collaboration with the stakeholders, will prepare a written report synthesizing this feedback. *Id.* The CPD will then, draft a proposed CPOP Plan and a proposed BFP Policy that reflects the community input, the report, and feedback from the other stakeholders. *Id.*

During the second engagement cycle all stakeholders will work together to share CPD's proposed draft CPOP Plan and draft BFP Policy and solicit community input on those drafts. Ex. A at 4. CPD—with assistance from the Monitoring Team—will take the lead in hosting and presenting the proposed draft Plan and draft Policy at two community forums. *Id.* This second

round of community engagement will consist of two Cleveland citywide events, one on the Eastside and one on the Westside. Ex. A at 5. Subsequent to engagement cycle 2, the Monitoring Team, in collaboration with the City, DOJ, and CPC will prepare a written report synthesizing the feedback from the community forums. Ex. A at 4

The Framework process will conclude with the CPD sharing the proposed final CPOP Plan and BFP Policy with the various stakeholders followed by the Monitor recommending approval or disapproval of the final CPOP Plan and BFP Policy, either in whole or in part. *Id.*

C. Proposed Timeline

The Framework's proposed timeline separates the various steps of the community engagement process and puts them in chronological order. It also provides expected date ranges for each stage of the process. For instance, the timeline from "**March 6-April 7: A** questionnaire is made available online for community members to submit comments." Ex. A at 6. Under the Framework, the final CPOP Plan and BFP Policy are expected to be finalized in November 2017. Ex. A at 8.

IV. CONCLUSION

The task of the Monitor was to duly consider whether the Framework sufficiently reflects, embodies, and adheres to the requirements of the Consent Decree. The Monitor and the Monitoring Team have determined that the Framework, attached hereto as Exhibit A, adequately does so. Accordingly, the Monitor approves the Framework, and requests that this Court order it effective.

Respectfully submitted,

/s/ Matthew Barge

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CERTIFICATE OF SERVICE

I hereby certify that on February 17, 2017, I served the foregoing document entitled Motion Recommending Approval of Cleveland Division of Police Community Engagement Framework For Community And Problem-Oriented Policing Plan And Bias-Free Policing Policy via the court's ECF system to all counsel of record.

/s/ Matthew Barge

MATTHEW BARGE

EXHIBIT A

Cleveland Community Engagement – Spring 2017 Plan

As the Cleveland Division of Police (CPD) begins the process of developing and drafting the Division’s Community and Problem-Oriented Policing (CPOP) Plan and Bias-Free Policing (BFP) Policy, community engagement is essential to ensuring the final policies are comprehensive and high-quality. It is the recommendation of the Monitoring Team that the Cleveland Division of Police, the City of Cleveland (the City), and Cleveland Community Police Commission (CPC) establish processes through which they can develop and assess broad-based community input on CPD’s community policing and bias-free policies.

The following memorandum outlines a process for coordinating, reviewing, and synthesizing feedback that should be used by CPD and CPC¹ together—working with the Community Relations Board (“CRB”) and the District Policing Committee (DPC)—to maximize the strength and effectiveness of their respective community engagement efforts. For these community engagement efforts to be as useful and effective as possible, we recommend that the CPD and CPC work together in this engagement process, with the assistance and guidance of the Monitoring Team and in close collaboration with the CRB and DPC.² The Monitoring Team’s role primarily will be to facilitate the overall process, and to assist in the preparation of engagement materials and reports summarizing community feedback, and ultimately to recommend approval or disapproval of the final CPOP Plan and BFP Policy to the Court. This document outlines how such a process can work for developing the CPOP plan and BFP policy, and we hope it also can serve as a model for other policies going forward.

I. Background

A. Community and Problem-Oriented Policing

On December 13, 2016 the City, CPD, and CPC (the “Stakeholders”) agreed to embark on a collaborative engagement process around Community and Problem-Oriented Policing and work together to solicit meaningful community feedback around the Division’s CPOP Plan. The Stakeholders understand that “working together” means three things: (1) on the front end, all Stakeholders will provide input on the engagement materials and process; (2) all Stakeholders will participate in the community engagement process and provide necessary resources; and (3) all Stakeholders will share information about the process with their networks.

