TO: Community Advisory Council (CAC)  
FROM: University of Cincinnati, Office of Safety & Reform  
DATE: 9/23/2016  
RE: CAC Meeting 8/23/16

PARTICIPANTS:

CAC Members  
Judge John West, Chairman  
Mike Ealy  
Raven Jackson  
James Schwab  
Charlene Ventura  

Eric Abercrumbie  
Peg Fox  
Dolores Learmonth  
Ennis Tait  

Doug Barge  
Bobby Hilton  
Mitchell Phelps  
Terri Theetge  

UC Administration  
S. Gregory Baker  
James Whalen  

Robin Engel  
Bleuzette Marshall  

CAC Members Not in Attendance:  
Marcus Bethay  
Jack Martin  

Aaron Greenlea  
Mel Otten  

Chara Jackson  
KZ Smith  

<table>
<thead>
<tr>
<th>Action Items</th>
<th>Responsible Person(s)</th>
<th>Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Post Minutes of 8/23/16 meeting to Website</td>
<td>Engel/Morris</td>
<td>9/23/16</td>
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<td>2. Post presentation to Website</td>
<td>Morris</td>
<td>9/23/16</td>
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<td>3. Post single page crime statistics</td>
<td>Isaza</td>
<td>9/23/16</td>
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<td>4. Develop and distribute UCPD recruitment flyer</td>
<td>Isaza/Carter</td>
<td>8/31/16</td>
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<td>5. Update on UCPD Mission/Vision/Values</td>
<td>Carter</td>
<td>9/27/16</td>
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<td>Subcommittee and Progress</td>
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<td>NEXT MEETING</td>
<td>All</td>
<td>9/27/16</td>
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<td>6. Next Meeting is Tuesday, September 27th, 5:00-7:00 PM, University Pavilion 320</td>
<td>All</td>
<td>9/27/16</td>
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Welcome (Judge John West)

- Welcomed everyone and thanked them for being there. Introduction of members, as well as Anthony Carter, UC Chief of Police and Maris Herold, UC Assistant Chief of Police.

Updates (Dr. Engel)

- Dr. Robin Engel discussed the 8/23 Board of Trustees meeting. Chairperson Rob Richardson praised the work of the Department of Public Safety towards reform and becoming a model for urban university policing. He asked Robin to give a brief presentation on reform efforts.
- Risk Management Sub-Committee Presentation Update – Dr. Engel and Director Whalen presented to the Risk Management Sub-Committee on August 10th. Discussion included risks involved with policing and crime and crime reporting. The presentation included graphs of sustained crime reductions in the areas around campus, as we are now showing 15 year lows for violent crimes and property crimes. The data also demonstrated that, despite concerns related to the change in UCPD policing practices (by discontinuing the use of pro-active traffic stops), crime reductions have been sustained through the UCPD’s use of high visibility policing.
There has been a 28% reduction in property crime and 14% reduction in violent crime in the areas off-campus during the first 7 months of the 2016 compared to the same time in 2015, while the UCPD has simultaneously reduced the number of people arrested by 70% and reduced the number of people cited by 95% during that same time frame.

This confirms that we can have both effective and equitable policing. The university and the UCPD have used other methods such as lighting, a clearer presence in the community, higher visibility through patrol, night ride, etc. to aide in crime prevention. 

- IACP/UC Center for Police Research and Policy Update – The Center received a 3.3 million dollar grant from the Laura and John Arnold Foundation. The initial research moving forward is de-escalation training for use of force and training for implicit bias. Staff will be conducting research locally, along with agencies across the country and around the world.

Survey Benchmarks (Dr. Engel)

- Dr. Engel provided an update on the Perceptions of Policing survey that was administered in Feb/March, 2016, and showed some preliminary results. A final report has been submitted by Drs. Frank, Corsaro, and Haberman from the UC School of Criminal Justice, and will be posted on the Office of Safety and Reform and Public Safety websites. The results of this survey will be used as a benchmark to measure the experiences with and perceptions of the UCPD as well as perceptions regarding our reform efforts over time. (CAC Presentation - Pages 3-15)

External Monitoring Update (Dr. Engel)

- Role of Monitor
  - Currently preparing an RFP for independent monitoring of the UCPD
  - Ambitious timeline allows monitor to be involved as the UCPD is implementing strategies based on Exiger Final Report recommendations. It is important to have the monitor in place in beginning stage to ensure the department is meeting the recommendations and address any barriers to recommendation implementation.

