Cleveland Community Police Commission (CPC)
Jerry Sue Thornton Center
Tri-C Campus
Meeting Minutes
May 23, 2017

Attendees: Commissioners: Anthony Body (tardy); Kathy Clegg; Mario Clopton-Zymler; LaToya Logan; Dylan Sellers; Rhonda Williams

Staff: Katie Brennan, The Cleveland Foundation; Peter Whitt, Enlightenment Consultant Group

Absences: Paul Baeppler; Yvonne Conner (notified, excused); Lee Fisher (notified day before); Gordon Friedman (notified, excused); Lynn Hampton (notified day of); Amanda King; Steve Loomis

Mr. Clopton-Zymler called the meeting to order at 6:10pm.

Overview of Meeting Agenda
All Commissioners introduced themselves. Mr. Clopton-Zymler reviewed the evening’s agenda and meeting structure and flow.

Approval of Minutes
April 25th Commission Meeting:
The minutes were emailed to everyone but there were not enough Commissioners present to vote on their approval. Dr. Williams noted the need for the following corrections:
- Dr. Williams abstained because she was not present at the March 28th meeting (page 1)
- There might be a word wrong in the matrices section--”discretion” should be “discrepency” (page 3)
- “the City is committed” (last page, last bullet)

Co-Chairs Report
Acknowledge Community Groups:
Dr. Williams asked for all representatives of community groups to stand to be acknowledged and state which groups they represented:
- SUT (Simply United Together), Cleveland Chapter
- SURJ Northeast Ohio
- ACLU of Ohio

Personnel & Search Updates:
The CPC is in the process of hiring its staff, as per the CPC’s budget. The CPC extended offers to an Executive Director and Community Engagement Coordinator. They are currently undergoing the HR process in the City and should begin work in early June. Once the HR process is complete, the CPC will update the community.
CEC Work Plan Update
The work plan for the Community Engagement Coordinator is being created for the CEC’s start date in early June. A work plan will be created for the Executive Director as well. The CPC is finalizing temporary office space.

CRB Report:
Mr. Clopton-Zymler is the representative for the CPC to the Community Relations Board, but was unable to attend the session. Mr. Whitt was present at the meeting so he gave an update. Director Blaine Griffin moved over to City Council, so the meeting heavily focused on his departure. Grady Stevenson was appointed Interim Director, which was announced at this meeting.

PPA Report-Out:
Dr. Williams reported on the May 9th PPA meeting. The Commission had the Public Safety Recruitment Team speak to teach the CPC about their new recruitment strategies. They talked about building a compassionate police force and answered CPC questions. The CPC also discussed standing committees, Work Groups, priorities, and policies. Some policy timelines have been changed, including the Disciplinary GPO drafts. Once the CDP edits this, it will be brought back to the Commission and community. The CPC submitted its Inspector General qualifications again to the City. The Commission also discussed the Internal Affairs Manual—the CPC is waiting for the CDP to send this. Themed meetings were also discussed. June’s themed meeting will be on issues in the Muslim Community which will be led by LaToya Logan. Dr. Williams also detailed the potential themes for July, August, and September. The CPC also talked to the AmericaSpeaks representatives and the Commission still needs to have a follow-up conversation. No decisions have been made as of yet.

Mr. Clopton-Zymler asked the community to let the Commission know if they want their groups/organizations to partner with the CPC.

Other Items:
Dr. William’s Last Meeting
Mr. Clopton-Zymler announced that this was Dr. Williams’ last meeting and wished her well. Mr. Tramble from the Monitoring Team expressed the Team’s gratitude for the work she has done for the CPC and the reform process. He pointed out that the Commission has done a great deal of work and Dr. Williams has specifically. Mr. Sellers also noted that he was honored to work with Dr. Williams and that her departure was a huge loss to the Commission and Cleveland. Dr. Williams thanked everyone for their kind words and explained the hard work that goes into the Commission’s duties. She said that the best congratulations would be truly transformed policing in Cleveland that gave the most marginalized members of the community a voice in the state of policing. Mr. Whitt also thanked Dr. Williams.

OPS/CPRB Community Outreach Plan
Mr. Clopton-Zymler explained the OPS/CPRB Community Outreach Plan and how the CPC’s feedback was mandated by the consent decree. Hopefully a representative of the OPS will be able to explain the plan at the June full Commission meeting and a work group will be assembled.
**Commissioner Questions/Feedback:**
Mr. Clopton-Zymler asked for any Commissioner feedback on the draft plan.

**General**
A Commissioner noted that it seems to be aiming to be a much more accessible and transparent process which is a good step.

