



STL  
Positive  
Change

Ferguson Commission  
Preliminary Working Group  
Calls to Action for Policy Reform  
March 2, 2015

# Community Priorities and Working Groups

Working Groups will be launched according to the five top priorities the public established during the 1st Commission Meeting:

	<u>Priorities</u>	<u>Working Groups</u>
Central Issues	Citizen Law Enforcement Relations (68%)	Citizen-Law Enforcement Relations
	Municipal governance (17%)	Municipal Courts and Governance
	Municipal court (15%)	
Disparity Focus	Education (63%)	Child Well-Being and Educational Equity
	Economic Opportunity (58%)	Economic Inequity and Opportunity
	Racial and Ethnic Relations (53%)	To begin 3/2

# Update Citizen-Law Enforcement Relations

Co-Chairs: Dr. Dan Isom, Brittany Packnett

# Citizen-Law Enforcement Relations Priorities for Reform

The following priorities are in view of the 2015 legislative session as supported by community voice

- Update Use of Force statute and consider adequate documentation
- Create legal mechanism for empowered civilian oversight that emphasizes civil rights enforcement
- Implement measures and standards for anti-bias training and core cultural competencies
- Increase rigor of law enforcement preparation through new certification standards or training opportunities
- Ensure police agencies have access to prior records of prospective hires
- Strengthen whistleblower protections within police departments

# Policy Reform: Citizen-Law Enforcement Relations

<u>Priority Area</u>	<u>Call to Action</u>	<u>Accountable Body</u>
Update Use of Force statute and consider adequate documentation	Update Use of Force statute to reflect the Tennessee v. Garner; Establish statewide database that would document Use of Force incidences	Missouri Legislature
Create legal mechanism for empowered civilian oversight that emphasizes civil rights enforcement	Use Missouri Statute 590.653.1 to ensure civilian oversight is in place	Municipalities with police departments in the St. Louis Metropolitan Area

# Policy Reform: Citizen-Law Enforcement Relations

<u>Priority Area</u>	<u>Call to Action</u>	<u>Accountable Body</u>
Implement measures and standards for anti-bias training and core cultural competencies	Update Missouri Statute 590.650 so its consistent with principles of impartial policing	Missouri Legislature Municipalities with Police Departments

# Policy Reform: Citizen-Law Enforcement Relations

<u>Priority Area</u>	<u>Call to Action</u>	<u>Accountable Body</u>
Increase rigor of law enforcement preparation through new certification standards or training opportunities	Support legislation that encourages certification for police departments;  Each municipality should evaluate its police department to see how it may be improved;  Encourage capacity-building opportunities for law enforcement	Missouri Legislature  Municipalities with Police Departments  Civic Organizations

# Policy Reform: Citizen-Law Enforcement Relations

<u>Priority Area</u>	<u>Call to Action</u>	<u>Accountable Body</u>
Ensure police agencies have access to prior records of prospective hires	Legislate to provide access to prior records of prospective hires	Missouri Legislature
Strengthen whistleblower protections within police departments	In Development	In Development



# Appendix

# Working Group Standard Operating Principles

Explore the underlying social and economic issues in the St. Louis metropolitan area using a common set of principles including:

- (1) Honoring community expertise and youth perspective;
- (2) Looking beyond *what is* to create a model for *what can be*;
- (3) Leveraging existing data to generate evidence-based recommendations;
- (4) Centering on principles of equity and justice; and
- (5) Prioritizing action with a sense of urgency

# Working Group Final Products

- Best practice recommendations and models that account for the multi-dimensional and intersecting nature of root cause issues.
- All working groups examining the following levels of intervention, accordingly:
  - Policy-based;
  - Systems level;
  - Practice-based; and
  - Individual-level
- Feasibility assessment
- Implementation and translation
- Community sessions and activities to gather input

# Working Group Membership Selection Process

Members were selected by working group co-chairs to ensure the appropriate level of expertise and adequate healthy tension would be present for each discussion:

- Working Group co-chairs and staff conducted a series of stakeholder interviews to confirm representatives for each working group;
- Reviewed Ferguson Commission applicants with appropriate expertise on each topical area;
- Invited notable grassroots and institutional organizations to nominate appropriate representatives to serve on each working group

# Citizen-Law Enforcement Relations Participants

- Dr. Daniel Isom, Missouri Department of Public Safety
- Brittany Packnett, Teach for America - St. Louis
- Dr. T.R. Carr Jr., Ferguson Commission
- Kevin Ahlbrand, St. Louis Metropolitan Police Department
- Karen Aroesty, MO/IL at Anti-Defamation League
- Jamel Santa Cruze Bell, Eureka College
- David Klinger, University of Missouri-St. Louis
- Richard Rosenfield, University of Missouri-St. Louis
- Chuck Walker, Jefferson City Police Department
- Norm White, Saint Louis University
- Romona F. Taylor Williams, Metro St. Louis Coalition for Inclusion & Equity
- Marius Johnson Malone, Better Together
- Christine Assefa, Organization for Black Struggle