The Updated First Year Monitoring Plan identifies January 27, 2017 as the date the Monitor recommends approval or disapproval of CPD’s CPOP framework. Due to pressing time-

¹ Under the Consent Decree, the CPC is mandated to “make recommendations to the Chief of Police and the City,

² See Consent Decree, ¶ 23 (“Working jointly, the [CPC], [CPD], and [CRB] will work with the [DPCs] . . . to facilitate regular communication and cooperation between [CPD] and community leaders at the local level.”).

constraints on other areas of the Consent Decree, the Stakeholders and the Monitor agree that in order to have more substantive community engagement on CPOP this date must be pushed back. Taking into consideration the time needed for the community engagement process—as well as giving adequate time to the CPD to draft a CPOP Plan—the Monitoring Team proposes that CPD submit a final draft of the CPOP Plan by November 11, 2017 with the Monitor recommending approval or disapproval to the Court by November 21, 2017.

B. Bias-Free Policing

Reform work related to CPD's Bias-Free Policing ("BFP") Policy is currently scheduled to be conducted during the early part of 2017 (*See Updated First Year Monitoring Plan*). For the same reasons as for the CPOP plan, this date also will need to be pushed back. Under First Year Monitoring Plan, the Monitor is tasked with "engag[ing] in an affirmative, intensive effort to obtain CPC, community, officer, and other stakeholder input and comment to the proposed final draft [of CPD's Bias Free Policing Policy]." (*First Year Monitoring Plan* at 56). Community engagement around bias-free policing could take one of two routes. The first option would be to incorporate BFP into the proposed CPOP engagement and directly solicit community input on BFP. The second option would be to run another engagement cycle after the CPOP community engagement cycle. This would essentially repeat the same process we are proposing for CPOP. Given the necessary and obvious relationship between these two policy areas, we recommend incorporating BFP into this CPOP engagement process. This plan proposes such a concurrent framework.

C. *AmericaSpeaks*/21st Century Town Meeting

The 21st Century Town Meeting—or *AmericaSpeaks*—is an innovative approach to deliberative democracy that brings together between 300 and 1,000 residents of a given community or municipality for a daylong session aimed at reaching agreement on pressing and often-contentious policy questions. We are continuing to work toward bringing *AmericaSpeaks* to Cleveland. If we are successful, the *AmericaSpeaks* town meeting likely will consist of five discussion sessions—a preliminary conversation in which participants will identify a shared set of values and goals for community police relations in Cleveland, and four substantive sessions on specific policy areas. These specific policy areas will include community and problem-oriented policing and bias-free policing, as well as investigative encounters (searches and seizures) and governance (that is, how the City, CPD and CPC can more effectively engage Cleveland residents on an ongoing basis). All the Stakeholders agree that *AmericaSpeaks* would be an invaluable resource tool to use for this collaborative process and the City of Cleveland. Yet, it will take substantial fundraising efforts for the City to be able to host an *AmericaSpeaks* town meeting.

II. Overview – Two Cycles of Community Engagement

The process for community engagement on the CPOP Plan and BFP Policy will involve two cycles of engagement, with community feedback from each cycle synthesized and provided to the CPD so that ideas from the participants can be incorporated into the final CPOP Plan and BFP Policy.³

In the first cycle, all Stakeholders—with the Monitoring Team taking the leading role, working closely with the CPD and CPC—will collaborate to engage the community in a comprehensive dialogue about community and problem-oriented policing and bias-free policing in Cleveland, and to hear from residents directly about the sorts of reforms that they would like to see. They will work closely with the DPCs and the CRB as part of this process in order to facilitate cooperation between the CPD and community leaders at the local level. Then, the CPD will draft the Division’s proposed CPOP Plan and BFP Policy. In the second cycle, the CPD—working closely with the Monitoring Team—will present the proposed Policy and Plan to the community and ensure that the plan is responsive to community feedback and concerns.

A. *Cycle 1:*

- a. All Stakeholders will work together to solicit community input around CPOP and BFP from as many Cleveland residents as possible. The timeline for this process is outlined below in Section III.
- b. Report
 - i. The Monitoring Team, in collaboration with the Stakeholders, will prepare a written report synthesizing this feedback;
 - ii. CPC is free to draft its own report as it has in the past, along with specific recommendations, but will be encouraged to join the group report and work with the Monitoring Team in drafting it;
 - iii. The DOJ and City may prepare their own respective memoranda and/or provide their input during the bi-monthly meeting.
- c. CPD will draft a proposed CPOP Plan and proposed BFP Policy that reflects the community input, the report, and feedback from the other Stakeholders.

