

Bottoms Administration

Police Use of Force Advisory Council

June 30, 2020



For today's discussion



Agenda

Progress & process update

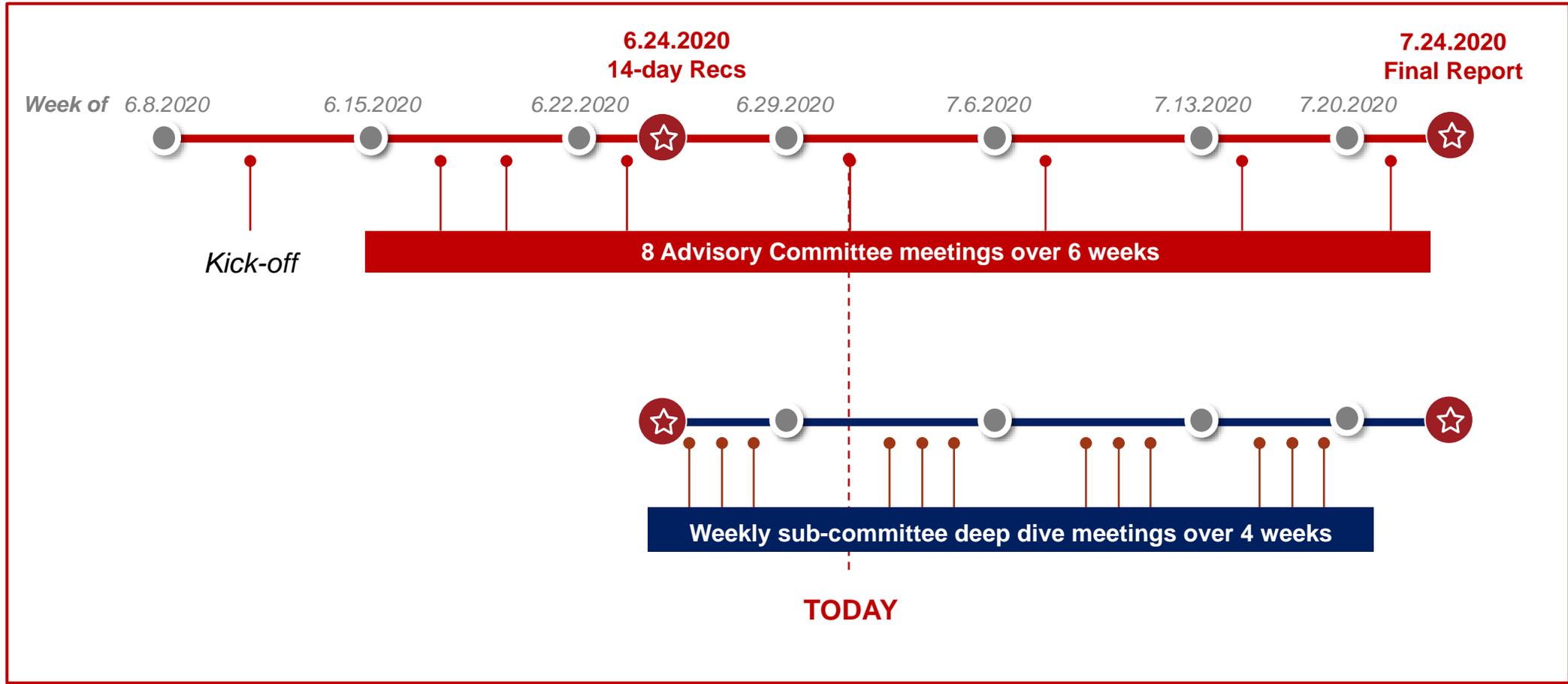
Subgroup Week 1 Recaps

Next steps





Last week we submitted 14-day recommendations, we are now working diligently in subgroups for the 45-day report





REMINDER: Our goals and meeting norms

Update from the Mayor re: 14 Day Recommendations

Advisory Council Goals

- 1 REVIEW** our police use of force policies
- 2 ENGAGE** our community as we develop solutions informed by national expertise and appropriate to Atlanta's context
- 3 REPORT** the findings of our review to our community and seek feedback
- 4 REFORM** our community's police use of force policies

