

# **SAFE Charlotte**

## **Safety and Accountability for Everyone**

**EXTENDED STRATEGY SESSION,  
OCTOBER 5, 2020**



# At the core of our work is people & safety

## Great Neighborhoods

create **affordable housing** and provide opportunities that align with creating great neighborhoods

## Workforce and Business Development

create a **thriving economic climate** where businesses are connected to highly **skilled talent** and technologies

## Transportation Planning and Environment

implement a comprehensive mobility network and advances strategies to create a **livable and connected City** that embodies our environmental sustainability and **resiliency** goals



## Safe Communities

make neighborhoods **safe, healthy and inclusive**; including **policing, fire protection, and the environment**

# Focus on People and Safety

- ◁ **Reimagining Policing**
- ◁ **Violence Prevention & Reduction Strategies**
- ◁ **Policy Changes**
- ◁ **Budget Adjustments**

# All-in Approach

## ◀ Charge all committees to take on aspects of this issue

- Safe Communities
- Great Neighborhoods
- Workforce and Business Development
- Transportation, Planning, and Environment
- Intergovernmental Relations
- Budget & Effectiveness

## ◀ Provide a safety, equity, & upward mobility lens

# Timeline for Safe Communities

**- Council Committee Direction to Inform Plan**

**June**

**July**

**August**

- Review Role of Police Recruitment Training**
- Review Rules of Conduct**
- Review Role of CRB & CSB**
- Review Eight Can't Wait**

- Council Update on Approach**
- Launch Resident Engagement Structure**
- Conduct National Panel on Local Change**
- Review Police Community Engagement**
- Review Police Youth Programs**

# Timeline for Safe Communities Contd.

- Update Council at Strategy Session
- Review Police Transparency & Access to Information
- Select Next Series of Policies to Review
- Bring Forward 1<sup>st</sup> Set of Recommended Changes to Full Council

September

## Remaining Policies to Consider

- Passive Protests and Peaceful Demonstrations
- First Amendment Activities
- Criminal Process
- Management of Subjects with Mental Illness
- Response to Resistance

## Remaining Issues to Consider

- Police Oversight
- Police Budget

# Framework to Address Violence

**Purpose: City, County, Partners, and Community work together to reduce violence, increase economic opportunity, and build healthier, more resilient communities.**

