

Community Engagement Assessment Plan

Cleveland Community Police Commission
November 30, 2016

I. Rationale

Improving community-police relations is an essential step in Cleveland's police reform process. The United States Constitution requires the City of Cleveland to prevent excessive force, to guarantee that searches and seizures are reasonable, and to ensure that police services are delivered free from bias. These precepts also are fundamental to a strong community-police relationship build on mutual trust and respect.¹ The consent decree clarifies this further, stating: "Constitutional policing and effective policing are interdependent, and rely on a strong partnership between the police department and the communities that it serves."² Therefore, community input and involvement in the reform process are invaluable assets in reforming Cleveland police. As noted in the consent decree: "Ongoing community input into the development of reforms will strengthen CDP and the police-community relationship that is necessary to promote public safety."³ This will be done through the establishment of a Community and Problem-Oriented Policing Policy as well as the Cleveland Community Police Commission (CPC or Commission)'s Community Engagement Assessment tool.

II. Consent Decree Mandates for Community and Problem-Oriented Policing

Regarding Community and Problem-Oriented Policing, the consent decree has mandated the CPC and Cleveland Division of Police (CDP) a number of tasks which are listed below.

The Commission will, on an ongoing basis:

- assess CDP's community activities⁴;
- recommend strategies for the CDP to increase community engagement with and community confidence in CDP⁵;
- work with the many communities of Cleveland to develop recommendations for police practices that reflect an understanding of the values and priorities of Cleveland residents⁶;
- consult with the CDP regarding draft community and problem-oriented policing models⁷; and
- receive community policing reports from the CDP⁸.

The CDP will:

- develop and implement a comprehensive and integrated community and problem-oriented policing model⁹;

¹ "Settlement Agreement: United States of America v. City of Cleveland", para. 1

² *Ibid.*, para. 6

³ *Ibid.*, para. 14

⁴ *Ibid.*, para. 17

⁵ *Ibid.*, para. 17

⁶ *Ibid.*, para. 15

⁷ *Ibid.*, para. 27

⁸ *Ibid.*, para. 34

⁹ *Ibid.*, para. 27

- ensure that its mission statement reflects its commitment to community oriented policing¹⁰;
- ensure that officers are familiar with the geographic areas they serve¹¹;
- provide initial and annual in-service community and problem-oriented policing training that is adequate in quality, quantity, type, and scope¹²;
- maintain collaborative partnerships with a broad spectrum of community groups¹³;
- develop and implement systems to monitor officer outreach to the community¹⁴; and
- annually present the results of this analysis, broken out by District, in a publicly-available community policing report detailing its community policing efforts in each District¹⁵.

The CDP will carry out the above consent decree mandates through a *Community and Problem-Oriented Policing Model*, while the Commission will carry out its mandates through a *Community Engagement Assessment*.

III. Monitoring Plan Tasks for the Community Engagement Assessment

The Monitoring Team’s First-Year Monitoring Plan details the steps by which the Community Engagement Assessment will be created and implemented.

- CPC will submit to CPD, the Parties, and the Monitor a draft Community Engagement Assessment Plan that outlines the process to conduct an assessment on an ongoing basis of CPD’s community engagement and the community’s confidence in CPD¹⁶.
- CPD, the Parties, and the Monitor will provide written and/or in-person feedback on the Community Engagement Assessment Plan¹⁷.
- CPC will revise the Community Engagement Assessment Plan to reflect the CPD, the Parties, and the Monitors feedback, where appropriate, and submit a Final Community Engagement Assessment Plan to the public, Parties, and Monitor¹⁸.
- CPC will issue its Annual Report summarizing the results of its Community Engagement Assessments to date¹⁹.

IV. Components of Cleveland’s Community Engagement Assessment

Cleveland’s Community Assessment Plan is inspired by Seattle’s model²⁰ but altered to fit Cleveland’s consent decree and unique needs.

¹⁰ Ibid., para. 28

¹¹ Ibid., para. 29

¹² Ibid., para. 30

¹³ Ibid., para. 31

¹⁴ Ibid., para. 33

¹⁵ Ibid., para. 34

¹⁶ “Cleveland Police Monitoring Team: First-Year Monitoring Plan”, p. 2

¹⁷ Ibid., p. 2

¹⁸ Ibid., p. 3

¹⁹ Ibid., p. 3

²⁰ See http://www.seattle.gov/Documents/Departments/CommunityPoliceCommission/CPC_Report_on_SPD_Community_Engagement.pdf

Cleveland Community Engagement Assessment Plan

PHASE 1: Recommended and Stakeholder Feedback

A. Recommended Feedback

- Collect and compile feedback and input from all previously approved CPC recommendations, meeting minutes, public comments, correspondence, and feedback.
- Collect Cleveland-focused feedback from articles and community outreach reports currently in print.

