

Strategic Plan Steering Committee

Meeting 1, Minutes

June 25, 4:00-7:00pm

Additional document: PPB Steering Committee 1 Deck.pptx

Members Present:

- North Precinct Captain
- Patrol Officer
- PPA President
- PPCOA President
- Equity & Diversity Manager
- Records Specialist
- Administrative Supervisor
- Mayor's Office Rep.
- NAACP Rep.
- Latino Network Rep.
- Alliance for Safer Communities Rep.
- Human Rights Commission Rep.
- Youth Rep.
- Youth Rep.
- Momentum Alliance Rep.

4:09pm-4:15pm Asst. Chief Chris Davis welcomes and thanks the group, providing a brief introduction of the reason the Bureau is doing the strategic plan project and what he hopes we can get out of it. Davis plays a video prepared by Chief Outlaw on the project's process.

4:16pm-4:22pm Michael Kosmala (a facilitator from Coraggio) reviews the meeting's agenda and expectations, and introduces the facilitators.

4:23pm-4:36pm Committee members go around the room introducing themselves, the communities they belong to, and what positive outcome they hope to see achieved through the project. The facilitators lead the group in an exercise, identifying the common themes members heard. The facilitators also inform the public attendees that there are comment cards they can fill out or that they can raise their hand for side conversations with facilitators at any time during the meeting.

4:37pm-4:49pm Beau Bennett (a facilitator from Coraggio) outlines the guiding principles of the project and the project's timeline. Committee members ask clarifying questions.

4:50pm-5:07pm Susan Kerosky (a facilitator from Coraggio) discusses the roles and responsibilities of the steering committee. Committee members ask clarifying questions.

5:08pm-5:27pm Susan leads brainstorm on what is inbounds/out of bounds of the role of the steering committee.

5:28pm-5:45pm The committee members develop operating agreements and norms for meeting behavior (see photos at the bottom of the page).

5:45pm-6:00pm Break

6:00pm-6:15pm Susan summarizes the data collection plan for Phase I of the project. This includes how the project will collect data, who it will collect data from, and what topic areas will be covered. Susan also reviews what came out of focus groups that had been piloted prior to the steering committee meeting. The major themes were:

- Groups were thankful to be at the table
- There was confusion around what community policing means
- Language is a large barrier for community members interacting with police
- Changes in leadership have been tough for communities and the bureau.

6:16pm-6:35pm Committee members break out into small groups to discuss:

- What other groups do we need to engage with through the process?
- Are there additional topics that we should discuss in focus groups/surveys?

6:35pm-7:00pm Small groups return to the table to report the recommendations from their conversations:

- Important additional groups to focus on include houseless/homeless population, individuals experience transiency, sexual minorities, refugees/immigrants, individuals directly affected by mental illness, people with disabilities, neighborhood associations, and people on probation/in the criminal justice system.
- The Bureau should attempt to engage with individuals that have experienced or are experiencing certain contexts (houselessness, mental health, incarceration, etc.), instead of engaging with organizations that help with those contexts.
- Instead of prioritizing which groups should be engaged with, try to look at intersectionality within groups.
- Beyond having a survey and comment cards at precincts, also place comment cards at community organizations for those who are not comfortable going to a precinct.
- Have the community surveys translated into other languages.
- Add “communication” questions under the topic area of Organizational Excellence.
- Add “allocation of resources” under the topic area of Organizational Excellence.
- Delineate bureau wellness from officer wellness and define what wellness means.
- Add “transparency” as a topic area.

7:00pm-7:05pm Susan thanks everyone for attending.

