Dr. Williams called the meeting to order at 5:44 pm.

OVERVIEW OF MEETING AGENDA
Dr. Williams reviewed the evening’s agenda and meeting structure and flow.

CO-CHAIRS REPORT
Introduction of New Commissioners: Gordon Friedman and LaToya Logan:
Dr. Williams asked the two new commissioners, LaToya Logan and Gordon Friedman, to introduce themselves to the community.

Executive Director Search Update:
Ms. Brennan gave an update on the Executive Director Search, informing the public that 13 of the 151 applicants have been selected and contacted for phone interviews for the week of December 5th. The committee’s goal is to have the ED hired by early February.

Ms. Brennan also announced that the Community Engagement Coordinator position is being opened on websites this week for a two-month period. It will be posted on the same websites as the ED Search was: NACOLE, Monster, Indeed, and CareerBoard.

Use of Force GPOs Court Submission:
The Monitoring team has submitted the Use of Force GPOs the Court. These are available to the public and will be the working GPOs for the CDP. The policies will be reviewed again next year upon implementation.

Commission Restructure and Clarity Letter:
Dr. Williams discussed the structure email that the CPC sent out recently asking for clarity in the selection process and raising issues over one of the commissioners. The CPC is waiting to hear back about a potential meeting and/or steps forward. The co-chairs have received notification that a public hearing on this topic may be held on December 12th, but have no further details.
**MHRAC Community Forums:**
Dr. Williams informed the public that the Mental Health Resource Advisory Committee is hosting two community forums on December 13th to discuss the Crisis Intervention policies. They are being held at 1pm and 6pm and more information can be found at the [link](#) on the Agenda.

Dr. Clegg offered a physical copy of the policies which will be discussed at these forums and said that the documents are on the website.

**APPROVAL OF MINUTES**
*October 27th Full Commission Meeting:*
There was not a quorum at this meeting, so approval of the October 27th minutes will be done via e-votes.

**CPC BY-LAWS REVISIONS DISCUSSION**
*Updates: E-Votes:*
Too few commissioners voted on the by-laws e-votes, so the two by-laws included (quorum and electronic voting) will be moved into a new e-vote with other by-law changes.

A commissioner suggested that the CPC needed to revisit the language on the electronic voting by-law. It was suggested that clarification was needed, as not every piece of correspondence should need to be passed by the entire Commission, as this could delay the work. This concern is on the record in the previous e-vote on this by-law.

**Timeline for Final Approval:**
It was suggested that all by-law revisions should be completed by December 21st (the day of the next full Commission meeting) or shortly thereafter.

**Quorum:**
A commissioner suggested that language regarding quorum needs to make a significant change in the Commission’s voting, as the current system is inefficient. This can be accomplished by putting in a simple majority clause.

**Removal Process:**
A commissioner suggested that the commissioner removal process in the by-laws needs to be more reflective of the suggestions made in the CPC’s structure letter.

**Article II: Attendance:**
A commissioner suggested that the proposed language be expanded to include committee/work group work, as some commissioners are heavily involved in these groups but are unable to attend full CPC meetings.
Another commissioner asserted that the attendance revision should be stronger and that a combination of excused and non-excused absences should be counted toward the two-month nonparticipation rule.

**Other Suggestion:**
A commissioner suggested that a new by-law regarding the police commissioners’ selection process be established which reflects the structure letter’s call for a selection panel and more transparency as well as background and disciplinary checks on officers.

**COMMUNITY ENGAGEMENT AND OUTREACH COMMITTEE**

*Update on Town Hall Planning:*
Rev. Conner gave an update on 2017 meetings. The Community Engagement and Outreach committee wants to have quarterly Town Hall meetings with more community engagement moving forward.

One of the suggestions at the October full Commission meeting was to engage more with community groups and screen the movie “13th” with a panel discussion to follow. SURJ and the CPC will have a joint showing of this film in January and the CPC will screen the film separately in February.

The CPC will schedule all 2017 Town Halls at the December 5th PPA meeting. A full calendar will be provided at the December 21st full Commission meeting.

**Public Comment:**
The Commission opened up the floor for discussion on Town Hall ideas. One community member offered feedback, emphasizing that there needs to be ample communication on both the East and West sides regarding these events. She also stated that there needed to be free parking at meeting locations.

