SAFE Charlotte
Safety and Accountability for Everyone

EXTENDED STRATEGY SESSION,
OCTOBER 5, 2020
At the core of our work is people & safety

Great Neighborhoods
- create affordable housing and provide opportunities that align with creating great neighborhoods

Workforce and Business Development
- create a thriving economic climate where businesses are connected to highly skilled talent and technologies

Transportation Planning and Environment
- implement a comprehensive mobility network and advances strategies to create a livable and connected City that embodies our environmental sustainability and resiliency goals

Safe Communities
- make neighborhoods safe, healthy and inclusive; including policing, fire protection, and the environment
Focus on People and Safety

- Reimagining Policing
- Violence Prevention & Reduction Strategies
- Policy Changes
- Budget Adjustments
All-in Approach

△ Charge all committees to take on aspects of this issue
  • Safe Communities
  • Great Neighborhoods
  • Workforce and Business Development
  • Transportation, Planning, and Environment
  • Intergovernmental Relations
  • Budget & Effectiveness

△ Provide a safety, equity, & upward mobility lens
Timeline for Safe Communities

June
- Council Committee Direction to Inform Plan

July
- Council Update on Approach
- Launch Resident Engagement Structure
- Conduct National Panel on Local Change
- Review Police Community Engagement
- Review Police Youth Programs
- Review Role of Police
  Recruitment
  Training
- Review Rules of Conduct
- Review Role of CRB & CSB
- Review Eight Can’t Wait

August
Timeline for Safe Communities Contd.

- Update Council at Strategy Session
- Review Police Transparency & Access to Information
- Select Next Series of Policies to Review
- Bring Forward 1st Set of Recommended Changes to Full Council

Remaining Policies to Consider
- Passive Protests and Peaceful Demonstrations
- First Amendment Activities
- Criminal Process
- Management of Subjects with Mental Illness
- Response to Resistance

Remaining Issues to Consider
- Police Oversight
- Police Budget
Framework to Address Violence

**Purpose:** City, County, Partners, and Community work together to reduce violence, increase economic opportunity, and build healthier, more resilient communities.

<table>
<thead>
<tr>
<th>Intergovernmental Collaboration</th>
<th>Community Collaboration in Priority Areas</th>
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**PROGRAMS**

**POLICY**

**PRACTICE**
Collaborative Process

1. Community Input Group
2. City Staff
3. Council Committees
4. Recommended Changes
Community Led Change - Community Input Group

**Geoff Alpert**, University of South Carolina, Criminology Professor  
**Trevor Allen**, NC Department of Justice Director  
**Michael Barnes**, Attorney and Former Mayor Pro Tem  
**Dr. Britney Broyhill**, Atrium Health Senior Director of Advanced Practice  
**Meko Chosen**, Activist  
**Robert Dawkins**, Safe Coalition State Organizer  
**Cindy Decker**, CMPD Bridge the Difference  
**Vicki Foster**, Former CMPD Assistant Chief  
**Cherie Grant**, City of Charlotte Economic Development, Corridors of Opportunity Coordinator  
**Denada Jackson**, City of Charlotte, Office of Constituent Service Manager  
**Tonya Jameson**, Citizen Review Board, Acting Chair  
**Fatina Lorick**, McAddo Lorick, Attorneys at Law  
**Corine Mack**, NAACP Charlotte-Mecklenburg Chapter President  

**Rodney McGill**, Community Unity Center 100 Founder  
**Ryan McGill**, Civil Service Board, Chair  
**Larry Mims** *(NoLimit Larry)*, WPEG Power 98 Radio Personality  
**Kass Ottley**, Seeking Justice CLT Founder  
**Milena Price**, City of Charlotte Office of Equity Administrative Officer  
**Federico Rios**, City of Charlotte Office of Equity, Mobility and Immigrant Integration Assistant Director  
**Don Thomas**, My Brother’s Keeper Charlotte Mecklenburg Executive Director  
**Dr. Michael Turner**, UNC Charlotte Professor  
**Rev. Peter Wherry**, Mayfield Memorial Baptist Pastor  
**Lacey Williams**, City of Charlotte Office of Equity, Economic Mobility Manager  
**Emily Yaffe**, City of Charlotte Office of Equity, Immigrant Integration Specialist
City Council Approved 8 Can’t Wait Initiative

Goal Adopted by City Council on June 8

#8CAN’TWAIT
TAKE ACTION RIGHT NOW.

