



Reimagining Community Safety Progress Update

Chief Chris Blue
Shenekia Weeks, DEI Officer





**Council Work
Session**
September 29, 2021

Agenda

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



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.

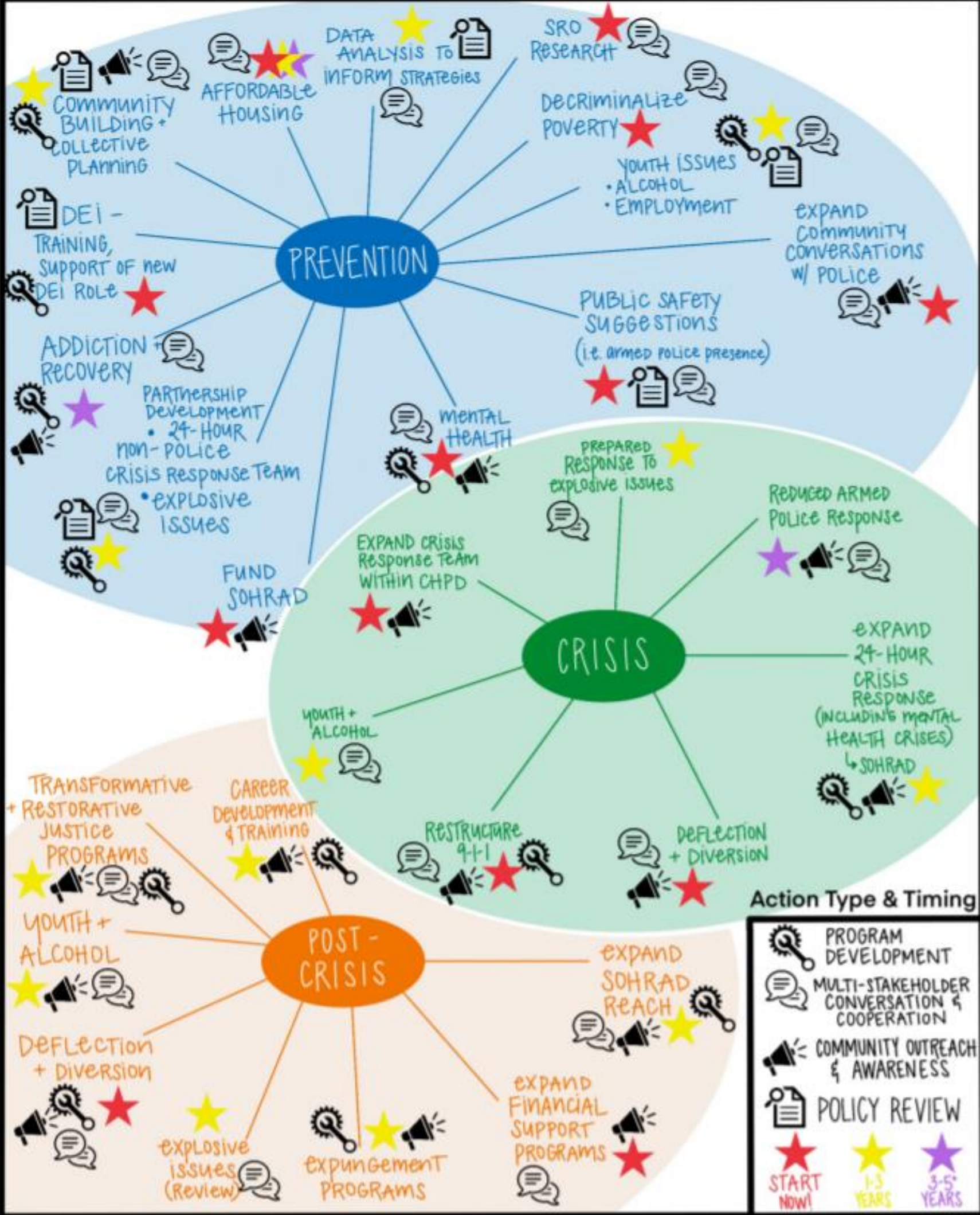


Reimagining Community Safety Task Force Report

☀️ 28 Recommendations
 ☀️ 31 Action items

Categories

- Prevention
- Crisis
- Post-crisis



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 STREET OUTREACH HARM
REDUCTION & DEFLECTION

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

Progress Highlights

- CHPD Virtual Response Unit Pilot
- Conditional Job Offer accepted by newest Crisis Unit staff member
- CHPD Policy Changes

Progress Highlights

- CPAC received Task Force report and has begun discussions
- Data analysis and reporting updates are underway
- OC-PAD Advisory Board expanding diversionary offenses