**POLICY PROCEDURE ASSESSMENT COMMITTEE**

*OPS/CPRB Report: Manuals:*
The Office of Professional Standards and Civilian Police Review Board’s manuals have been submitted to the Court. This is the first time they’ve had formal manuals. The Civilian Police Review Board will have open meetings including a public comment period, which have not yet existed. These groups are currently very backlogged and have extra temporary staff helping at the moment, with a possibility of more permanent investigators to be hired in the future.

Most of the CPC’s recommendations made it into the manuals and the Commission will keep its eye on those issues which were not included.

**Upcoming Policy Issues:**
The following policies are in the pipeline for submission and feedback in the coming months:

- Equipment and Resource Plan
- Internal Affairs Manual
- Bias-Free Policing Policy
- Community Engagement Assessment tool and plan
The Monitor Plan has been updated through February and the extended plan will be released in the new year.

**POLICY AND PROCEDURE COMMITTEE INPUT: EQUIPMENT AND RESOURCE PLAN**

*Review: Introduction to Draft Plan:*
The CPC received the draft Equipment and Resource Plan this morning. The Court deadline is December 19th. After this meeting, the CPC will discuss this plan further at the December 5th PPA meeting.

The Commission distributed the introduction and contents of the plan to the community. This content was discussed to give background for community discussion.

*Break-Out Groups:*
Mr. Whitt broke the public into three groups with a Commissioner in each to record information and report out. The groups were given 30 minutes to discuss questions presented in a hand-out.

*Reports Out:*
Mr. Whitt explained the report out process. Dr. Williams asked everyone to write down as much as possible on their individual sheets.

**Group 1:**
- This group suggested that all police automobiles be equipped with computers.
- Community members wanted to know what programs patrol cars used. They learned about Blue Team, which is in all cars and tracks all information so it can be shared department-wide.
- This group suggested that the CDP should not have batons (they saw these as useless and can cause a lot of damage if they are used), OC Spray (it can be flammable), and weapons (guns) in general for all officers.
- They wanted to know the total inventory of what the City received following the RNC (e.g. bicycles, riot gear, etc.).
- The group thought that the issues of tracking domestic violence, homelessness, and mental health issues should be prioritized and that there should be a training among the CDP to deal with these problems.
- The community members suggested that all officers be evaluated at every level, that evaluations be conducted on returning veterans before entering employment, the officer assistance program be emphasized, and that the public should be informed on the CDP’s internal evaluation policies.

**Group 2:**
- This group wanted body and dash cameras to be on at all times for transparency purposes.
- They suggested that computers be placed in every vehicle so officers can easily look up an individual’s mental health history.
- The group suggested that militarized equipment and vehicles not be used by regular officers; only SWAT should use these if necessary.
- Community members wanted a full and transparent listing of all equipment obtained following the RNC and a plan for what will be retained, especially following the implementation of the consent decree.
- A member of this group had a positive interaction with officers while in a crisis situation.
- Individuals were overwhelmed by the number of officers at the RNC and following the Brelo case; they believed it to be off-putting.
- This group thought there should be individuals specifically put in the role of witness/observer when police are called to a scene to hold police more accountable.
- This group thought the following should be priorities: body cameras and an updated upload capacity; dash cameras; computers in cars; and 3rd party witnesses.
- This group suggested that when this plan is finalized, any changes should come back to community for comment.

Group 3:
- This groups wanted the CDP to have a central tracking system that demonstrates best practices and shows how footage/data is processed and stored.
- This group wondered who was assessing civilian calls to the police. They also wanted to know about software, training, and questionnaires.
- Community members suggested officers get an app to have when they arrive on a scene with policies easily accessible.
- This group called for no militarized weapons, drones, or social media monitoring. If any of these exist, they suggested the CDP be transparent with their usage.
- Group 3 asked about how the technology will be distributed among precincts and neighborhoods and how it is determined to be (in)effective.
- They believed officer should be disciplined for defective cameras or not uploading their footage.
- This group wanted to know about the amount of training officers receive for IT security and storage of personal information. They also wanted to know how the information was stored, processed, and used moving forward.
- Group 3 wanted non-lethal weapons to be used rather than guns, etc.
- They suggested that police have equipment that scanned devices to determine whether weapons were real or fake.
- This group wanted increased training regarding response time from the call center to the police officer.
- They believed officers should have a quick reference guide for responding to various incidents and that there should be an assessment for officers’ use of technology.
- This group suggested that a psychiatrist, social worker, or mental health provider be present with an officer when they know they will encounter an individual in a mental health crisis.
- This group also called for a shoot to injure/disarm policy rather than the current shoot to kill policy.
- They wanted more training regarding dealing with youth, particularly those with cultural differences or differences in functionality.
- Community members wanted a policy regarding search and seizure of items not seized during a crime and wanted to know how police monitor seized items.
- This group asked whether police are required to state their use of all equipment (and if so, how frequently).
- They also wanted to know what share of the equipment officers pay for.
CALL FOR AGENDA ITEMS
Dr. Williams asked for any suggestions from Commissioners to discuss at future meetings. The Annual Report was the only item mentioned.

