ATTENDEES: Commissioners: Anthony Body, Kathy Clegg, Mario Clopton-Zymler, Yvonne Conner, Gordon Friedman, Lynn Hampton, LaToya Logan, Steve Loomis, Dylan Sellers

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

ABSENCES: Excused: Rhonda Williams

Unexcused: Paul Baeppler, Amanda King, Lee Fisher

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

OVERVIEW OF MEETING AGENDA
Mr. Clopton-Zymler reviewed the evening’s agenda and meeting structure and flow.

APPROVAL OF MINUTES
February 2017 Full Commission Minutes:
Rev. Conner moved to approve the minutes. Mr. Sellers seconded the motion. All Commissioners present approved and the motion was passed.

Mr. Clopton-Zymler explained the process of accessing approved meeting minutes on the CPC’s website.

CO-CHAIRS REPORT
Acknowledge Community Groups:
Mr. Clopton-Zymler asked a representative from each community group present to stand and state their organization. The following were present:
- Black on Black Crime, Inc.
- SURJ
- Carl Stokes Brigade
- ACLU of Ohio
- Monitoring Team

A community member asked if any representatives from the City or DOJ were present. There were no representatives present.
Staff Hire and Search Update:

Executive Director
This week, the CPC announced its new Executive Director, Nicole Junior. Her official start date is April 17th. She has begun her on-boarding process and is setting up meetings with all Commissioners and stakeholders. Ms. Junior has been given a list of potential office locations—one of her first projects—and has been briefed on the CPC’s interest in a strategic plan. Once she is in Cleveland, the CPC will organize a community introduction.

The Co-Chairs and Ms. Junior are currently working as a unit. She will eventually take over the administrative work the Co-Chairs have been doing. A Commissioner asked how long the transitional period would be and Mr. Clopton-Zymler replied that the date was not clear, but soon. A Commissioner asked if the Co-Chairs would have the role of regular Commissioners after the ED started and Mr. Clopton-Zymler clarified that the Co-Chair roles are clearly delineated, so they would continue to have additional duties.

Community Engagement Coordinator
The Staff Search Committee has selected candidates for Community Engagement Coordinator in-person interviews which will begin next week. Their public presentations will be held on May 1st, the location of which has yet to be determined. Commissioners should check their emails for more details in the coming days, and the community should look at the CPC’s website and Twitter.

Other Positions
The Co-Chairs, Executive Director, and Mr. Sellers recently met with the City regarding the CPC’s budget and by-laws.

An RFQ for an organizational consultant has been submitted to the City for print and advertising. This consultant will: lead a development session for the CPC’s strategic plan; discover the strengths and weaknesses within the Commission; clarify the CPC’s goals and timelines; and create a self-reflective process. Mr. Fisher, Dr. Clegg, and Ms. Junior will serve as the RFQ selection committee.

CRB Report:
Mr. Clopton-Zymler is the CPC’s representative to the Community Relations Board (CRB) to make sure there is communication between the two groups. The last CRB meeting was held on March 16th at the Hispanic Alliance. The CRB updated on the following points:

- The Mayor is increasing his resources for youth employment.
- A part-time Hispanic Representative for the CRB has been hired following the retirement of the previous one.
- The Mayor and Blaine Griffin have been working with CAIR and the immigrant communities.
- Cleveland is not an official “sanctuary city” as the Mayor says that term is meaningless; however, the city will continue to effectively act as one (e.g. police will not serve as ICE agents or ask about immigration status), while calling itself a “welcoming city.”
- The City has launched a program to assist non-English speakers so they can more easily live and succeed in Cleveland.
- Ministers are making sure children get home from school safely around the area of the DeFreeze
kidnapping.

- Mr. Clopton-Zymler also gave the CRB an update on the Commission’s work at the meeting.

2nd Year Monitoring Plan:
The 2nd Year Monitoring Plan has been approved and circulated. It is on the Monitoring Team and CPC’s websites.

Other Items:
The CPC has circulated the Discipline GPO draft to its community partners (e.g. LGBT Center, CAIR, ACLU) for feedback.

Ms. Brennan has been securing locations for the rest of the CEC Search.

Rev. Conner updated the community on the April 4th town hall, in which the CPC will be screening 45 minutes of the documentary 13th and focusing on the pipeline to prison. They will discuss how citizens can be diverted away from prison. It will be held on Tuesday, April 4th at 6pm at the ADAMHS Board.

The CPC just created a Facebook page and the meeting was streamed on Facebook Live. Mr. Clopton-Zymler reminded everyone to follow the CPC on Twitter @216CPC.

PRESENTATION: AMERICA SPEAKS
Share Concept Video:
Mr. Clopton-Zymler explained that the CPC is in early talks with Carolyn Lukensmeyer from the America Speaks program to get feedback from the community. America Speaks uses a direct democracy model to get public opinion from a representative sample of the community on important topics and then analyzes the collected data and offers recommendations. He noted that this could be a useful tool in getting meaningful feedback from the community, especially from those parts that are currently inaccessible.