Concurrent Processes

Re-Imagining
Community Safety

TOCH Racial Equity & Public
Safety Recommendations

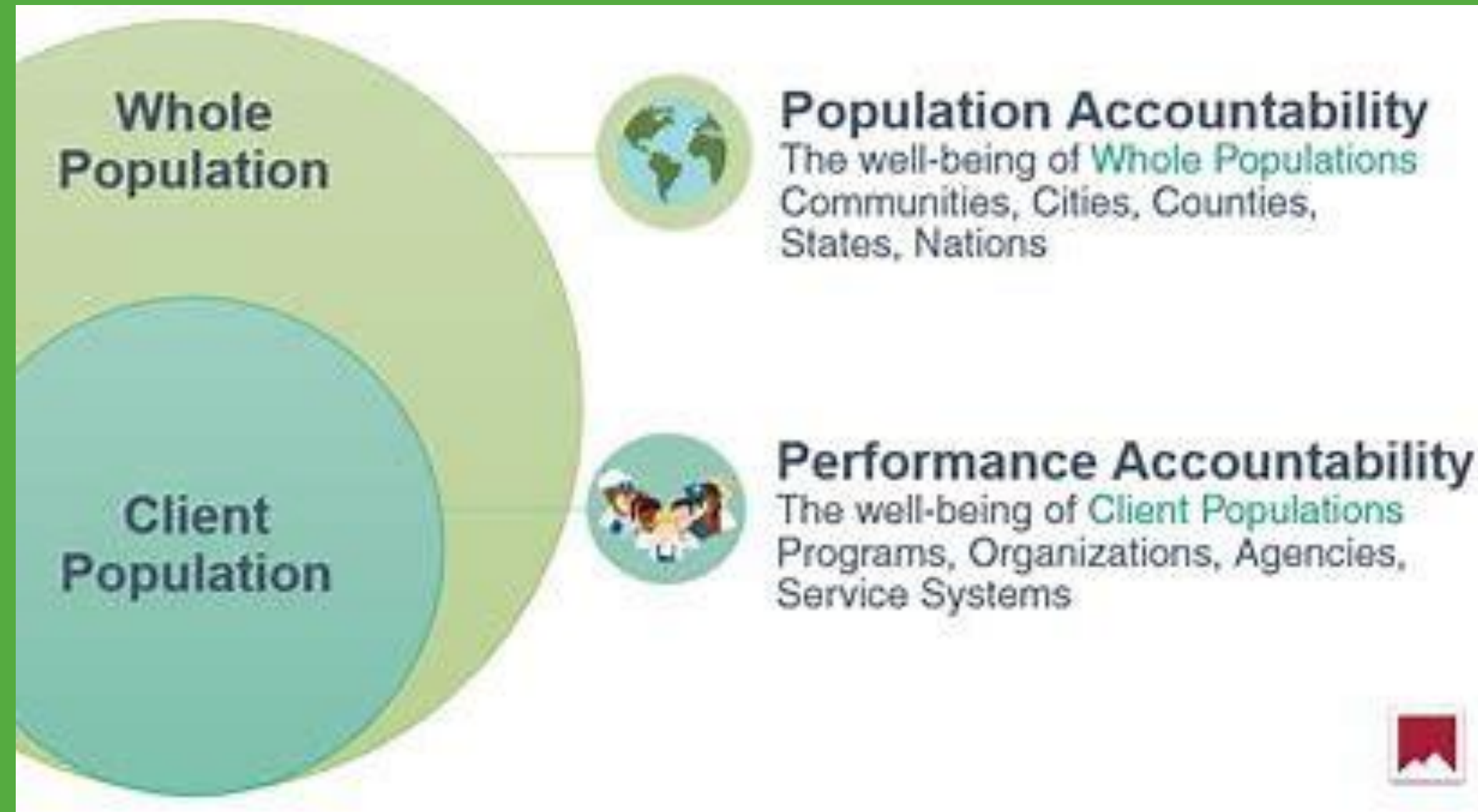
ONEORANGE
CARRBORO · CHAPEL HILL · HILLSBOROUGH · ORANGE COUNTY

One Orange Countywide
Racial Equity Plan

 LOCAL AND REGIONAL
**GOVERNMENT ALLIANCE ON
RACE & EQUITY**

TOCH Race & Equity
Training

Results-Based Accountability



Action Plan

Concern	Action Items	Strategies	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	Coonditional 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 Mult-stakeholder collaborations.

Multi-Stakeholder Conversation and Cooperation
Community Outreach and Awareness
Program Development
Policy Review
Resources Needed \$=50K
Short= 1-Year
Medium=1-3Years
Long= 3-5 years

RBA in Action

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

Results

- Increase public safety;
- Eliminate structural inequities in Town public safety systems; and
- 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.



June 2021 01	July-August 2021 02	August-September 2021 03	September 2021 04
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Reimagining
Community Safety
Recommendation
Received by
Council

Internal
Organizational
Scan,
Recommendation
Alignment, &
Policy Revision

Develop
Frameworks &
Tools

Share Initial
Action Plan with
Council



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

Implementation Plan



Questions

Are we moving in the right
direction?

Does our timeline for
providing updates meet your
interests?