





















Concern	Action Items	Multi-Stakeholder Conversation and Cooperation	Community Outreach and Awareness	Program Development	Policy Review	Resources Needed \$=50K	Indicators	Timeframe	Progress to Date
Community Building and Collective Planning	Council adopt a Community Building Collective Planning approach when considering new development	Planning/ Housing/ Community/Development Services					Number of CBCP Processes Held Number of Concerns Addressed with the CBCP	Short-Term	Initial Planning Meeting with DEI Officer and Housing and Community staff to discuss framework and processes.
DEI Training & Support of New DEI Role	Town provide robust Diversity, Equity and Inclusion training for all employees and that the Town provide additional resources/staff to support the recently hired DEI Officer	SDS Global International				\$	Staff Participation Rate	Short-Term	DEI Training Contract in place, training plan and design in progress. Internal organizational infrastructure planning (Training Team, Core Group, Work Groups, and Employee Resource Groups) in progress.
Affordable Housing Opportunities	Town Council should use funds to incentivize private landlords to "ban the box," allowing tenants with criminal records to rent.	Orange County/Housing and Community Development/ Human Rights				\$	Town of Chapel Hill Budget	Medium-Term	a. Initial discussions with the workgroup. b. Combine 1st & 2nd qtr. for 1st report. c. Combine 3rd & 4th qtr for 2nd report.
	Town Council should create a policy removing criminal records as a barrier to public housing.						% of Community Members with Permanent Housing	Long-Term	Pending Mult-stakeholder collaborations.
Data Analysis to Inform strategies	Town Council should allocate funding to allow Chapel Hill Police Department (CHPD) to consult with outside experts on data sets to report on and frequency of reporting.	Police/ CAPA/ Performance Measure- Housing Potentially, CPAC/ Center for Policing Equity/ UNC				\$	Disaggregated Crime Statistics	Medium-Term	Data is published and updates every six-months is planned. PD is discussing data analysis changes with CPAC and an outside expert.
	CHPD should provide Town Council with a report on policing data every six months. Report must be publicized to the local community and request the Community Police Advisory Committee (CPAC) and the Town Council to respond.						Disaggregated Crime Statistics	Medium-Term	Data is published and update every six-months is planned.
	CHPD should provide data aggregated by race, ethnicity, and gender.						Disaggregated Crime Statistics	Medium-Term	a. Process in place to review quarterly reports ensuring they encompass the requested data aggregated by demographics. b. Inclusion of Orange County-Pre Arrest Diversion eligible non-referrals & explanations planned.
	An annual independent audit should be conducted to: review implementation of the Reimagining Community Safety Task Force recommendations and action items; test the efficacy of actions taken in response to the recommendations, and support continuous improvements to public safety resulting from the recommendations.						% Action Items Addressed		Conducted Task Force Recommendation presentation to CPAC.

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Diversion and Deflection	CHPD should have a concrete diversion policy to deflect drug charges from the criminal system.	DA's Office, Criminal Justice Resource Department					Diversion Rates	Short-Term	a. Initiated OCPAD Advisory Board discussions b. Misdemeanor Possession of Marijuana included in policy***
	CHPD should have a diversion policy to deflect non-safety traffic violations, such as headlamp violations, other equipment issues, and license and registration violations.					Crime Statistics	Short-Term	a. Addressed low level misdemeanor in policy 2.18 b. Disallowed traffic stops/citations for equipment violations/registration violations i. Driving offenses not eligible for OCPAD	
	CHPD should expand existing diversion policies to include non-first time offenders in eligibility standards.					Diversion Rates	Short-Term	Amendments of policy 2.18 low level misdemeanors in progress	
	CHPD should provide justification for why any eligible individual is not diverted.					NA	Short-Term	Inclusion of narrative notes for each OCPAD charged offense in progress.	
	CHPD should include diversion data in its data reporting, including numbers, demographic data on who is and is not being diverted.					Diversion Rates	Short-Term	a. Implemented supervisor Quarterly traffic stop data and narrative review process. b. To be included in quarterly/designed public report	
Decriminalize Poverty	Town Council, in conjunction with CHPD and other criminal justice stakeholders, should identify a list of town ordinances that tend to target vulnerable communities and can be decriminalized (i.e. noise violations, open container, public urination, and panhandling).	County Health Department, Homelessness Outreach					Number of Ordinances Modified or Removed	Short-Term	Initiated decriminalization policy research for: panhandling, begging, sleeping/eating/storing/washing in public, use of public bench, tables, and bus stops.
	CHPD should conduct community conversations on when to call the police, with the goal of reducing calls that criminalize poor or marginalized individuals.					\$\$	Rate of Calls for Service	Short-Term	Pending Coommunity Conversations
	Continue to enhance training for Police on racial equity.						Number of additional Racial Equity Trainings Offered and Attended by LEOs	Short-Term	DEI Training Contract in place, training plan and design in progress. Internal organizational infrastructure planning (Training Team, Core Group, Work Groups, and Employee Resource Groups) in progress.