Another suggestion was that the OPS/CPRB can extend their list of community partners. Young people should especially be educated on the process, as people under 18 cannot submit a complaint on their own.

**Backlog**
A Commissioner expressed her concern over the backlog and the lack of acknowledgment in the plan that a process to address the backlog is being developed. Including this in their community outreach could be beneficial so the community knows they have heard the community’s complaints. The OPS/CPRB should provide a realistic, tangible plan (and later reports) so the public is updated on the progress. They should also be able to explain changes and how they will avoid backlog in the future.

**Commission Involvement**
Another Commissioner pointed out that the OPS/CPRB said they would partner with the CDP as well as the CPC. She asked whether Commissioners had any ideas for ways the OPS/CPRB could partner with the Commission in a meaningful way. Some suggestions were as follows:
- Representatives could periodically attend Commission meetings.
- The OPS/CPRB could partner with the CPC to do Town Halls to walk through how a complaint process works from beginning to end.
- The CPC could offer a suggested schedule for OPS/CPRB report-outs of their progress at Commission meetings on a quarterly basis. The Commission could notify the public of these dates in advance.

A Commissioner stated that the messaging must be the same across the board regarding the role of the different stakeholders, parties, and participants in the reform process.

**Community Relations Representative**
Someone noted that the plan said a job description for the Community Relations Representative that will be hired was attached, but the CPC did not get that description. The CPC would like this in order to give feedback.

Another Commissioner asked whether the new hire for 2018 would be in tandem with the plan outlined above or whether they would create the community outreach process first and then hire an individual in 2018. The Commission could suggest putting the plan forward and not waiting until this individual is hired.

Commissioners noted that the mediation program would be useful and could help develop closer community/police relations, but the job would need to be explained in the job description if the representative plays a true mediation role.
Community Feedback:
Mr. Whitt led the discussion within the community regarding their thoughts on the plan.

Backlog
An individual noted that his group was worried about the backlog. He explained that putting forward complaints should be more accessible or no significant change will occur.

Community Relations Representative
A member of the public noted his interest in applying for the position and working with other community organizers. He asked who he could contact for more information. He also explained that the community wants more inclusion in this process and the plan should reflect that. Commissioners pointed this individual to Ms. Brennan and Mr. Whitt, who could give him contact information for the appropriate people with whom to speak.

Partnerships
A community member wanted to know if there could be a partnership between the CIRC, CPRB, and CPC to convey, share, and address information to acknowledge the other backlog outside the CPRB but also the cases before the reform.

Timeline
A community member asked for some clarity on the City’s fiscal year as it related to the Monitoring Plan for 2017-2018. A Commissioner responded that Cleveland’s fiscal year begins January 1st, but the Monitoring Plan is not a fiscal document and is rather based on the consent decree. The community member followed up that she thought the plan needed a more specific timeline as the plan only specifies that the community outreach is for 2017-2018.

Any additional feedback can be sent to info@clecpc.org or to specific Commissioners’ email addresses (first initial last name @clecpc.org).

Standing Committees and Work Group Updates
Community Outreach and Engagement:
Mr. Sellers did not have any updates.

Communications and PR:
The Commission live tweets events (@216cpc) and also has a Facebook page (www.facebook.com/216cpc) and is being Facebook Lived right now.

Budget, IT, Infrastructure:
Review and Approve Admin Assistant and Policy Analyst Job Descriptions
Community members have job description drafts for the next two staff positions: Administrative Assistant and Policy Analyst. They were written soon after the Commission’s empanelling and updated in April.

A Commissioner noted that he was more concerned about the search and hiring process going forward
rather than the job announcement.

The Commission will leave the descriptions as is if there are no other suggestions and move forward with the process.

Community Feedback:
An individual suggested including the skill: “Demonstrated understanding and commitment to 21st century policing, policing reform, civilian oversight of policing, community policing, criminal justice, and/or social justice and racial equity” under required rather than preferred, particularly for the Policy Analyst position. Commissioners said they would consider the suggestion, but there was disagreement among Commissioners as to whether this should be changed.

Another community member suggested that the description of the Policy Analyst position should explicitly state to whom the individual would directly report.

**Commission Plan: June-December**
The Commission has drafted a work plan for the rest of the year, listing tasks and overarching goals. Mr. Clopton-Zymler distributed the plan to Commissioners. There are two versions: one that organizes by time and one that is organized by work product. Commissioners were supplied with the work product version over a week ago. It is outlined in a similar way to the Monitoring Plan.