**Intergovernmental  
Collaboration**

**Community  
Collaboration in  
Priority Areas**

**Interrupt  
Violence**

**Invest in  
Community-Led  
Efforts**

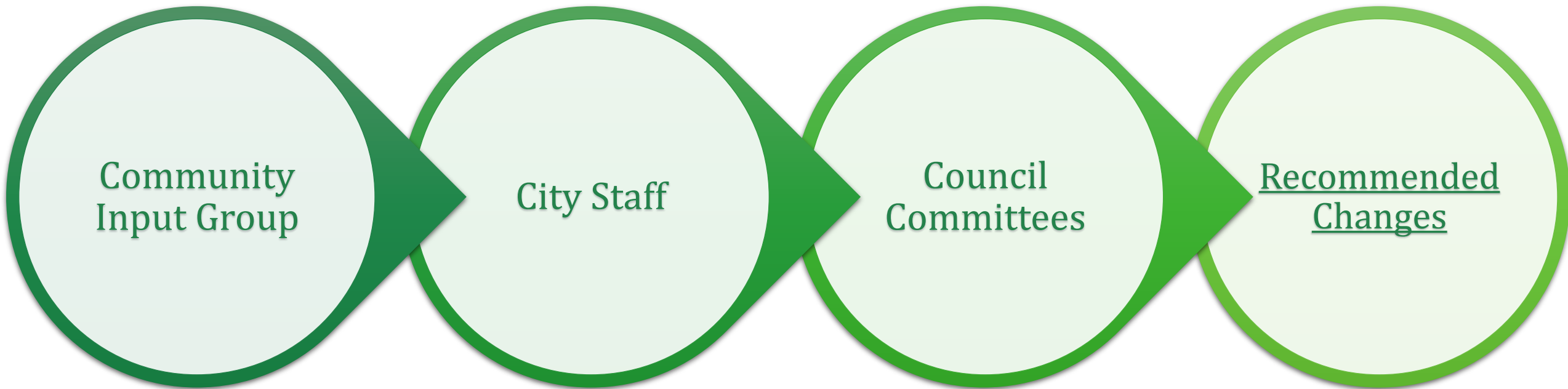
**Use Data and  
Evidence**

**PROGRAMS**

**POLICY**

**PRACTICE**

# Collaborative Process





# Community Led Change - Community Input Group

**Geoff Alpert**, University of South Carolina, Criminology Professor

**Trevor Allen**, NC Department of Justice Director

**Michael Barnes**, Attorney and Former Mayor Pro Tem

**Dr. Britney Broyhill**, Atrium Health Senior Director of Advanced Practice

**Meko Chosen**, Activist

**Robert Dawkins**, Safe Coalition State Organizer

**Cindy Decker**, CMPD Bridge the Difference

**Vicki Foster**, Former CMPD Assistant Chief

**Cherie Grant**, City of Charlotte Economic Development, Corridors of Opportunity Coordinator

**Denada Jackson**, City of Charlotte, Office of Constituent Service Manager

**Tonya Jameson**, Citizen Review Board, Acting Chair

**Fatina Lorick**, McAddo Lorick, Attorneys at Law

**Corine Mack**, NAACP Charlotte-Mecklenburg Chapter President

**Rodney McGill**, Community Unity Center 100 Founder

**Ryan McGill**, Civil Service Board, Chair

**Larry Mims** (NoLimit Larry), WPEG Power 98 Radio Personality

**Kass Ottley**, Seeking Justice CLT Founder

**Milena Price**, City of Charlotte Office of Equity Administrative Officer

**Federico Rios**, City of Charlotte Office of Equity, Mobility and Immigrant Integration Assistant Director

**Don Thomas**, My Brother's Keeper Charlotte Mecklenburg Executive Director

**Dr. Michael Turner**, UNC Charlotte Professor

**Rev. Peter Wherry**, Mayfield Memorial Baptist Pastor

**Lacey Williams**, City of Charlotte Office of Equity, Economic Mobility Manager

**Emily Yaffe**, City of Charlotte Office of Equity, Immigrant Integration Specialist

# City Council Approved 8 Can't Wait Initiative

Goal Adopted  
by City  
Council on  
June 8

## #8CANTWAIT

TAKE ACTION RIGHT NOW.

Data proves that together these eight policies can decrease police violence by 72%.

BAN CHOKEHOLDS & STRANGLEHOLDS



REQUIRE DE-ESCALATION



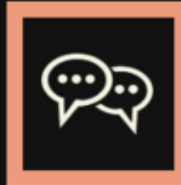
REQUIRE WARNING BEFORE SHOOTING



EXHAUST ALL OTHER MEANS BEFORE SHOOTING



DUTY TO INTERVENE



BAN SHOOTING AT MOVING VEHICLES



REQUIRE USE OF FORCE CONTINUUM



REQUIRE COMPREHENSIVE REPORTING



# Meeting Goals of 8 Can't Wait

**Policies were  
changed to  
ensure  
compliance:**

**Neglect of Duty/Duty to Intervene**

**Explicit ban on neck restraints *(except when deadly force is needed)***

**Prohibition from shooting at moving vehicles**

**Receive a report when weapons are pointed at an individuals**

**Requirement to exhaust all other means before using deadly force**

# Collaborative Changes

Eliminating  
CS/Tear Gas for  
Crowd Control

Ensuring No-  
Knock Warrants  
are Not Used

Allowing Citizen's  
Review Board to  
review Neglect of  
Duty

Body Worn  
Camera Updates

Ensuring all units are equipped  
Automatically enable camera  
when weapon is drawn

De-Escalation for  
Crowd Dispersal

Updated Standard Operating  
Procedures for CEU

Continuous  
Observation

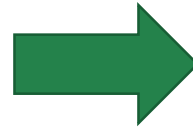
Four policies changed to ensure  
constant observation of those in  
custody

# Additional Recommendations for Consideration

# Redirect Certain Police Calls to Non-Sworn Units

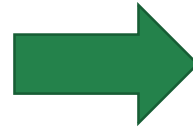
# Creating a Mental Health Response Program in Charlotte

◀ **Higher Risk Mental Health**



Continuation and expansion of current Co-responder Community Policing Crisis Response Team (CPCRT)

◀ **Lower Risk Mental Health, Homeless, Welfare Checks**



Pairing Clinicians or Social Workers with EMT trained civilians to address calls

**Recommendation: Expand CPCRT; plus Develop a Non-Sworn Officer responder model for mental health and homeless calls**

# Focusing Officer Work on Core Roles

## ◀ Opportunity to develop avenues for civilian technicians to respond to low risk calls

- Examples of low-risk calls
  - *Noise complaints*
  - *Graffiti*
  - *Abandoned, lost and found property*
  - *Illegal parking*

**Recommendation: CMPD with outside assessor develop comprehensive recommendation to convert low-risk sworn duties to non-uniform units**