- Contracting with a monitor helps bring additional legitimacy to the reform efforts taking place at the UCPD; they will provide an independent assessment of our process which they will report to University administration as well as directly to the surrounding community, and assist with any questions from the community. (CAC Presentation - Pages 16-18)

- Selection Process Timeline
  - RFP draft to Purchasing Dept. & to Review Committee……………………September 2, 2016
  - Comments on draft due from Committee………………………September 6, 2016
  - RFP Issuance ………………………………………………….September 16, 2016
  - RFP Questions (if any) due ……………………………...September 23, 2016
  - Proposal Responses due ………………………………………October 3, 2016
  - RFP Review Process for Committee …………………………October 3 – October 14, 2016 (week 1 to select finalists; week 2 to select winner)
  - Finalist Selection …………………………………………………October 7, 2016
  - Finalist Interviews ……………………………………………….Week of October 10, 2016
  - Monitor Selection …………………………………………………October 17, 2016

Conducted Energy Devices (CEDs/Tasers) (Dr. Engel)

- Discussed Exiger’s recommendation 7.A – “UCPD should expand the alternatives that its officers have to the use of deadly physical force by arming UCPD officers with CEDs, complying with whatever constraints may exist from the settlement of prior lawsuits.” (CAC Presentation - Pages 16-18)
o Settlement Agreement – based on the settlement agreement with Everette Howard’s family, the university must notify the family prior to re-implementing the use of Tasers. Discussed plans to meet with family first before discussing with community.

o Research has demonstrated that the use of CEDs by police reduces injuries to suspects and to officers. The UCPD will research and implement model policies, practices and training prior to reissuing the CEDs to its officers.

o Community forums both on and off campus will be held to notify the public of our intent to re-issue CEDs to UCPD, address community concerns and consider suggestions regarding the use of CEDs.

- Discussed timeline regarding when to begin discussions with family and community. CAC members agreed that the Taser conversations should wait until after the Tensing trial in October 2016.

UCPD Mission, Vision and Values (Col. Anthony Carter, Chief of UC Police)

o Chief Carter discussed strategy for revising the Mission Statement for the UCPD. (CAC Presentation - Pages 28-30)

o Utilizing community to engage and provide input towards enhancing the mission, vision and values of the UCPD.

o Branding: how do we want to be viewed by the public; what words should be associated with the UCPD – legitimacy, diverse and inclusive department, etc. Will research other universities and municipalities when creating our “brand”.

o The UCPD needs to grow as the university grows. The mission should be reviewed every few years as the community changes. It is important that the mission reflects what the department is about and what it stands for.

o Will reach out to Lindner College of Business for experts in this field and solicit students to assist in creating the revised Mission Statement. This will also incorporate Exiger’s recommendation to utilize our resources available within the UC community.

o A sub-committee of CAC will be formed to work on this process. We want to move forward as soon as possible so that the core values can be embedded in all trainings, policies, etc. Chief Carter will work on timeline and present at next CAC meeting. Any member interested in assisting with this project should contact him at Anthony.Carter@uc.edu.

UCPD Hiring Process Update (Col. Carter)

- Chief Carter discussed outreach efforts for recruitment. The UCPD recently attended the Black Family Reunion and handed out information; attended UC football practices and encouraged players to look for employment opportunities within the UCPD, etc. (CAC Presentation - Pages 30-32)

- Researching diversity best practices through organizations such as IACLEA, IACP and OACP.

- Promoting from within when possible. Recently promoted two Security Officers to Police Officers.

- Currently advertising for open positions – Captain (non-union), Patrol Officers, Security Officers, and Dispatchers. Suggested members encourage qualified candidates to apply for these positions.

- Working with academy to get apprentice officers.

- Compensation negotiations for sworn officers will begin soon to be included in the July, 2017 contract.
Wrap Up (Judge West)
- Dr. Abercrumbie announced Dr. Bleuzette Marshall was recently named Vice President of Equity and Inclusion.
- Meeting was adjourned by Judge West.

Future Meetings
- Tuesday, September 27, 2016 from 5:00 -7:00 PM in 320 University Pavilion
- Tuesday, October 25, 2016 from 5:00 – 7:00 PM in 320 University Pavilion