



RELEASE OF POLICE FOUNDATION REVIEW DRAFT

Project Purpose

Provide an independent review of the Charlotte Mecklenburg Police Department (CMPD) response to demonstrations in September 2016.

1. Critically, objectively and thoroughly assess the CMPD response to the demonstrations that occurred
2. Explore ways that CMPD engages with the community, and identify potential strategies to enhance police-community relations
3. Outline potential strategies to move the community and the police department forward

Assessment Team Review Summary

- CMPD acted appropriately and in line with its policies and procedures.
- Thirty-five total recommendations were provided related to CMPD improvements in community engagement, training, accountability and police-community relationships.
- The recommendations are organized in the review by six pillars, and a summary may be found on page 58 beginning with the conclusion section of the report (**see attachment**):
 - Pillar 1 – Policies, protocols and strategies (8 recommendations)
 - Pillar 2 – Training and de-escalation (3 recommendations)
 - Pillar 3 – Equipment and technology (4 recommendations)
 - Pillar 4 – Social media and communication (6 recommendations)
 - Pillar 5 – Transparency and accountability (8 recommendations)
 - Pillar 6 – Police-community relationships (6 recommendations)

Next Steps

- The Police Foundation will be on site in the upcoming weeks to meet with the stakeholder group and other leaders to finalize the report.
- The Police Foundation continues its work and will include additional information as the report is finalized.

Background

The Police Foundation is an independent, non-partisan and non-membership organization dedicated to improving policing through innovation and science. For over 45 years, the Police Foundation has been a leader in conducting research, providing training and specializing in management studies and assessments dedicated to improving policing.

In November 2016, the City of Charlotte invited the Police Foundation to conduct an independent agency assessment of the CMPD policies, procedures and activities around the demonstrations that occurred in 2016.

Methodology

The assessment approach involved three means of information gathering and collection:

1. On-site data collection: More than 100 people were interviewed, including the chief of police, mayor, council members, community members, CMPD officers and command staff.
2. Resource material review: Analysis of relevant CMPD policies, procedures, training curricula, after-action reports, data and other documents.
3. Off-site data collection and research: Compiling information related to national standards, best practices and other scholarly articles related to mass demonstrations and de-escalation procedures.

The assessment team, comprised of subject matter experts in law enforcement, police-community relations and public safety, developed a comprehensive methodology.

Public statement upon receipt of report

“The City of Charlotte received and is currently studying the Police Foundation’s draft Critical Incident Review of Charlotte Mecklenburg Police Department (CMPD) response to the demonstrations that occurred in September 2016.

The Police Foundation assessment team found that CMPD acted appropriately and in line with its policies and procedures. It also identified a number of recommendations where CMPD could improve its policies, practices and operations to strengthen the department’s relationship with the community it serves.

CMPD consistently reviews and enhances its practices, and we expect that many of the recommendations may have already been implemented. Our next step is to work with the Police Foundation to continue clarifying the review and develop plans to implement appropriate strategies. Consistent with the contract, the Police Foundation will continue to work with CMPD through the implementation phase.

We thank the Police Foundation for its independent assessment.”

- *Sandy D’Elosua Vastola, Charlotte Communications and Marketing Director*