

Bottoms Administration

Police Use of Force Advisory Council

July 7, 2020



For today's discussion



Agenda

Progress & process update

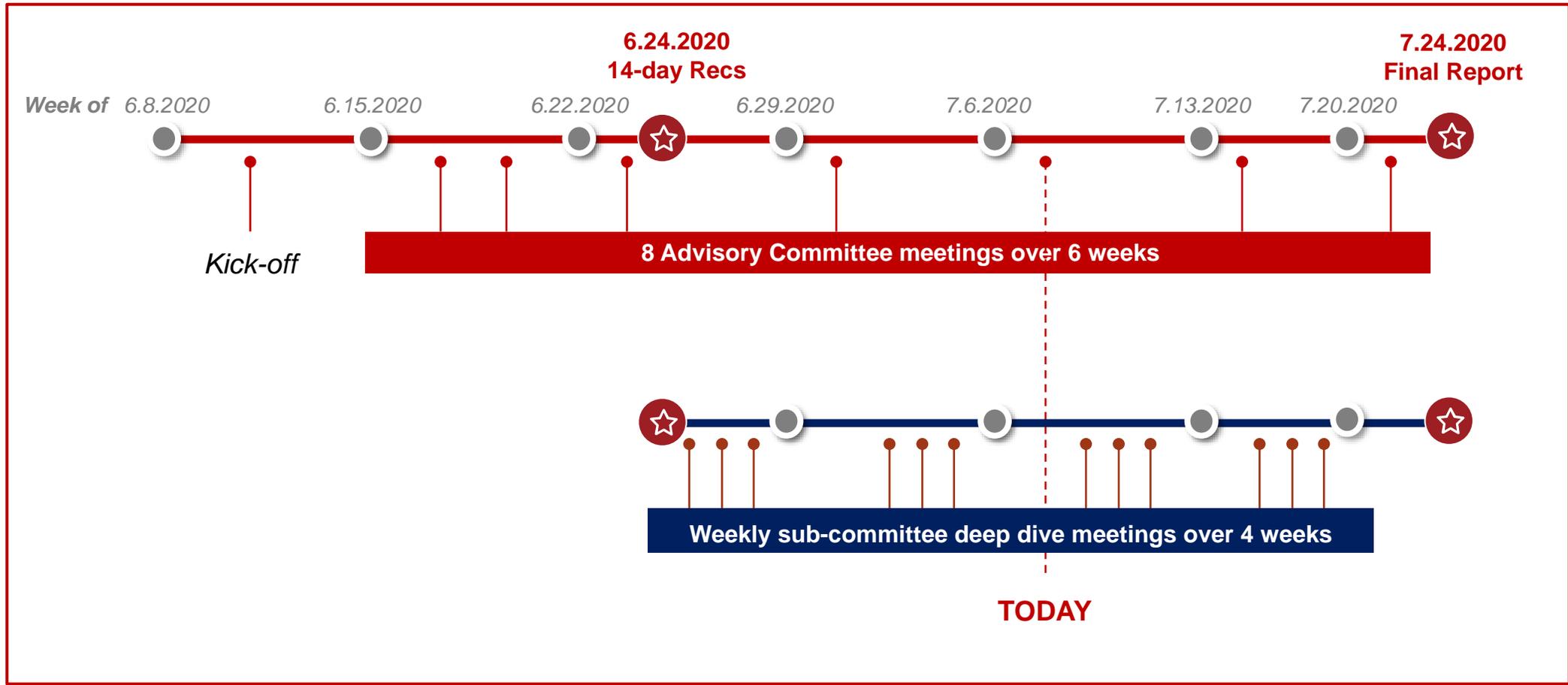
Subgroup Week 2 Recaps

Next steps





We are now in week 2 of subgroup efforts and less than three weeks remain to our 7/24 report





REMINDER: Our goals and meeting norms

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: Thursday July 9, 11:30 AM – 1PM

Recap of 2nd meeting

Reviewed APD vs. model SOPs to identify gaps & potential recommendations

- Camden PD, Chicago PD, San Francisco PD

Conducted SOP deep dives on emerging recommendation topics:

- De-escalation requirement
- Deadly force / firearms
- Peer duty to intervene
- Principles / values
- Use of Force continuum

Emerging recommendations

Create de-escalation requirements, outlining specific examples / tactics & requirement to consider vulnerable populations

Further restrict use of deadly force / firearms by incorporating "last resort", requirements before use, etc.

Add peer duty to intervene & complimentary non-retaliation requirement

Lead SOP with principles / values to set tone for Use of Force policies

Develop Use of Force continuum with clear definitions for levels of subject resistance / force

Next steps

Finalize SOP recommendations & framing for recommendations

Develop perspective for how revised SOP would be arranged to incorporate recommendations

Summary: Use of Force Reporting focus group



Focus group lead(s): Johnathan Davis

Next meeting: Monday July 13, 2PM – 3:30PM

Recap of 2nd meeting

Discussed current state of data collection / reporting with APD representatives

- Digital capabilities are currently limited (lots of manual processes, no centralized database, annual UoF data aggregation & reporting cadence)
- Many silos are intentionally maintained for privacy reasons
- There are no known barriers to making the current UoF reports public

Discussed in-flight digital transformation efforts with APD / AIM representatives

