ReImagining Community Safety Progress Update

Council Work Session
September 29, 2021

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Chief Chris Blue
Shenekia Weeks, DEI Officer

Agenda

- Recommendation Overview
- Implementation Plan
- Action Plan
- Progress to Date
- Next Steps

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Background

- June 2020 Resolution on Developing New Community Approaches to Improve Racial Equity and Public Safety in Chapel Hill to improve racial equity and public safety in Chapel Hill adopted.

- September 2020 Council Reimagining Community Safety Task Force established concrete, actionable recommendations to increase public safety, eliminate structural inequities in Town public safety systems, and enable all in the community to thrive.

- October 2020 Council appointed 13 members and 2 alternates to the Task Force, they held 16 meetings to carry out their charge.

- June 2021 The ReImagining Community Safety Taskforce presented its 28 recommendations to the Council.

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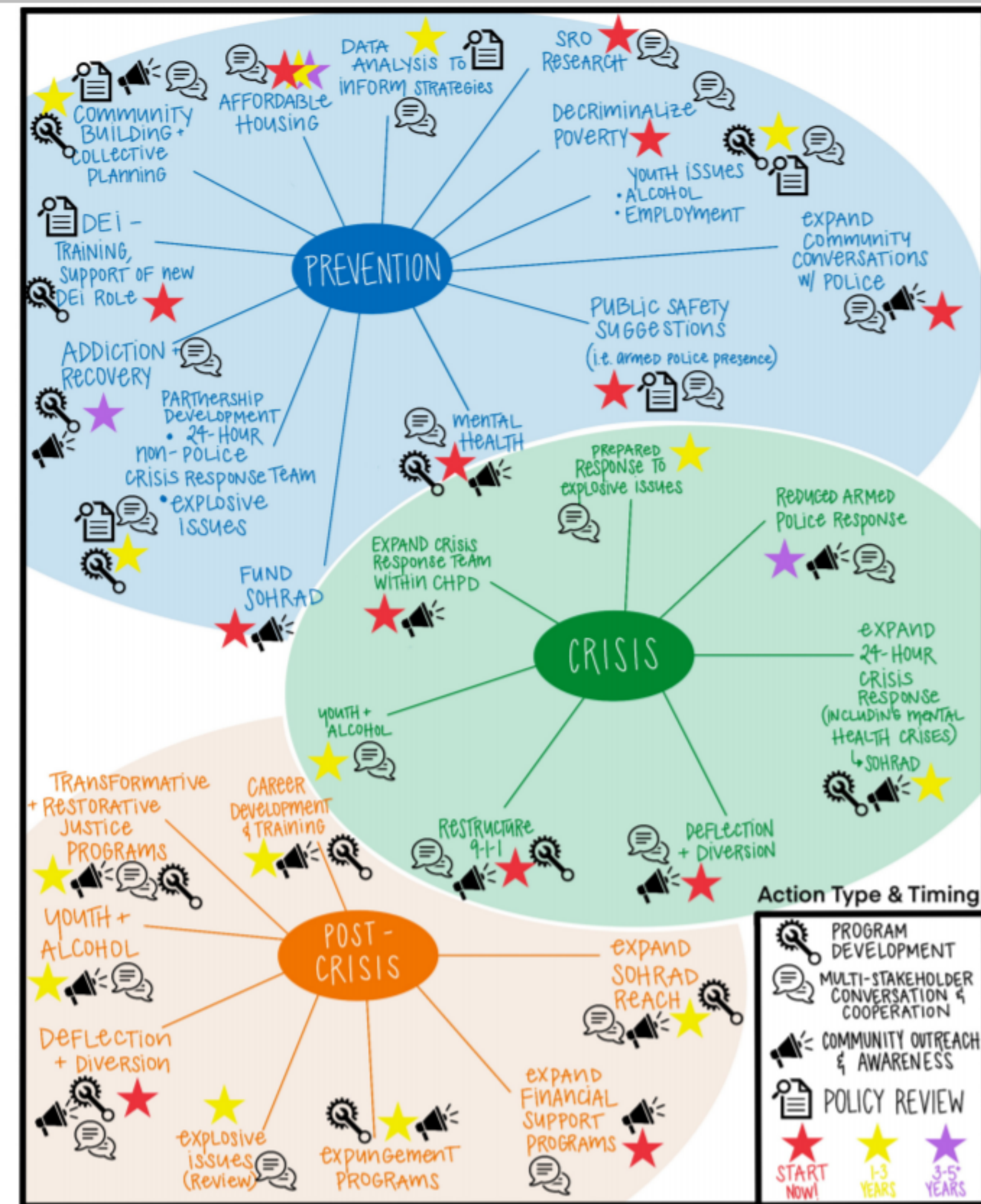# ReImagining Community Safety Task Force Report