# External Analysis of Contacts and Calls

- ◀ **The city will partner with an external consultant to provide an independent analysis to include areas such as:**
  - Police-civilian contacts
  - Police calls and responses

**Recommendation: Engage consultant to conduct an external analysis**

# Evaluation of CMPD Youth Programs

- ◁ **CMPD has 34 programs related to youth. There is an opportunity to improve evaluation of outcomes to ensure programs are evidenced-based.**

**Recommendation: Partner with a university or independent organization to evaluate selected youth programs on an annual basis**

# Training, Recruitment, and Residency

- ◀ **Emphasize officer training, including expanding the number of officer with Crisis Intervention training**
- ◀ **Expand recruitment efforts that allow the police force to mirror the city**
- ◀ **Expand residency incentives for officers living in council-identified priority areas**

**Recommendation: Enhance recruitment efforts and develop a program to provide additional residency incentives to officers living in priority areas**

# Policy Decisions that Require Legislative Authority

- ◁ **Requesting Subpoena Power for Citizen Review Board**
- ◁ **Expanding Role of Civil Service Board to Handle Appeals**
- ◁ **Eliminating Cash Bail Process**

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**Community Collaboration in Priority Areas**

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**Invest in Community-Led Efforts**

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# CMPD Violent Crime Dashboard

## Dashboard Example: Violent Crime Counts

### CMPD Violent Crime Dashboard — Explore FBI UCR Part 1 crime offense counts at the neighborhood level.

Select any crime type, number, or area on the map to visualize this information.  
 To compare previous years) to this year's most recent information, select "Year-to-Date" below.  
**YTD counts are current through June.**

To view published reports, please visit <https://data.charlotte.nc.gov/2000-2019-Crime-Counts>.  
 To view a comprehensive report on any neighborhood area, follow the link in the pop-up.

View numbers by Annual Totals / Year-to-Date      Years) (All)

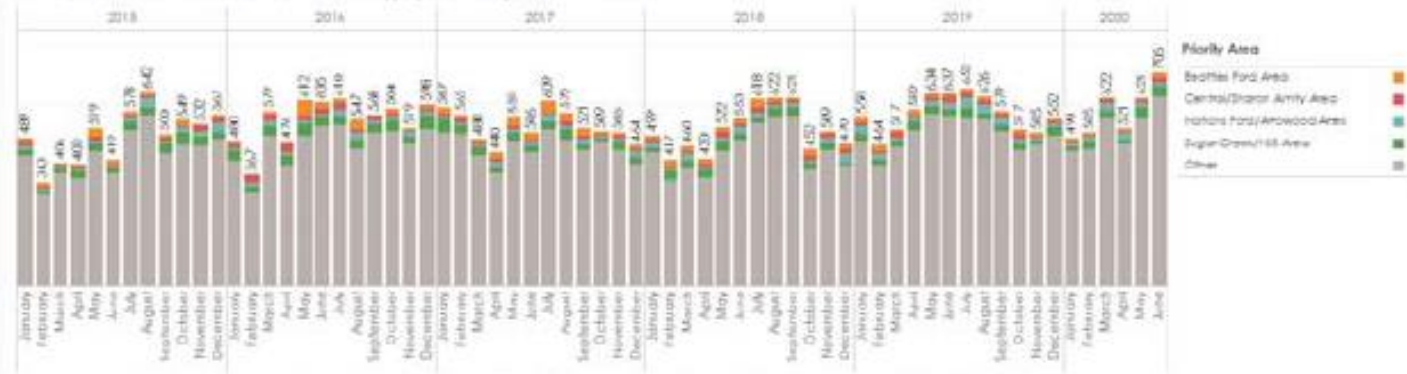
Annual Totals (2020 through June)

		2015	2016	2017	2018	2019	2020
<b>Total</b>	<b>Violent Crime</b>	5,547	6,853	6,326	6,163	6,821	5,464
Homicide	Homicide	41	46	67	67	102	80
Rape or Attempted	Rape	249	260	300	284	271	99
	Rape - Attempted	17	15	23	15	14	4
Robbery	Armed Robbery	1,391	1,343	1,467	1,228	1,391	859
	Strong Arm Robbery	505	555	620	529	570	315
Aggravated Assault	Gun	2,237	2,660	2,341	2,691	3,011	1,775
	Knife	290	293	357	453	541	270
	Other Weapon	614	733	700	732	731	328
	Fire/Exp., etc.	111	135	121	144	181	87
Non-Fatal Gunshot Injury	Non-Fatal Gunshot Injury	287	342	301	315	334	227

Non-fatal shootings are not mutually exclusive from other violent crime categories and can include cases of aggravated assault.