- APD is currently implementing Mark43 software to improve data integration and reporting capabilities
- Go-live is currently scheduled for October 2020

Emerging recommendations

Reporting and analytics

- Build and implement the dashboard after Mark43 implementation
- Invest in deeper analytics to drive personalized recommendations

Data management

- Integrate data across departments while preserving privacy and integrity to operations

Data collection

- Additional investment to convert manual records (ie spreadsheets, paper records, PDFs, etc.) and include in Mark43 database

Next steps

Develop perspective on key metrics / dashboard elements

- Feasibility / impact prioritization of metrics
- Strategies to maximize public awareness & accessibility
- Videos / tutorials on understanding the data and using the dashboard

Develop recommendations on process changes and capabilities

- Central reporting / analytics department with access to all data

Discuss intersection with other focus groups

- Bringing community sentiment into dashboard
- Coordinating with ACRB on reporting of complaints

Summary: Mission, vision, & values focus group



Focus group lead(s): Jon Rapping

Next meeting: Thursday July 9 @ 2-3:30pm ET

Recap of 2nd meeting

Reviewed a compiled list current 14-day rec, potential 45-day recs, initial ideas from the focus group, and SOPs from peer PDs to develop guiding ideals for the overall recommendation

Aligned on a preliminary list of seven guiding ideals that will guide the process of undergoing a full scale reimagining of the vision, mission, and core values of the APD

Emerging recommendations

Seven guiding ideals to drive the development of a new vision, mission, & values:

- **Creating transparency:** collecting and reporting data to ensure public is aware of APD actions
- **Fostering accountability:** ensuring that police are accountable for their actions to communities they serve
- **Using force as last resort:** rejecting warrior mindset
- **Prioritizing least harm:** achieving outcomes with the least harm to communities served, including the people who police directly interact with
- **Striving for community connection:** embracing server/guardian mindset
- **Emphasize compassion, fairness, diversity, human rights, and justice**
- **Adopt language that mirrors values**

Next steps

Incorporating additional feedback from other focus groups regarding guiding ideals for developing mission, vision, and core values

Develop definitions for the complete set of guiding ideals

Decide on the proposed process to be taken to do the full scale reimagining of the vision, mission, and core values of the APD

Summary: ACRB focus group



Focus group lead(s): Suzy Ockleberry

Next meeting: Thursday July 9, 11:00 AM – 12:30PM

Recap of 2nd meeting

Reviewed additional fact base to guide recommendations

- OPS investigational process
- ACRB priority community awareness programs
- ACRB/APD opinion misalignment on UoF complaints
- ACRB ideal operating budget

Discussed emerging recommendations and aligned on 3 of 9

Emerging recommendations

For APD non-compliance with 30-day ordinance, mandate a fine payable to the ACRB within 30-45 day period; ACRB decision upheld by default afterward

Mandate third party audit of misaligned cases

Mandate ACRB review of APD SOP changes which affect citizens at least 30 days in advance

Next steps

Align on further recommendations e.g.,

- Conduct marketing campaigns for community awareness e.g., officer cards, cruiser decals
- Mandate reporting of resultant APD disciplinary action to ACRB
- Encourage OPS/ACRB exchange of investigatory data
- Create officer clearinghouse with data input from HR, APD, ACRB, lawsuits, etc.
- Increase period-in-office of OPS leadership for continuity
- Extend ACRB mediation program to OPS for lower level complaints

Finalize framing of ACRB recommendations with details on scope, process, and stakeholders

Summary: Least harm initiatives focus group



Focus group lead(s): Tiffany Roberts

Next meeting: Monday July 13, TBD

Recap of 2nd meeting

Discussed least harm aspirations

- Target issues e.g., homelessness
- Scope of services e.g., response vs preventive programs
- Right personnel e.g. mental health professionals, social services
- Processes e.g. reporting, triage

Reviewed additional fact base

- Three situation-response case studies
 - Los Angeles, CA (co-responder)
 - Houston, TX (co-responder)
 - Eugen, OR (community)

Discussed approach to recommendations

- Where do we want to be vs our current state?

Emerging recommendations

Incentivize diversion by APD officers for all eligible cases

Mandate pre-arrest diversion training for officers

Ensure continued funding for pre-arrest diversion program

Evaluate eligibility for @promise programming and revise/expand to make accessible for more youth (i.e. not only youth in the margins)

Evaluate and eliminate points systems that incentivize arrests and/or oversaturate communities with law enforcement in ways that make use of force statistically more likely

Next steps

Review data regarding APD performance evaluations and officer discipline pursuant to point systems

Align on further recommendations e.g.

- Mandate non-APD response for non-crisis situations

Finalize framing of recommendations e.g. strategic vs tactical



Next meetings for each focus group

1

APD Standard
Operating
Procedures

Thursday 07/09 11:30AM

2

Use of Force
Reporting

Thursday 07/09 3PM

3

Mission, Vision,
and Values

Thursday 07/09 2PM

4

Empowering the
ACRB

Thursday 07/09 11AM

5

Non-LEO/Least
Harm Alternatives

Monday 07/13 – 2PM

CoA
contact

Maria Rios

Jerome Jordan

Jade Martin

Jacob Tzegaegbe

Maria Russo
Sheryl Ude

Note: All times EST

Next steps





Appendix