The general categories covered are:
- Budget, IT, and Infrastructure
- Public Relations and Communications
- Policy and Monitoring Plan
- Community Outreach and Engagement
- Commission Staff and Hiring

Mr. Clopton-Zymler read through the areas of focus and enduring objectives.

A Commissioner said that, though noted as tentative, AmericaSpeaks should be taken out of the language to make it broader, but the areas of focus are important.

Mr. Clopton-Zymler noted that the tasks listed on the plan are activities the Commission does already, but it is now written down in one place.

Because the specific plan is in draft form, it is not being released to the Community at this point.

**Bias-Free Work Group:**
Update, Upcoming Due Dates, Next Steps
Mr. Fisher was not present at the meeting, so Mr. Clopton-Zymler explained that the CPC is waiting for the next iteration of the Bias-Free Policing GPO and the work group needs to start up again.

**Civilian Oversight (Inspector General Updates and IA Manual):**
This was discussed in the PPA report-out. Once the Commission receives the IA Manual, the CPC will get community feedback. Mr. Friedman will help do some of the preliminary research related to the Internal
Affairs manual.

PUBLIC COMMENT PERIOD
Mr. Whitt explained the public comment period ground rules and facilitated the discussion.

AmericaSpeaks
- A member of the public asked what the goal of having a program such as AmericaSpeaks would be and what the current state of technology is to include the community’s voice into the process.
  - A Commissioner responded that the CPC needs to determine the best ways of using technology and there are vendors who run these kinds of programs for a living. As the CPC looks to get more community feedback, the Commission will continue to look into all its options.

Civilian Oversight
- An individual submitted: Critical Incident Review Committee was in the news this week. Surely someone else besides CIRC should have input--or power of review over--the administrative discipline now to be handed down to Garmback and Loehmann. Not CPRB? Then who? The community does not trust Safety Director McGrath to adequately decide this matter.
- A Commissioner explained that in its recent Disciplinary GPO recommendations, the CPC asked how CIRC operates, who called them together, how personnel was selected, and how CIRC works in the overall disciplinary framework. The Commission hopes to hear back on those recommendations as well as others (available on the Commission’s website).
- Although this community member said the CPC has done a lot since the beginning of the implementation of the consent decree, there is not much community trust for the City in this process. The backlog has not changed much and politicians, who put their money where their priorities are, do not appear to be putting money into fixing the backlog.
  - A representative of the Monitoring Team explained that additional people have been hired to address the backlog (6 temporary and 2 permanent positions). One group focuses on new complaints while another works on backlogged complaints. The OPS backlog and the CDP’s work are separate. The Monitoring Team has expressed concern to the OPS about handling the backlog.

CPC Themed Meetings
- An attendee asked whether themed meetings would include normal business updates or whether they would only be about the theme.
  - A Commissioner responded that only 45 minutes-1 hour would be spent on the theme, though the structure is still being discussed. The theme may be able to relate to policy work, but the rest of the meeting will be like the normal CPC business meetings.
- A community member noted that members of the Muslim community would need to be present at the themed full Commission meeting and whether the Commission had contacts to Muslims so they could provide input.
  - Commissioners responded that Ms. Logan is leading this themed meeting (other Commissioners will lead other meetings) and has contacts to whom she will be reaching out. With education pieces, the CPC does not want to serve as experts, but rather have
experts come in and teach everyone (including Commissioners). Anyone with suggestions was encouraged to email the Commission or submit written recommendations.

General CPC
- A community member attended a safety meeting and asked the Mayor whether community attendance was important at Commission meetings, who said no. This individual suggested that the Commission explain to the Mayor how important the meetings are.
- An individual asked whether the attendance policy was passed in the by-laws and whether they were currently being enforced.
  - A Commissioner responded that the CPC passed revised attendance policies which have been in effect since the end of February and attendance has been noted for PPA and full Commission meetings. When full Commission meeting minutes are published, there is a chart that tracks attendance based on the minutes.

General Police Reform
- A member of the public suggested the CDP should look at other places around the country to learn from cities who have implemented real, 21st century community relations plans.
- Another community member expressed concern that the City does not prioritize the consent decree and does not provide adequate funding for equipment or software to help the CDP.
- An individual submitted the following in writing: Please look at NPR’s website for info about a program called “Cure Violence.” It is very similar to the work Kahlid Samad and Peace in the Hood have done. It’s been very effective.

The Commission thanked those who were new to CPC meetings and those who regularly attend these meetings. The community was asked to bring more people. The next meeting will be held on June 27.

The meeting was adjourned at 7:49 pm.