B. *Cycle 2:* Once CPD has prepared a draft CPOP Plan and draft BFP Policy, all Stakeholders will work together to share CPD’s proposed draft CPOP Plan and draft BFP Policy and solicit community input on those drafts. CPD—with assistance from the Monitoring Team—will take the lead in hosting and presenting the proposed draft Plan and draft Policy at two community forums.

- a. Report

³ The *AmericaSpeaks* town meeting can be useful in either cycle as the vehicle for any of the proposed Cleveland-wide forums.

- i. The Monitoring Team, in collaboration with the Stakeholders, will prepare a written report synthesizing the feedback from the community forums;
 - ii. The CPC is free to draft its own report but will be encouraged to join the group report and work with the Monitoring Team in drafting it;
 - iii. The DOJ and the City may each prepare their own respective memoranda and/or provide their input during the bi-monthly meeting.
 - b. CPD will revise its draft CPOP Plan and draft BFP Policy in light of specific feedback related to the proposed drafts and make changes, where appropriate.

C. CPOP Final Plan and BFP Final Policy Submission and Approval

- a. CPD will submit the proposed final CPOP Plan and BFP Policy to the Stakeholders.
- b. The DOJ, the City, and CPC will review the final proposed Plan and Policy and indicate their formal approval or disapproval, in writing.
- c. The Monitor will recommend approval or disapproval of the final CPOP Plan and BFP Policy, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Consent Decree, incorporates feedback of the stakeholders, and reflects the values and specific input of the community and stakeholders.

III. Proposed Timeline

A. Engagement Cycle 1

January 20-February 20:⁴ The Policing Project, working under the auspices of the Monitoring Team, will prepare engagement materials to assist the Stakeholders in soliciting input on what Cleveland residents would like to see in the Division's CPOP Plan and BFP Policy. The engagement materials will include:

- An online questionnaire for community members to provide input on the types of reforms they would like to see.
- A PowerPoint presentation: The presentation will serve to introduce the issues and frame the discussions surrounding CPOP and BFP.⁵
- A catalog/packet: The catalog/packet will delve further into the issues surrounding CPOP and BFP and provide a mechanism for small groups to have in-depth discussions on these issues.

January 23-February 1: First stage of Planning⁶

⁴ The dates of the entire process are subject to change depending on when outreach begins.

⁵ The December 6, 2016 CPOP framework document can serve as a foundation and basis for the CPOP portion of the PowerPoint.

- Set dates and locations for each of the community events
 - Two Cleveland city-wide forums held in one venue in the east and one in the west
 - At least five district community events
- Coordinate a list of all Community Relations Board, CPC, and District Policing Committee meetings scheduled between March 1-April 15. The goal is for a Stakeholder representative to provide a presentation on the engagement process at each meeting.
- Engage all Stakeholders in preliminary discussions about the CPOP Plan and BFP Policy. This will be done through several meetings.

January 28-February 19: Prepare and finalize plan for community outreach efforts.

February 15-April 6: Advertise dates and locations for the major events.

February 13-February 19: Continue discussions with Stakeholders about CPOP Plan and BFP Policy with the goal of learning the priorities of each Stakeholder.

February 23-29: Share Engagement Cycle 1 materials with all the Stakeholders and ask for input and feedback.

March 10-March 22: Two Cleveland-at-large roundtables take place and online questionnaire goes live.⁷

March 6-April 7: A questionnaire is made available online for community members to submit comments.

March 24- April 13: District-specific community engagement⁸

- Hold at least five District community events
- Conduct officer focus groups and release officer online questionnaire. (The goal is to interview approximately 25 officers and reach as many CPD officers as possible through the online questionnaire.)
- Attend each district's District Policing Committee meeting.
- Attend the CPC Quarterly Town Hall Community Engagement Meeting or CPC Community Meeting.

April 7-May 12: On behalf of the Monitoring Team, the Policing Project will collaborate with all Stakeholders to synthesize the community feedback and prepare a report for the CPD to use

⁶ Unless otherwise specified, the tasks listed will be led by the Monitoring Team.