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

Public Comment Period:
General Police Reform
- An individual expressed worry over the consent decree’s implementation under the Trump administration.
- A member of the public asked what the visible results of the changes being implemented by the parties involved in the reform process would be. This community member wanted markedly improved community/police relations with less civilian fear of the police, a massive demilitarization of the police, serious community policing, and a nationwide removal of “bad apples” in the police force.
- An attendee inquired as to how the policy recommendation feedback process worked. The CPC responded that the Monitoring Plan provides a timetable and deadlines and that different parties play various roles depending on the policy. With the initial equipment plan, the CPC was not asked to provide initial drafts, but got involved later in the process. Most policies will get rotated through the CPC to get community feedback at various stages.

General CPC
- An attendee asked the CPC about the mission statement, saying the community commented on it about a year ago and he had not heard whether the mission statement had been decided and/or adopted. The Commission apologized that the community had not heard about it. They stated that it was very successful and has been submitted to the Court so it has been finalized and well-received.
- Someone asked whether work group meetings were publicized. The CPC responded that there have not been many work group meetings lately, but when various policies arise again, they will be publicized.
- An individual asked how the community can get involved when the CPC receives information outside of meetings. The Commission responded that it depends on the deadline and the CPC’s level of involvement on a policy. If a policy is closely tied to a CPC issue, they might hold a special meeting. Also, once there is more staff, information will spread more consistently. Currently the community is reached through the community contact database. The Commission also reaches out to groups who consistently provide the CPC with information/feedback as well as their own networks.

Community/Police Relations
- A community member suggested that a civilian dispatch unit be created to monitor situations to make sure people’s rights are not violated and that the individuals in question are returned to the precinct unharmed.
- A community member emphasized that the CDP’s main priority should be respecting and upholding the dignity of every citizen in order to improve community/police relations.
- An attendee emphasized the importance of officers living in/being very involved in the communities in which they work at all times. This familiarity, this individual suggested, would
help with de-escalation. A Commissioner responded that this was in the CDP’s recommendations to the City. He said that all officers must buy into the community policing idea, but there are currently not enough officers to carry this out. The CDP’s goal is to have two cars in every zone during day shifts to help familiarize officers to neighborhoods.

Policies and the CDP
- A community member questioned how the CDP deals with discipline and where the power/authority sits in the Division. This person asked whether officers could come back to the CDP after being disciplined.
- An individual asserted that police officers should not always be armed, for example, in their community outreach such as going to schools. This community member pointed out that around the world, many countries have unarmed officers and that should be a reality in Cleveland. Perhaps some officers could not have guns at all, or maybe it could be situational.
- Someone suggested that officers should remain nonpartisan in their political beliefs.
- Someone asked: are current officers going to be evaluated in the same way as new hires (e.g. regarding mental issues)?
- A community member thought that the de-escalation portion of the Use of Force policies was essential and should be considered a high priority.
- An individual asked whether a certain amount of money has been allocated for CIT training and de-escalation and whether this information had been published anywhere. The Commission responded that the December 13th community meetings would be used to discuss these ideas. Further, training schedules are being established for all officers, but the CPC was unaware of the specific dollar amounts.

Equipment and Resource Plan
- A member of the public asked many questions regarding the equipment and resource plan including its cost effectiveness, the places expected to implement it, best practices, and what is safest for both civilians and the police.
- A community member asked who sent the equipment and resource plan. The Commission replied that the Monitoring Team sent it this morning after the CPC asked for it.

Mr. Whitt and Mr. See of the Monitoring Team commended the public on their involvement and suggested people present bring more people to these meetings.

The meeting was adjourned at 8:08 pm.