The CPC showed the community a video about the program.

Review of PPA Discussion, Further Discussion, and Next Steps:

Review of PPA Discussion
Mr. Clopton-Zymler emphasized that the CPC was in the very early stages of this process, as it was only discussed for the first time during the March PPA Meeting. He explained there are four elements to the program that gives it a good track record:

1) The stakeholders must commit to participate (City, DOJ, etc.) so participants know their work product has some worth. America Speaks will not come unless there is buy-in from the stakeholders.
2) America Speaks’ outreach processes ensure that the people in the room are truly representative of the Cleveland population, especially those who are often overlooked.
3) Everyone is presented with factually-accurate data, which all participants can trust.
4) Highly-trained facilitators will be leading discussions. In this case, there would be about 500
total participants with approximately 50 tables of 10 individuals.

**Further Discussion**
A Commissioner noted it sounds like a good method, but the CPC needed to ensure that it had a solid partnership with other stakeholders, especially the big decision-makers.

Another Commissioner asked how America Speaks would get underrepresented populations to participate. Mr. Clopton-Zymler said this would be discussed further later in the process, but America Speaks focuses on this approach.

The price for the process is $350,000 with a plan that the partners would split the cost. A Commissioner noted that the Monitoring Team gets paid, Mr. Whitt has been hired as the CPC’s facilitator, and Commissioners were selected as they were deemed experts. He argued that the CPC could run these discussions itself and that Commissioners have not made enough of an effort to reach underrepresented populations.

The CPC’s budget mimics Seattle’s, which contains a large line item for research and consultation, into which this program would fit. A Commissioner argued that the data collected from America Speaks would be useful to the CPC now and in the future.

America Speaks would be a one-time occurrence.

A Commissioner suggested the CPC talk to The Cleveland Foundation, as they underwent a similar process and the Commission could learn from their experiences.

Another Commissioner mentioned that, for a project this large, the scope should be more extensive than just policing. He wanted to know what that scope would be.

**Next Steps**
The CPC discussed next steps in the conversation on America Speaks. These included:

- Further discussion will be held at the April PPA meeting, as well as through correspondence before the PPA. This is just one of the very early conversations on this program.
- Ms. Lukensmeyer will speak to the CPC to help inform its decision.
- If the CPC determines to partner with America Speaks, it will need to determine what must be fleshed out further (e.g. timing, costs, etc.).
- The Policing Project has created a draft proposal for the program, which was distributed to Commissioners earlier in the day.

Mr. Clopton-Zymler reminded everyone that the CPC has not committed to anything and an exhaustive conversation is necessary before any decisions are made.

A community member asked for the Policing Project’s proposal to be put online. Mr. Clopton-Zymler mentioned that this proposal was a recommendation and the CPC may not want to follow it, so the Commission will not post it yet.
PRESENTATION AND CONVERSATION: DISCIPLINARY GPO

*Discuss Policy Recommendation Mandate:*
Mr. Whitt ran through the process of small-group discussions, noting that there would be a Commissioner at each table to record notes.

Mr. Clopton-Zymler presented on the Disciplinary GPOs. The PowerPoint will be posted online.

*Small Breakout Sessions:*
Groups discussed the draft GPO and reported out two points each.

**Table 1**
- Police are overrepresented on the Monitoring Team.
- There is too much support for policing systems and the police are controlling the process to the extent that real change is not possible.

**Table 2**
- There needs to be better definitions of the alleged offences in the categories, and some of the definitions should be moved to different categories.
- Police officers may understand the different categories and offenses, but community members find it difficult to comprehend. Having a chart might make the GPO easier to understand.

**Table 3**
- A matrix presentation would make the information easier to understand.
- This table wanted to know whether the outcome of an altercation or situation impacted the determination of how serious the offence was. For example, if an officer fails to maintain a vehicle and, as a result, there was an accident, would that impact the seriousness of the offence?

**Table 4**
- It was difficult to determine how useful a matrix would be because there was a lack of connection within this GPO to the Use of Force policies.
- Not all the offences were in the proper categories.

PRESENTATION AND CONVERSATION: CPOP COMMUNITY FORUMS

*Presentation by Monitoring Team:*
The presentation was cancelled due to most of the individuals in the room having been present for previous CPOP discussions and to make more time for conversation. Mr. Clopton-Zymler explained that the CPOP plan had not been written yet—that this was an opportunity for community input before its drafting.
The CPC stated that they would collect the surveys completed at the full Commission meeting as well as the online questionnaire and send the information to the CDP as they drafted the next GPO. Once the policy is drafted, the community would undergo a similar process on commenting on the GPO.