B. Stakeholders Feedback

- Meet with various stakeholders engaged in community-police relations including, but not limited to:
 - Community Relations Board, Director
 - Community Relations Committee Representatives (Districts 1, 2, 3, 4, 5, and Downtown)
 - Director of Public Safety
 - Chief of Police
 - CDP District Commanders
 - Bureau of Community Policing, Commander
 - Cleveland City Council
- Meet with various activist and community policing organizations and networks to give their input on community and problem-oriented policing.

PHASE 2: Community Feedback

C. Community Feedback

Stage 1: Survey Development

- Develop a survey that will be used in public meetings to collect feedback, input, and experiences from the community.

Stage 2: Town Hall Meetings

- Develop a series of town hall meetings focused solely on police-community relations, both educating the public on community and problem-oriented policing as well as receiving community input.
- There will be, at minimum, two (2) of these meetings in 2017.

Stage 3: Listening Sessions

- Develop a series of “Listening Sessions” through non-profit organizations to collect feedback on behalf of the CPC.
- The CPC will select a local non-profit, through an RFQ process, to serve as a central agency through which all listening sessions will be organized. This organization will:
 - Establish connections with non-profits selected by the CPC which serve underrepresented portions of the community throughout the entire city²¹.
 - Organize a Listening Sessions schedule.
 - Train meeting facilitators in a uniform manner to achieve uniform results.

²¹ See Appendix A for list of possible target groups and organizations.

- Ensure translations and/or other services are uniform throughout all participating organizations.
- Work with the CPC on marketing for the Listening Sessions.
- Determine the cost of each Session (e.g. meeting space, food, printing, etc.) and manage invoices from non-profit participants.
- Work with participating non-profits to guarantee a certain number of attendees at each Listening session.
- Assure survey information is collected and data/responses are returned to the CPC.
- At minimum one Commissioner and/or staff member will attend each Listening Session.

Stage 4: Activist Feedback

- Invite activist or advocacy organizations to provide input into the community-police relations policy-making.
- Facilitate a one-day event in which activists partake in discussion, debate, and the crafting of policies as part of the creation of community and problem-oriented policing GPOs.

PHASE 3: Data Analysis and Implementation

D. Data Analysis

- Develop a list of themes from the information gathered during community outreach.
- Prioritize themes to determine the focus of the upcoming gap analysis.
- Identify trends in responses.
- Identify common ideals and common differences.

E. Drafting of Assessment

- Create Assessment tool based on themes collected in the data analysis and other best-practice models.

F. Implementation

V. Conclusion

The Cleveland Community Police Commission, through its proposed Community Engagement Assessment, aims to fulfill its consent decree mandates and assist the CDP in meeting its responsibilities in establishing a Community and Problem-Oriented Policing Model. As the CPC was established to be a partner to the CDP lasting beyond the implementation of the consent decree, the Community Engagement Assessment will provide the Cleveland community an opportunity to make its voice heard by the CDP for many years to come.

APPENDIX A: Possible Target Groups/Organizations

Target Groups

- Youth
- High school students
- Formerly incarcerated
- LGBT+
- African-American Community
- Hispanic Community
- Islamic Community (religious and Arab community)
- Other religious groups
- People with disabilities
- Immigrants and Refugees
- Homeless
- People with mental illness
- Members of various neighborhoods
- Workers
- Representatives from underrepresented police districts (e.g. District 4)
- Other minorities

Possible Organizations for Focus Groups

- Community Relations Board
- Neighborhood Connections (setting up a meeting to get more suggestions)
- Schubert Center for Child Studies—CWRU (youth)
- Golden Ciphers (youth, African-American community, people who have had problems with the law)
- Eric Gordon's youth advisory group (high school students)
- Lutheran Metropolitan Ministry—Community Re-Entry (formerly incarcerated—Charles See is the ED for this)
- LGBT Center of Greater Cleveland (LGBT+)
- NAACP-Cleveland (African-American community)
- Hispanic UMADAOP (Hispanic community)
- CAIR-Ohio (Islamic community)
- Greater Cleveland Congregations (religious groups)
- United Black Clergy Alliance (African-American community, religious groups)
- Arc of Greater Cleveland (people with disabilities)
- Global Cleveland—Immigrant Support Network (immigrants)
- Northeast Ohio Coalition for the Homeless (NEOCH) (homeless)
- National Alliance on Mental Illness (NAMI) Greater Cleveland (people with mental illness)
- Cleveland Neighborhood Progress—and CDCs (representatives from various neighborhoods of our choosing)
- Barber shops and beauty salons (Blaine Griffin could likely convene this) (members of various neighborhoods)
- North Shore AFL-CIO (workers)