

## **Staff Memorandum**

The purpose of this memorandum is to provide an update on actions taken in response to the resolution approved by the Council on June 24, 2020. The Council requested that staff provide information on:

- Establishing a Town webpage that depicts relevant Chapel Hill Police Department data, policy changes in support of racial equity, concerns about appropriate uses of force, and a breakdown of CHPD budgetary expenditures
- Drafting a structure and charge for a Task Force on New Community Approaches to Improve Racial Equity and Safety

### **DECISION POINTS**

1. Consider a structure and charge for the Task Force on Developing New Community Approaches to Improve Racial Equity and Safety
2. Approve composition and role of members to the Task Force

### **PROJECT OVERVIEW AND BACKGROUND**

At its June 24, 2020 special business meeting, the Council adopted a resolution to improve racial equity and public safety in Chapel Hill. This resolution came after weeks of considerable nationwide concern over the killings of Black men and women by law enforcement, sparked by the murder of George Floyd, and the increasing demands from community members that Council take local action to address opportunities to reform law enforcement practices and enhance community resources in Chapel Hill.

#### Policy Changes

The Council's resolution included specific changes to the Police Department's policy on the use of force, authorizing deadly force only when there is clear and convincing evidence of imminent threat of death or serious physical injury. The resolution also required that the Police Department's policies prohibit the use of chokeholds and ensured that policies and training reflected that prohibition. Council requested that Police Department policies include clear accountability for officers who violate them, including failures to use dash and body cameras as required and failure to intervene and/or report violations committed by other officers. Finally, the resolution immediately ended the use of regulatory traffic stops (low level, non-moving violations that do not address public safety and which significant racial disparities are often found) in Chapel Hill. The policy revision focuses on traffic stops that are safety-driven, such as stops for running red lights or driving at high speeds.

#### Data Collection

The Council's resolution also requested that the Town Manager collect information and data that will help inform community discussions and make policing in Chapel Hill more transparent and accountable. Council also requested that this information be available on the Town's website no later than September 1, 2020.

The new web page contains the following information:

- Police Department policies on:
  - the use of force,
  - body and vehicle-based cameras,
  - use of chemical agents and specialized impact munitions, with highlighted references to ensure alignment with the recommendations found in the #8CantWait campaign
- Disciplinary and accountability procedures, and
- A requirement for officers to report violations committed by other officers.
- Police Department budget, broken down by functional area
- A listing of local ordinances that tend to disproportionately criminalize poverty,

<https://www.townofchapelhill.org/government/departments-services/communications-and-public-affairs/social-justice-task-force-4127>

#### Strengthening Equity, Transparency, and Oversight

The Council resolution also included commitments to strengthen equity, transparency, and oversight. We will work with the chairs of the Community Police Advisory Committee and the Justice in Action Committee to ensure that they are collaborating and sharing their concerns with the Council.

Tonight's presentation will also include suggestions for how the Government Alliance on Race and Equity (GARE) Racial Equity Toolkit can help respond to the Council's direction and also be applied to the work of the Task Force. We anticipate returning to the Council in the fall with an update on the Town's work with GARE and preliminary recommendations with how to apply what we have learned to the Town's operations.

#### Charge and Process for the Task Force

The Council asked the Manager to initiate a process to establish a community-based, Town Council appointed task force to consider a range of issues related to public safety.

The following draft charge reflects the wishes of the Council as adopted in their June 24, 2020 resolution:

The Task Force will consider a range of issues related to the role of racial bias and institutional racism in Chapel Hill with a goal to produce immediate measures to ensure safety and equitable treatment today and a commitment with a clear timeline and accountability to a full and open process to critically re-examine policing and re-invest in community resources in a way that continues to demonstrate that Black lives matter in Chapel Hill. The Task force will:

1. Review all community safety and community resource data requested by Council and offered by the Town Manager.

2. Set measurable goals for racial equity that are grounded in community needs by collaborating with those most affected and most knowledgeable through authentic engagement with grassroots and community organizations and community members.
3. Work in partnership with community and faith-based groups to organize, publicize and hold a series of information-gathering events utilizing human-centered design and Government Alliance on Race and Equity (GARE) Racial Equity Toolkit techniques.
4. Consider a range of issues related to public safety, including but not limited to the rightsizing of our police force, improving law enforcement practices and training techniques and alternatives to assigning responsibilities for human service needs to the Town's public safety departments.
5. By March 1, 2021, Draft recommendations for consideration by the Council on specific approaches to public safety beyond policing.
6. By March 1, 2021, Draft goals for reallocating resources as necessary, including from CHPD, to increase investments in programs and services that keep communities healthy and safe.

We recognize that once meetings begin, the Task Force may recommend changes to the charge.

### **Task Force Membership**

The Council has expressed an interest in having broad Task Force representation from persons with lived experiences related to policing. The Task Force should include both individuals who may be associated with one (or more) groups with an interest in reimagining community safety in Chapel Hill, as well as individuals who bring their own experiences to the conversation without affiliation to any particular group or organization.

Starting September 10, we will include this task force on the advisory board application form.

<https://chapelhill.granicus.com/boards/forms/146/apply>.

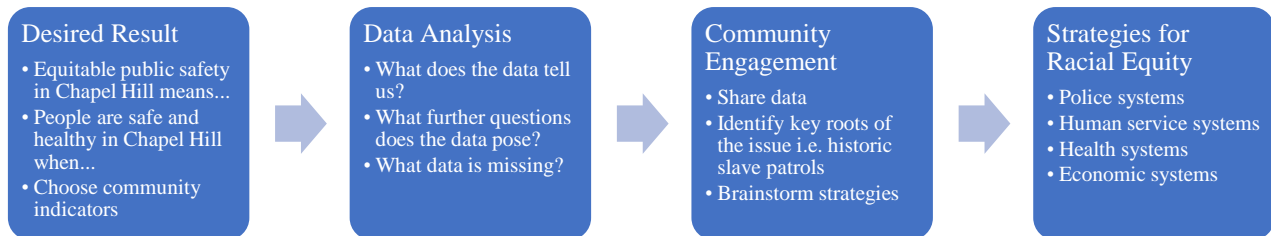
See also <https://www.townofchapelhill.org/boards> for information about this and other advisory boards.

### **Appointment Process**

- September 9: The Council will receive information on the Task Force structure and tentative timelines at its business meeting
- September 10, 2020: Town staff will advertise openings for Task Force positions with an emphasis on selecting members with lived experience with the criminal justice system
- September 25, 2020: Staff presents names of applicants to a Town Council subcommittee for review. The subcommittee will present its recommendations for appoint to the full Council in advance of its October 7<sup>th</sup> meeting.
- October 7, 2020: Town Council will appoint the task force. Staff will begin communicating with the Task Force members the next day to confirm participation and discuss next steps.

### **Process and Engagement**

The Task Force will undertake its responsibilities using the principles of Human Centered Design and the GARE Racial Equity Toolkit, both of which emphasize using data, root cause analyses and stakeholder engagement to clarify desired results. With regards to stakeholder engagement, these approaches advocate for collaboration with the people most affected by an issue. While the Council has the ultimate decision-making responsibility, the Task Force will collaborate with stakeholders to build its recommendations using the following process:



Recommendations will be presented to Council by March 1, 2021.

Based on the above, the Town Manager will propose a structure, process, and timeline and provide staffing and resources for re-imagining and restructuring public safety in Chapel Hill by September 30, 2020.

### **Outreach**

The Manager and staff will work in partnership with community and faith-based groups to create a process for organizing, publicizing, and holding a series of virtual community-wide facilitated listening sessions. We also anticipate holding other information-gathering events. All sessions would utilize a human-centered design approach with affected members of our community to re-imagine public safety in Chapel Hill. These sessions will help inform the work and priorities of the Task Force.