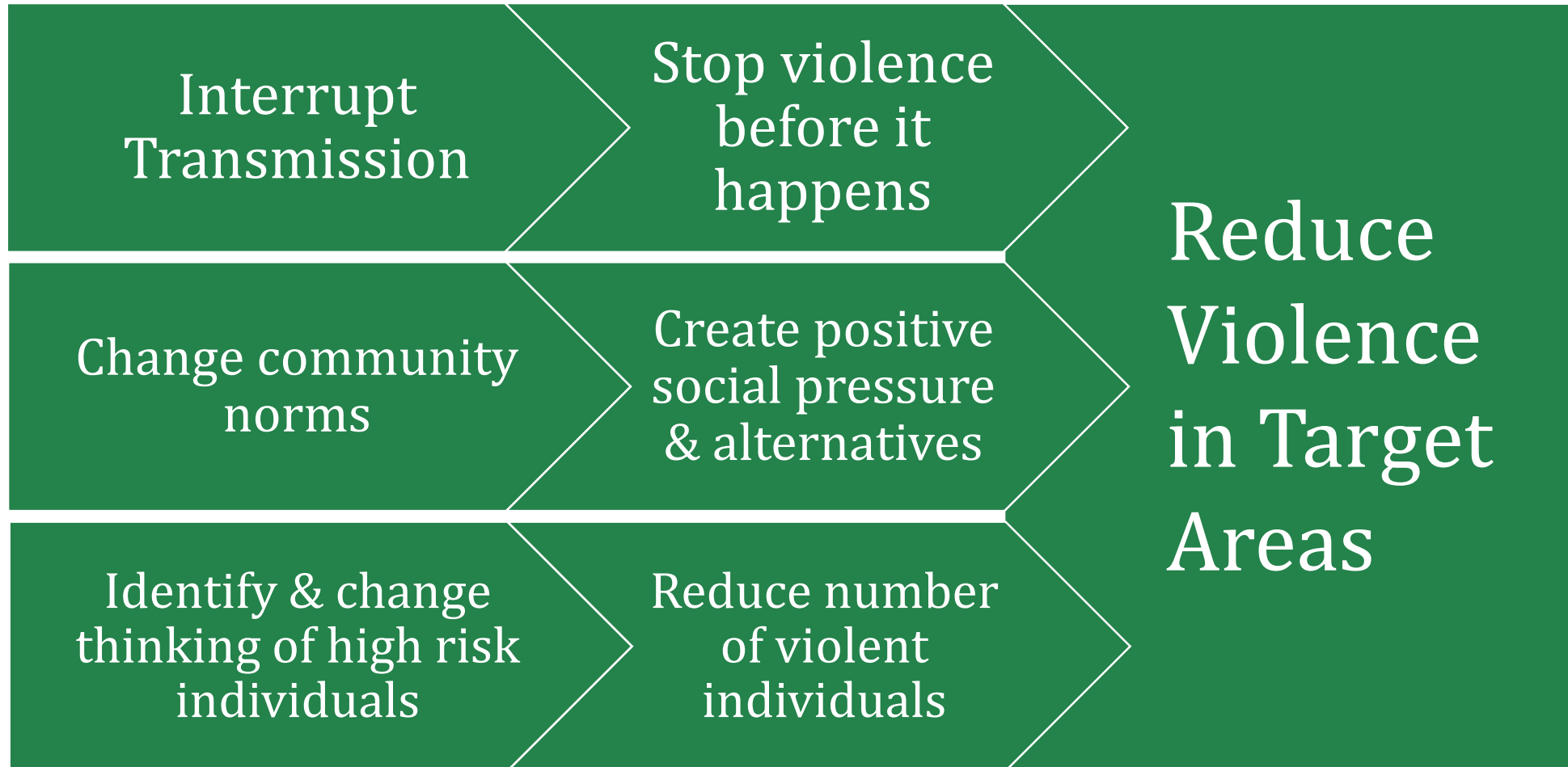


Monthly FBI UCR Part 1 violent crime offense counts aggregated to neighborhood profile area



These numbers are based on those crimes that can be located within specific neighborhood level boundaries and do not necessarily equate to published totals. Numbers are subject to change with each monthly update.

## Cure Violence Street Outreach Model



**Assessment in progress: Completed in October with recommendations due in November**

# Hospital Based Violence Intervention led by Atrium Health





# Building Local Capacity in Violence Prevention Efforts

## ◀ Community Input Group Recommendation

- Consider potential partnerships with grassroots organizations

## ◀ Goal

- Develop capacity for local non-profits to support long term violence prevention efforts

**Recommendation: Provide \$1 million from the city's current budget to help Charlotte based non-profits address violence in the community**

# Questions