Data proves that together these eight policies can decrease police violence by 72%.

- Ban chokeholds & strangleholds
- Require de-escalation
- Require warning before shooting
- Exhaust all other means before shooting
- Duty to intervene
- Ban shooting at moving vehicles
- Require use of force continuum
- Require comprehensive reporting
Meeting Goals of 8 Can’t Wait

<table>
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<tr>
<th>Policies were changed to ensure compliance:</th>
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<tr>
<td>Neglect of Duty/Duty to Intervene</td>
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<td>Explicit ban on neck restraints <em>(except when deadly force is needed)</em></td>
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<tr>
<td>Prohibition from shooting at moving vehicles</td>
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<tr>
<td>Receive a report when weapons are pointed at an individuals</td>
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<tr>
<td>Requirement to exhaust all other means before using deadly force</td>
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Collaborative Changes

- Eliminating CS/Tear Gas for Crowd Control
- Ensuring No-Knock Warrants are Not Used
- Allowing Citizen’s Review Board to review Neglect of Duty
- Body Worn Camera Updates
  - Ensuring all units are equipped
  - Automatically enable camera when weapon is drawn
- De-Escalation for Crowd Dispersal
  - Updated Standard Operating Procedures for CEU
- Continuous Observation
  - Four policies changed to ensure constant observation of those in custody
Additional Recommendations for Consideration
Redirect Certain Police Calls to Non-Sworn Units
Creating a Mental Health Response Program in Charlotte

△ Higher Risk Mental Health

Continuation and expansion of current Co-responder Community Policing Crisis Response Team (CPCRT)

△ Lower Risk Mental Health, Homeless, Welfare Checks

Pairing Clinicians or Social Workers with EMT trained civilians to address calls

Recommendation: Expand CPCRT; plus Develop a Non-Sworn Officer responder model for mental health and homeless calls
Focusing Officer Work on Core Roles

Opportunity to develop avenues for civilian technicians to respond to low risk calls

- Examples of low-risk calls
  - Noise complaints
  - Graffiti
  - Abandoned, lost and found property
  - Illegal parking

Recommendation: CMPD with outside assessor develop comprehensive recommendation to convert low-risk sworn duties to non-uniform units
External Analysis of Contacts and Calls

The city will partner with an external consultant to provide an independent analysis to include areas such as:

• Police-civilian contacts
• Police calls and responses

Recommendation: Engage consultant to conduct an external analysis
Evaluation of CMPD Youth Programs

CMPD has 34 programs related to youth. There is an opportunity to improve evaluation of outcomes to ensure programs are evidenced-based.

Recommendation: Partner with a university or independent organization to evaluate selected youth programs on an annual basis
Training, Recruitment, and Residency

- Emphasize officer training, including expanding the number of officer with Crisis Intervention training
- Expand recruitment efforts that allow the police force to mirror the city
- Expand residency incentives for officers living in council-identified priority areas

Recommendation: Enhance recruitment efforts and develop a program to provide additional residency incentives to officers living in priority areas
Policy Decisions that Require Legislative Authority

- Requesting Subpoena Power for Citizen Review Board
- Expanding Role of Civil Service Board to Handle Appeals
- Eliminating Cash Bail Process
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**PRACTICE**
Cure Violence Street Outreach Model

Interrupt Transmission
Stop violence before it happens
Reduce Violence in Target Areas

Change community norms
Create positive social pressure & alternatives

Identify & change thinking of high risk individuals
Reduce number of violent individuals

Assessment in progress: Completed in October with recommendations due in November
Hospital Based Violence Intervention led by Atrium Health
Building Local Capacity in Violence Prevention Efforts

Community Input Group Recommendation
- Consider potential partnerships with grassroots organizations

Goal
- Develop capacity for local non-profits to support long term violence prevention efforts

Recommendation: Provide $1 million from the city’s current budget to help Charlotte based non-profits address violence in the community
Questions