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Expand Community Police Conversations	CHPD should Engage CPAC, Justice in Action, and community partners in regular conversations between police and various communities.	CPAC, Justice in Action, Third Sector Alliance				\$	Community Group Engagement Rate	Short-Term	Justice in Action: has formed the following 2 sub-committees and will collaborate with CPAC to engage police and community. SMART Goal for 2021/22 Host or co-sponsor a minimum of 4 events annually to include community listening sessions, speaker series etc. Planned Community Engagement -Communication with non-profit organizations, governmental service entities, affinity group, neighborhood, faith communities and others. -Communication with individuals of the community; invite to JIAC meeting, listen to concerns, Events & Actions -Monitor and seek out opportunities for hosting, co-hosting, or attending community events -Brainstorm and respond to needs for actions, drafting memos, letters, etc. For review by JIAC.
Mental Health	Town Council should allocate funding for Crisis Intervention Training for all law enforcement officers.	CHPD					LE Budget Allocated for Crisis Intervention Training	Short-Term	Initiated crisis intervention training best practices research for new officers. Crisis Intervention Trainers on staff.
Mental Health	All Police recruits, sworn officers, and other emergency personnel should receive enhanced Crisis Intervention Training. In this effort, CHPD should seek out or develop a police training model that prioritizes problem-solving, crisis intervention, mediation and basic mental health triage as its core competencies.	County Criminal Justice Resource Department (Collaborative, UNC, National Alliance On Mental Illness, Manager's Office				\$	Staff Participation Rate in Crisis Intervention Training	Short-Term	Initiated crisis intervention training best practices research for new officers.
Expand Street Outreach, Harm Reduction and Deflection Program	Town Council should consider the use of American Rescue Plan Act (ARPA) funding, or other available funds, to expand SOHRAD by creating a 4th position.	County Criminal Justice Resource Department (Collaborative, UNC, National Alliance On Mental Illness, Manager's Office				\$	ARPA Budget	Immediate	Research on use of ARPA Funds is underway
24-hour non-police crisis response team	Town Council should allocate funds to, in conjunction with the County and other Orange County stakeholders, fully fund a 24-hour non-police crisis response unit, with teams consisting of paramedics and mental health clinicians.	County Criminal Justice Resource Department Orange County				\$	Stakeholders Contributing to 24-Hour Non-Police Crisis Response Unit	Long-Term	Pending Mult-stakeholder collaborations.
Community Policing	The Community Police Advisory Committee (CPAC) should function to monitor the implementation of Task Force recommendations, as well as furthering of the initiatives that are brought forth by the Task Force recommendations.						Action Items Addressed by CPAC	Short-Term	Conducted Task Force Recommendation presentation to CPAC.