Considerations for today's meeting

- As we go through the full group session today, please use the chat box to ask questions and we will take items from there
- Going forward part of the AC meetings will be dedicated to summarizing and discussing the progress made by each subgroup
- Additional time will be allotted to discussing new elements of the fact base and Q&A with subject matter experts on an ad hoc basis



Focus groups have now been broken out into 5 subgroups working towards set of recommendations

1

APD Standard Operating Procedures

- Revisions and additions to APD SOP – specifically pertaining to use of force

2

Use of Force Reporting

- Transparency of APD activity and crime statistics for the city of Atlanta
- Consolidated data dashboards available to the public

3

Mission, Vision, and Values

- Changes to content and language of APD mandate components
- Additions to training curriculum, shift in training focus

4

Empowering the ACRB

- Formalizing tenets of ACRB collaboration with APD through legislation
- Implementing more oversight and influence for the ACRB

5

Non-LEO/Least Harm Alternatives

- Investment in LEO alternative orgs and community response teams
- Partnership with / in-lieu of APD presence in community

Topics in scope

Lead

Shean Williams
Mawuli Davis

Johnathan Davis

Jon Rapping

Suzy Ockleberry

Tiffany Williams
Roberts

Summary: Use of Force SOP focus group



Focus group lead(s): Shean Williams & Mawuli Davis

Next meeting: TBD

Recap of 1st meeting

Reviewed current APD SOP status vs. 8 Can't Wait recommendations

- Hesitance to mandate warnings before shooting, given practicality / response times

Introduced to Camden PD Use of Force policies

- Core Principles-approach
- Use of Force continuum / matrix

Discussed intersection with other focus groups

- Ensuring new policies are incorporated in training, reporting/analysis
- Linking any principles-driven recommendations with APD oath revisions

Emerging recommendations

Apply policies / principles from other model SOPs, e.g.,:

- Stronger verbiage on firearm/ deadly force requirements – e.g., incorporating "necessary" and "last resort"
- Duty to intervene: adding corresponding language to prevent retaliation when officer intervenes
- Greater restrictions on use of force after handcuffs already applied

Next steps

Group discussion on pre-read materials:

- APD SOPs: Use of Force, Arrest Procedures
- Other SOPs: Camden PD, Chicago PD, San Francisco PD

Discussion on specific language / principles that can be incorporated in APD SOPs

Summary: Use of Force Reporting focus group



Focus group lead(s): Johnathan Davis

Next meeting: Thursday, 7/2/2020, 3PM

Recap of 1st meeting

Reviewed current state of APD reporting

- Variety of Use of Force data tracked internally through reports
- Public APD data primarily focuses on crime rates, aggregated OPS complaints

Introduced publicly Use of Force dashboards from other major US cities

- e.g., Chicago, Seattle, Portland
- Benchmarked key metrics disclosed by other cities

Discussed considerations for implementing public reporting

- Officer / subject privacy concerns
- Current state of digitization / standardization in reporting
- Presentation / accessibility – e.g., video walkthroughs to help public understand data

Emerging recommendations

Develop APD Use of Force dashboard

- Build and implement the dashboard in a phased approach

Next steps

Engage experts to understand current reporting process / capabilities, e.g.,

- APD / police academy data analytics team
- CoA information management team
- ACRB

Develop perspective on key metrics

- Feasibility / impact prioritization
- Roadmap from "first phase" to "end-state" dashboard (e.g., investment required)

Discuss intersection with other focus groups

- Bringing community sentiment into dashboard
- Communicating required / optional trainings & training materials
- Coordinating with ACRB on reporting of complaints

Summary: Mission, vision, & values focus group



Focus group lead(s): Jon Rapping

Next meeting: Thursday July 2nd @ 2-3:30pm ET

Recap of 1st meeting

Reviewed current APD vision, mission statement, and core values

- Captured the group's initial thoughts and additional areas to probe for thoroughness

Reached agreement on the primary goal that the sub-committee will address through the 45-day recommendation

- Goal: Identify ideal components and describe the reasoning to be considered as a part of a full scale reimagining of the vision, mission, and core values of the APD

