



NSA Ad Hoc Notes and Recording (6/25/24)

Below are your minutes and a link to the recording.

<https://www.youtube.com/watch?v=KgDSaVAaLqI>

Meeting Minutes

Date: June 25, 2024

Time: ~4:30 PM

Attendees:

- Marsha Peterson (Chair)
- Jose Dorado
- Mariano Contreras
- Pastor Jacqueline Thompson
- VC Karely Ordaz (VC)
- Emeritus Regina Jackson (Chair Emeritus)
- Nikki Dinh
- Mykah Montgomery (COS)

Main Topics Discussed:

1. Review of the draft CMC statement.
2. Suggestions for edits and reordering the document.
3. Discussion on community policing and training programs.
4. The role and impact of the Police Commission.
5. The need for a meeting with the city as ordered by the judge.
6. Budget concerns related to police operations and oversight.

Questions Raised:

- How can the commission ensure that the document reflects community input and not just the chair's interpretation?
- Should the commission push for a meeting with Bridged to discuss community concerns directly?
- How should the commission address the city's lack of response to meeting requests?

Recommendations and Suggestions:

- Integrate community feedback directly into the police training modules.
- Reorder and edit the document to highlight the positive impacts of the commission's work.
- Emphasize the need for actual buy-in from the police department, not just superficial compliance.
- Include achievements of the commission, like the sustained racial profiling case, as evidence of effective oversight.
- Suggest changes to the police department's deployment strategies to reduce unnecessary manpower and costs.

Next Steps:

- Commissioners to submit edits and additional comments by Friday for integration into the document.
- Arrange a meeting with Brigid, if possible, to discuss the CMC statement directly with her.
- Continue pushing for the city to engage in a collaborative discussion as mandated by the court.

Actionable Chat Comments:

From Pastor Jackie to Everyone

- Add a paragraph in the opener that describes succinctly both the position of the commission and bullets its reasons would do much to enlighten the narrative.

From Regina Jackson to Everyone

We cannot discipline our way out of the NSA...are there other options?

From Karely Ordaz to All Panelists

Perhaps we need to push for a strength-based approach to discipline and look at models or frameworks OPD can adopt.

From Regina Jackson to Everyone

Yes, training can and should be updated.

Karely, love your suggestion for strength-based approaches to the work. Mykah, can you take a look at models in Cleveland, Seattle, and perhaps Los Angeles

Some police departments that have been recognized for implementing strength-based and progressive disciplinary models:

1. Los Angeles Police Department (LAPD): LAPD uses an EIS to track officers' performance and behavior, providing interventions such as counseling, training, or mentoring as needed.

2. New Orleans Police Department (NOPD): NOPD has integrated a strength-based approach in its disciplinary practices, focusing on officer wellness and development. They emphasize a supportive environment that aims to address underlying issues contributing to problematic behavior.

3. Seattle Police Department (SPD): SPD's approach includes a strong focus on officer training, wellness, and support. They use data-driven methods to identify officers who may need additional resources and provide targeted interventions.

These departments aim to foster a culture of continuous improvement and accountability, enhancing both officer performance and community trust.

Definition: The EIS (Early Intervention System) used by Los Angeles, often referred to as the Risk Management Information System (RMIS), is designed to track and evaluate the performance and conduct of police officers. It's a proactive tool aimed at identifying officers who may be at risk of engaging in misconduct or who might need additional training or supervision. The system uses a variety of indicators, such as use of force incidents, complaints, and other performance-related data, to flag officers who exceed certain thresholds.

The goal of the EIS is not just to monitor but also to provide early intervention through training, counseling, or other support mechanisms to prevent future issues. This approach helps the department manage risks and maintain high standards of police conduct, ultimately aiming to improve community relations and the effectiveness of the police force.

From Karely Ordaz to All Panelists

Yes! We should definitely outline the progress we've made thus far buy in with actions not just words!

Katina - Include suggested edits from Mariano's document into the NSA document.

Mykah - Share the Cultural Accountability doc with the NSA Ad Hoc