Concern	Action Items	Strategies	Indicators	Timeframe	Progress to Date			
Oversight and Implementation of Heimgarth Safety Task Force Recommendations	CPAC should function as a place to coordinate community conversation around policing and safety.	CPAC, and Citizen Review Boards (Civil Service Board)			Resources Needed \$=50K	Number of Community Conversations Hosted by CPAC	Short-Term	SMART Goal for 2021/22 Host or co-sponsor a minimum of 4 events annually to include community listening sessions, speaker series etc.
	In the event that the Town is authorized to create a Citizen's Review Board, CPAC would evolve into covering that role as well.					NA	Short-Term	Pending Mult-stakeholder collaborations.
	The name of CPAC should be changed to "Community Safety Advisory Committee" to reflect a holistic approach to community safety beyond Policing.					NA	Short-Term	Conducted Task Force Recommendation presentation to CPAC.
Addiction Recovery	Town Council should fund and otherwise encourage affordable inpatient and outpatient treatment for any Chapel Hill residents in need of treatment.	County Partnership To End Homelessness		\$\$\$	Number of Addiction Recovery Petitions and Town Council Agenda Items	Long-Term	Pending Mult-stakeholder collaborations.	
Youth Issues	Town work to ensure that community youth have access to substance use treatment programs.	JCPC, Third Sector Alliance, CHCCS		\$	Youth Services Providing SA Treatment	Long-Term	Outreach to Juvenile Crime Prevention Council (JCPC) to expand program priorities for upcoming JCPC Grant Cycle & to share County-Wide Racial Equity Framework.	
Youth Issues	Town support programs and activities to attract local youth to employment and service with the Town, including making existing programs more accessible to all youth.	JCPC, Third Sector Alliance, CHCCS, Parks & Recs, Library, Teen Center, and Youth Provider Network, Public Housing			\$	Working Permits Issued Youth Participating in Town Sponsored Youth Recreation, Enrichment, or Employment Programs	Immediate	Outreach to TOWN Parks & Recs, Public Housing, Housing and Community to identify and prioritize Summer Youth Applicants. Exploring Youth Community Engagement with CHCS for guidance on enhancing Parks and Recs and the Town Library youth programs.
Expand CHPD Crisis Unit	Town Council should allocate funding to expand the Crisis Unit as necessary to be able to operate 24/7	County Partnership To End Homelessness, DSS,			\$\$\$	LE Budget on Training	Short-Term	Have made conditional job offer to new Crisis Unit member. Conducted interviews for Crisis Lead position. Initiated the development of 2 Peer Support positions.
	CHPD should modify it's operations to make the Crisis Unit a corresponding unit, going out on calls with uniformed officers immediately rather than waiting to be called by responding officers.	CHPD			\$\$\$	Response Type	Short-Term	Initiated research for online, virtual, and phone reporting options.
Restructure 9-1-1	Emergency Call Center/9-1-1 Operators should be trained to identify community needs that may be handled by non-law enforcement personnel and to redirect callers to the appropriate service provider.	County Criminal Justice Resource Department (Collaborative, UNC, National Alliance On Mental Illness, Manager's Office				Response Type	Long-Term	Pending Mult-stakeholder collaborations.
Police Response	Town Council and CHPD should conduct a risk assessment of police activities to determine the need for and effectiveness of having all officers carry firearms at all times.	SOHRAD, County Criminal Justice Resource Department, Orange County			\$	Response Options	Medium-Term	Pending Mult-stakeholder collaborations.

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Reduce Armed Response	Town Council and CHPD should develop a policy for when officers can and should respond in an unarmed manner within 12 months of the Reimagining Community Safety Task Force report being submitted.	CPAC					Response Type	Long-Term	Initiated research for online, virtual, and phone reporting options.
Prepared Response to Explosive Issues	The Town should be prepared to respond to explosive issues.	Town of Chapel Hill, Regional LE Partners				\$	LE Training Calendar	Short-Term	Policy in place, review TBD.
Alcohol and Youth	Establish program outside the criminal justice system to deal with youth involved with alcohol and other drugs	JCPC, Third Sector Alliance, CHCS, Volunteer For Youth				\$\$	Number of Programs Addressing Youth Alcohol and Drug Use	Medium-Term	Initiated outreach to JCPC about funding priorities for upcoming JCPC Grant Cycle. Outreach to Volunteer For Youth, Teen Court and Restitution Program to encourage and support restorative practices as a core programmatic strategy
Support persons formerly involved in the criminal justice system.	Town Council should use funding to incentivize second chance employment and ban the box employment for private businesses, to create more job opportunities for individuals with criminal records. (Expungement Program)	CPAC, Non-Profit, CAPA, Housing and Community, Criminal Justice Resource Department				\$\$	Employment Rate	Medium-Term	Outreach to UNC's Law School the Critical Race Lawyering Civil Rights Clinic
	Town Council should look into creating a master leasing program, where the town is the leaseholder for residencies, to increase access to housing for individuals with criminal records.	CPAC, Non-Profit, CAPA, Housing and Community, Criminal Justice Resource Department				\$\$	% of Community Members with Permanent Housing	Medium-Term	Pending Mult-stakeholder collaborations.
Expand diversion and deflection practices.	Town Council should commit funding toward a Mental Health Crisis Facility, in conjunction with the County and other stakeholders, to provide a resource for people diverted away from the criminal system or in need of additional crisis support.	County Criminal Justice Resource Department (Collaborative, UNC, National Alliance On Mental Illness, Manager's Office , UNC FIT Program				\$\$\$	% of Committed Funds to the Mental Health Crisis Facility	Long-Term	Outreach to UNC Medicine's Formerly Incarcerated Transition (FIT) Program