



# Working Group Update Proposed Models for Immediate Consideration

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Child Well-Being & Education  
Equity  
Working Group

# Call to Action: Child Well-Being & Education Equity

The Child Well-Being and Education Equity working group has launched a regional Call to Action to coordinate 30 new summer feeding programs in North County area specifically

| <u>Priority Area</u> | <u>Call to Action</u>                                    | <u>Accountable Body</u>                                 |
|----------------------|--|---|
| Food Insecurity      | Coordinate summer food programs and dinner food programs | Regional Food Banks;<br>Capacity-building organizations |

# Citizen-Law Enforcement Relations Working Group

# Citizen-Law Enforcement Relations: Overview of Prospective Models

In honor of the operating principle, “Looking beyond *what is* to create a model for *what can be*, “ The Citizen-Law Enforcement Relations Working Group is developing prospective models that address the following focal areas:

- Use of Force Statute and Adequate Documentation
- Accreditation, Accountability and Policing Standards
- Civilian Oversight
- Anti-Bias Learning and Cultural Competency
- Use of Technology
- Community Policing
- Approach to Mass Demonstration
- Prosecution in Officer-Involved Shootings
- Officer Wellness

Law Enforcement Training, the first model for consideration, covers multiple focal areas including Anti-Bias Learning, Use of Force/Tactical Training and Officer Wellness.

# Proposed Model: Law Enforcement Training Standards

The Working Group proposes mandated increase and specific yearly requirements in continuing education training by St. Louis area police departments and the State of Missouri.

The Working Group:

- Calls for development of core curriculum and mandating tactical, officer wellness, and anti-bias training each year.
- Calls for an additional 24 hours per year for a total of 120 hours in a three year reporting period.
- Recognizes the additional funding, time and resources demands this places on communities, however, we believe the benefit of ensuring officers receive consistent and ongoing training out way the cost of not investing in officer training.

# Proposed Model: Law Enforcement Training Standards

**Accountable Body: Peace Officer Standards and Training (POST)**  
Applicable to Class 1 counties with charter form of governance in Missouri

| <u>Focal Area</u>                   | <u>Dedicated Hours Per Year</u> | <u>Dedicated Hours Per Period</u> |
|-------------------------------------|---------------------------------|-----------------------------------|
| Tactical Training and Use of Force  | 8 hours                         | 24 hours                          |
| Anti-Bias & Cultural Competency     | 8 hours                         | 24 hours                          |
| Officer Wellness                    | 8 hours                         | 24 hours                          |
| <hr/>                               |                                 |                                   |
| POST Required to Date               | --                              | 48 hours                          |
| <b>Working Group Proposed Total</b> | <b>--</b>                       | <b>120 hours</b>                  |

# Proposed Model: Law Enforcement Training Standards

## Tactical Training and Use of Force Suggested Areas:

- Specific threat assessment in cases of dealing with people with behavioral health or mental health illness
- Time and Space
- Use of Cover
- Verbal Commands
- Calling for Assistance
- Backup Element
- Tactical Retreat and Tactical Element
- Defense Tactic Skills
- Tactical Tools (Taser, Baton, etc.)



# Proposed Model: Law Enforcement Training Standards

## **Anti-Bias Learning & Cultural Competency**

### Suggested Areas:

- Implicit bias
- Stereotypes
- Schemas
- Fair and impartial policing
- Unbiased behavioral responses
- Implications for hiring, policy, and supervision

# Proposed Model: Law Enforcement Training Standards

## **Officer Wellness** Suggested Areas:

- Diet, Exercise, and Disease Prevention
- Stress indicators to alert when stress is too much
- PTSD
- Post Traumatic Growth
- Addiction
- Coping techniques and Skills
- EAP programs
- Family relationships and opportunities for family counseling
- Self-Assessments
- Peer Discussions

# Appendix

# 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;<br>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>   |
|---|--|---|
| Increase rigor of law enforcement preparation through new certification standards or training opportunities | Support legislation that encourages certification for police departments;<br><br>Each municipality should evaluate its police department to see how it may be improved;<br><br>Encourage capacity-building opportunities for law enforcement | Missouri Legislature<br><br>Municipalities with Police Departments<br><br>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          |

# 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

## Working Group Membership

- Dr. Daniel Isom, University of Missouri – St. Louis (Co-Chair)
- Brittany Packnett, Teach for America – St. Louis (Co-Chair)
- 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 Rosenfeld, 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