**Small Group Breakout Sessions:**
Community members stayed in their small groups from the previous discussion, filled out the CPOP questionnaire, and discussed the questions listed on their handouts. The Commissioners recorded and collected this information.

**PUBLIC COMMENT PERIOD**
Mr. Whitt reviewed the public comment period ground rules.

**America Speaks**
A community member asked whether there were other models of community engagement being considered.

A member of the public asked whether the CPC would have to follow procurement laws to get a vendor, based on the budget. The CPC responded that the Commission is only at step one of the America Speaks process and it needs to learn more about the vendor process. However, any City expenditure over a certain amount (a category into which America Speaks falls) would need to be approved by City Council. The CPC cannot pay for the entire cost of America Speaks, so the goal is to secure financial partners and grant funding. A Commissioner noted that the City spends a lot on guns and resources, so community engagement processes should also be invested in, though he acknowledged that America Speaks may not be the best approach, a point which will be discussed in future conversations.

An individual explained that about 12 years ago, he ran a model like America Speaks, which was an all-day forum, included a panel of community leaders, information was captured on flip charts, and a follow-up meeting was held to vote on the information captured in the day. The only money spent was on a room at the Jerry Sue Thornton Center. He concluded that the CPC should not spend its money on something that could easily be done—and has been done—within the community.

Another community member argued that they could not imagine the citizens of Cleveland approving of the $350,000 budget.

A community member submitted the following written comment: There’s talk in City Hall about strong support for America Speaks in Cleveland. One suggestion (funding) centered on applying for a grant for the program in addition to City Hall’s money. Has anyone from the Commission expressed the Commission’s support/willingness to help foot the bill?

**Executive Director**
A member of the public asked what the ED would be doing once she began and questioned why additional people need to be hired. The Commission responded that staff is needed to put full time and
attention to the CPC and reform process, as Commissioners are unpaid and work long hours between their day jobs and position as Commissioners. Staff will help increase community interaction and deliver information that the CPC cannot do sustainably on its own. Once they are hired, staff members will explain their roles to the community.

**General CPC**
An individual expressed her disappointment in the CPC and demanded all non-officers on the Commission resign because no one supported the police after Officer Fahey died. This person argued that the CPC should have recognized his sacrifice. The CPC responded in several ways including:

- A Commissioner noted, on behalf of himself and not the Commission, that he respected how she felt about the situation, but argued that this community member made huge assumptions, which makes it seem as though Commissioners do not care about the police. He stated that Commissioners do not make assumptions about police officers or community members, so others should not make assumptions of the CPC. He argued that the community has no idea of the hard work the CPC does behind the scenes.
- Another Commissioner explained that the CPC signed a private card that was hand-delivered by Det. Hampton to the police, but the group did not want to be seen as exploiting the situation.
- A member of the CPC emphasized the need to avoid making assumptions and argued that it is not necessarily the responsibility of the CPC to post everything on social media.
- It was also noted that the CPC has not sent cards to members of the community who have died.

**General Reform**
A community member stated that the DOJ was involved in Cleveland because the police were found to be using excessive force.

An individual asked when everything the CPC has been working on in the past year would be implemented. The Commission replied that implementation occurs in stages and on a policy-by-policy basis, and the deadlines are listed in the Monitoring Plan. For policies that are further along, training needs to occur before full implementation.

A member of the public asked when the next time the CPC would go before a judge would be.

A community member asked about the qualifications required to be on the Monitoring Team and posed the question as to whether some of its members face a conflict of interest.

A member of the public submitted the following written suggestion: I think if police would communicate with some of the young people who are in the community that they’re policing and try to build a bond with them so that they can feel a bit comfortable, that would help or at least be a step toward bringing more activity to the rec centers. Regain trusting with the police is most important. Oftentimes I see some police just dig the kids instead of reaching out.

**Police Involvement in Community Discussions**
A member of the public explained that they believed it was important for police officers to be involved
in important policy discussions to improve community-police relations. Those who were present at the CPOP meetings, this individual noted, were not taking notes or reporting out the findings.

A community member wrote an email to the stakeholders following the CPOP roundtables, stating that the discussion questions were biased and that placement of police officers as some of the facilitators of community conversation was disrespectful to the public. He argued that the stakeholders were making a mockery of the reform process and that taxpayer money was being wasted. The CPC responded that facilitators included police officers, Commissioners, City officials, and the DOJ so that all stakeholders participated in the process. The Commissioners responded that the police have right to be involved in these conversations, but it can be discussed further as to how this might best happen. A Commissioner, speaking on behalf of himself, said that police need to be part of the conversations because they bring different perspectives and all community members (including officers) must listen to each other to make real progress.

An individual asked whether there was any coordination with the Cleveland Police Foundation in these community discussions, as they could connect to community development, the Monitoring Team, and the CPC.

The meeting was adjourned at 8:36 pm.

The next meeting is April 25th and the town hall is April 4th.