⛅ 28 Recommendations
⛅ 31 Action items

Categories

1. Prevention
2. Crisis
3. Post-crisis

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Task Force Recommendations

Top 5

Action 1

INCREASE COMMUNITY COLLABORATIONS

Action 2

EXPAND EXISTING POLICING ALTERNATIVES

Action 3

INCREASE AFFORDABLE HOUSING OPPORTUNITIES

Action 4

RESTRUCTURE 911

Action 5

FUND SOHRAD

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Suggested Implementation Strategies

Action Type & Timing

- PROGRAM DEVELOPMENT
- MULTI-STAKEHOLDER CONVERSATION & COOPERATION
- COMMUNITY OUTREACH & AWARENESS
- POLICY REVIEW

START NOW! • 1-3 YEARS • 3-5 YEARS

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Concurrent Processes

Re-Imagining Community Safety

LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON RACE & EQUITY

ONEORANGE
CARRBORO · CHAPEL HILL · HILLSBOROUGH · ORANGE COUNTY

TOCH Racial Equity & Public Safety Recommendations

TOCH Race & Equity Training

One Orange Countywide Racial Equity Plan

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Results-Based Accountability

Whole Population

Client Population

Population Accountability
The well-being of Whole Populations
Communities, Cities, Counties,
States, Nations

Performance Accountability
The well-being of Client Populations
Programs, Organizations, Agencies,
Service Systems
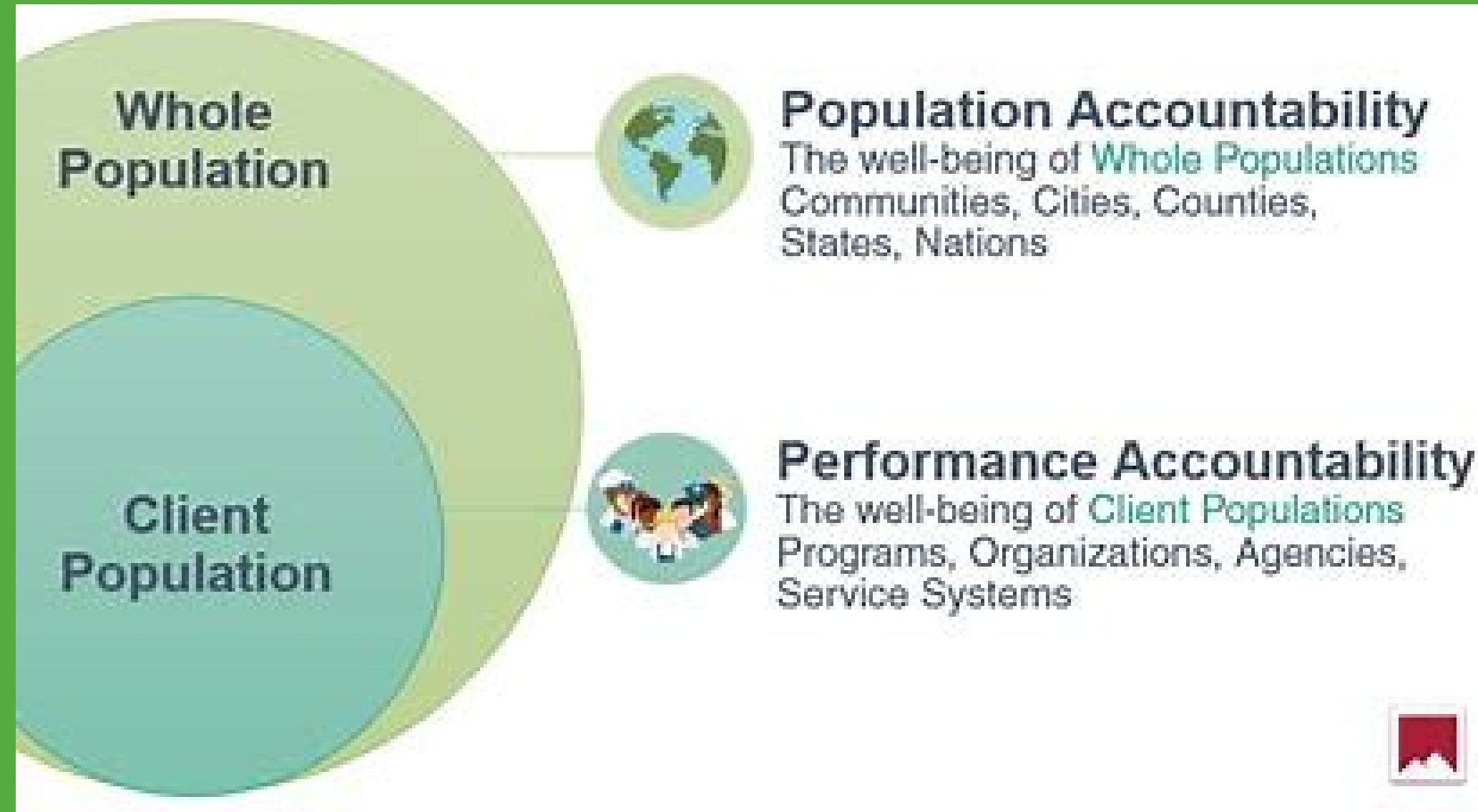
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Action Plan