Emerging recommendations

Apply best practices from culture experts & peer police departments e.g.,:

- Reframing of verbiage within the APD vision to focus on receiving recognition from the community APD serves rather on being "admired among law enforcement agencies world-wide"
- Shift towards the creation of core value statements that are more expansive than current core value "words"
- Ensure that definitions attributed to core values have been defined with community input and agreement
- Remove "courage" as a core value as it does not align with the guardianship mindset that the culturing is shifting towards

Next steps

Group discussion on pre-read materials:

- APD SOPs: Mission and Organization of Department, Oath of Office and Law Enforcement Code of Ethics
- Other SOPs: Camden PD, Chicago PD, San Francisco PD
- International PD examples: City of London PD, New Zealand PD

Discussion on specific components currently included in the vision, mission, and core values

Discussion on specific components absent from the vision, mission, and core values that should be addressed

Summary: ACRB focus group



Focus group lead(s): Suzy Ockleberry

Next meeting: Wednesday, July 1st

Recap of 1st meeting

Discussed background on ACRB led by Executive Director and Chair

- Discussed core tenants of ACRB
- Highlighted challenges facing the organization
- Identified areas of limited influence regarding APD OPS decision-making

Reviewed fact base for complaints, ACRB mediation, and community awareness

Deliberated on emerging opportunities and identified additional potential recommendations

- Focused on areas that further budget could strengthen the organization
- Highlighted areas that ACRB could have greater influence to drive stronger accountability
- Discussed process breakdowns in the flow of information to/from ACRB to/from APD

Emerging recommendations

Ensure APD compliance

- Mandate a penalty for non-compliance with 30-day ordinance
 - Possible recommendation: if APD does not act within timeframe, ACRB recs are upheld
- Institute clear process on timing of investigations and transmission of findings
- Mandate 3rd party audit of misaligned cases
- Mandate reporting of resultant APD disciplinary action to ACRB
- Evaluate requiring ACRB review of APD SOP changes which affect citizens
- Evaluate increasing period-in-office of OPS leadership for continuity

Enhance community engagement efforts

- Extend ACRB mediation program to OPS for lower level complaints
- Conduct marketing campaigns for ACRB community awareness
- Develop “officer cards” that anyone can request with officer information + ACRB complaint information

Next steps

Discuss further insights from additional fact base e.g.

- Review ACRB ordinance
- Understand ACRB "dream budget"
- Prioritize community awareness programs and select highest ROI items
- Review OPS investigation process

Align on concrete recommendations

Summary: Non-LEO/Least Harm focus group



Focus group lead(s): Tiffany Williams Roberts

Next meeting: Monday, July 6th

Recap of 1st meeting

Reviewed background on pre-arrest diversion (PAD) and @promise center programs

Discussed expansion plans for PAD and @Promise—ongoing and planned

Discussed arrest productivity/performance evaluation as a possible reason for slow PAD uptake

Discussed emerging opportunities and additional potential ones

Emerging recommendations

Expand current initiatives to all zones and continue funding:

- PAD, @promise

Incorporate APD operational changes

- Change APD SOPs to incentivize use of pre-arrest diversion
- Reevaluate performance metrics where officers may be disincentivized to take least harm measures
 - De-incentivize diversion-eligible arrests (911 response)
 - Incentivize diversions
- Mandate pre-arrest diversion training for officers (onboarding, regular)

Commit to planning out community response teams

Next steps

Discuss further insights from additional fact base e.g.

- Community response team examples from Camden, NJ and other cities
- @Promise referrals
- Arrest performance evaluation

Discuss with and get perspective from representatives of PAD, @promise

Align on concrete recommendation shortlist



Next meetings for each focus group

1

APD Standard Operating Procedures

TBD - Finalizing

2

Use of Force Reporting

Thursday 07/02 3PM

3

Mission, Vision, and Values

Thursday 07/02 2PM

4

Empowering the ACRB

Wednesday 07/01 11:30AM

5

Non-LEO/Least Harm Alternatives

Monday 07/06 – 10:30AM

CoA
contact

Maria Rios

Jerome Jordan

Jade Martin

Jacob Tzegaegbe

Maria Russo
Sheryl Ude

Next steps





Appendix