⁷ A link for the online questionnaire—shared by the Monitoring Team—will be posted on each stakeholder's website for Cleveland residents to provide online feedback. The online questionnaire will remain active throughout engagement cycle 1.

⁸ Each Stakeholder is expected to have at least one representative at each meeting.

as they draft the proposed CPOP Plan and BFP Policy. This report will also be circulated to all Stakeholders. CPC will remain free to draft its own report as it has in the past, along with specific recommendations, but the hope is that the report will meet CPC needs and the Monitoring Team will labor to help make this the case. The DOJ and the City may prepare their own memoranda and/or provide their input during the bi-monthly meeting.

May 12-August 7: CPD will draft the proposed CPOP Plan and BFP Policy in light of the feedback from the various events, the report, and the Stakeholders' input.

June 13: Monthly Meeting with all Stakeholders primarily devoted to discussion of community feedback.

June 23: CPD will submit a first draft of the CPOP Plan and a revised draft of the BFP Policy to the Stakeholders.

June 30: The Stakeholders and Monitor will review the first draft to determine whether it adequately incorporates community input. The Stakeholders will provide CPD feedback and highlight issues or concerns.

July 21: CPD will submit the proposed final draft of the CPOP Plan and the BFP Policy to the Stakeholders and the Monitor.

August 1: The Stakeholders and Monitor will review the proposed final draft CPOP Plan and BFP and highlight issues and concerns.

August 14: CPD will submit the proposed final draft to the Stakeholders for community engagement cycle 2.

B. Engagement Cycle 2

Engagement cycle 2 will include two community forums towards the end of August. CPD—with the assistance from the Policing Project and the Monitoring Team—will host the two community forums. This cycle will also include online feedback forms soliciting additional community input. The Policing Project and Monitoring Team's assistance primarily will involve working with CPD to develop a PowerPoint presentation about the draft CPOP Plan and draft BFP Policy. Then, using the PowerPoint presentations, CPD leadership will educate the community on the proposed drafts, and explain the changes to current CPD policies and practices that each will entail and how community input was incorporated into each.

The latter half of this timeline—from April 28 to November 21, 2017 is subject to change depending on how long the CPD’s drafting process takes. The Policing Project and the Monitoring Team will work with CPD to create the engagement materials as the CPD develops the proposed CPOP Plan and proposed BFP Policy.

July 22-August 22: The Policing Project, working under the auspices of the Monitoring Team, will prepare engagement materials (for example, a short summary of the draft Plan and draft Policy and the online feedback form) to be used for Engagement Cycle 2. CPD will work with the Monitoring Team to develop the PowerPoint and prepare for the presentations.

August 12-August 18: The Monitoring Team and CPD will finalize a location and time for the two city-wide community forums and prepare for outreach efforts.

August 22-25: Stakeholders will provide input on the Monitoring Team’s materials.

August 22-September 21: Advertise dates and locations for the two major events.

August 28-September 20: Online feedback form is made available online for community members to submit comments. All Stakeholders will work collaboratively to solicit input around the draft CPOP Plan and draft BFP Policy.

September 11-September 21: Two CPD-led city-wide community forums to introduce and explain the proposed draft CPOP Plan and draft BFP Policy will take place.

September 22-October 13: On behalf of the Monitoring Team, the Policing Project will collaborate with the Stakeholders to synthesize the community feedback and prepare a report for the CPD to use as it revises the proposed draft CPOP Plan and draft BFP Policy. This report also will be circulated to all Stakeholders. CPC will remain free to draft its own report as it has in the past, along with specific recommendations, but again the hope is that it can be encouraged to join the group report and work with the Monitoring Team in drafting it. The DOJ and the City may prepare their own memoranda and/or provide their input during the bi-monthly meeting.

October 16-November 11: CPD will revise the draft CPOP Plan and draft BFP Policy in light of the feedback from the community events, the report, and the Stakeholders’ input, and submit a final draft of the CPOP Plan and BFP Policy.

November 21: The Monitor will recommend approval or disapproval of the final CPOP Plan and BFP Policy to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Consent Decree, and

incorporates feedback from and reflects the values and specific input of the community and Stakeholders.