Concern	Action Items	Strategies	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.
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,					$$$	LE Budget on Training	Short-Term	Conditional job offer to new Crisis Unit member. Conducted interviews for Crisis Lead position. Initiated the development of 2 Peer Support positions.
	CHPD should modify it's operations to make the Crisis Unit a corresponding unit, going out on calls with uniformed officers immediately rather than waiting to be called by responding officers.	CHPD			📝		$$$	Response Type	Short-Term	Initiated research for online, virtual, and phone reporting options.
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 Multi-stakeholder collaborations.

Short= 1-Year Medium=1-3Years Long= 3-5 years

A condition of well-being for children, adults, families, or communities.

Results ➤

1. Increase public safety;
2. Eliminate structural inequities in Town public safety systems; and
3. Enable all in the community to thrive.

**A measure which helps quantify the achievement of a result.**

Indicators ➤

- Disaggregated Crime Statistics
- LE Training Calendar
- Number of Programs Addressing Youth Alcohol and Drug Use
- % of Community Members with Permanent Housing

A measure of how well a program, agency, or service system is working.

Performance Measures ➤

- TBD by data-driven program development and agency collaborations.

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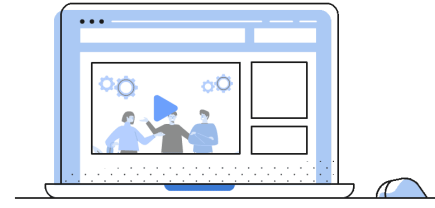
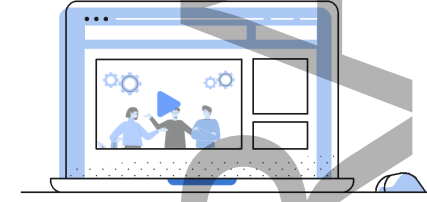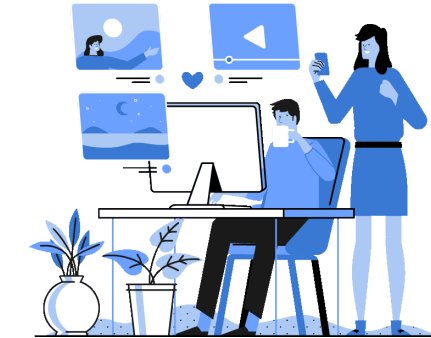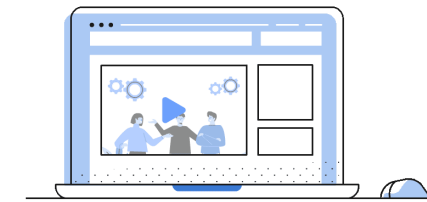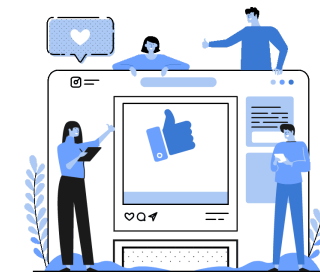| June 2021 **01**	July-August 2021 **02**	August-September 2021 **03**	September 2021 **04**

ReImagining Community Safety Recommendation Received by Council

Internal Organizational Scan, Recommendation Alignment, & Policy Revision

Develop Frameworks & Tools

Share Initial Action Plan with Council

Implementation Plan

October-January 2022 **05**	Quarter 3 2022 **06**	February-March 2022 **07**	Spring 2022 **08**

External Partner Meetings Recommendation Socialization, GARE Framework Training & Planning

Share Plan Updates with Council

Program Development & Implementation

Share Updated Action Plan and Progress with Council

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Questions

Are we moving in the right direction?

Does our timeline for providing updates meet your interests?