



Charlotte City Council  
Community Safety Committee  
Summary Minutes  
June 11, 2018

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**COMMITTEE AGENDA TOPICS**

- I. Police Foundation Report (Action)

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**COMMITTEE INFORMATION**

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**Committee Members Present:** Julie Eiselt (Chair), Braxton Winston (Vice Chair), Tariq Bokhari, James Mitchell, Justin Harlow

**Staff Resources:** Dr. Kim Eagle, City Manager's Office  
Kerr Putney, Charlotte Mecklenburg Police Department (CMPD)

**Meeting Duration:** 10:34 a.m. – 11:19 a.m.

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**ATTACHMENTS**

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1. Document – Braxton Winston's Notes on September 2016 Charlotte Protests
2. Document – Police Foundation Report Recommendations

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**DISCUSSION HIGHLIGHTS**

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Committee Chair Eiselt called the meeting to order at 10:34 a.m. and asked everyone in the room to introduce themselves. Assistant City Manager Kim Eagle introduced the meeting's agenda to provide context for the discussion and the aim for the Committee to receive the Police Foundation's final report with additional event documentation added to the record.

**Police Foundation Report**

Staff provided the Police Foundation Report Recommendations document for Committee review of what CMPD accomplished and where the department needs assistance to improve. Dr. Eagle emphasized Pillar Two specifically from Committee discussion on May 18, 2018 as well as the budget adoption. Council member Bokhari noted how the report recommendations document only listed CMPD as the key figure responsible for meeting the goals. He asked how engaging the community fit into the strategic plan to meet the outlined goals. Chief Putney responded by sharing how the document provided a foundation, but CMPD would require further discussion to implement the report's recommendations accordingly, including how to gather the key community stakeholders all at once for cohesion and clarity. Dr. Eagle also stated how enough internal staff resources existed to carry out the implementation of recommendations without hiring an outside source for assistance.

Chair Eiselt explained how the Police Foundation based its report upon the document developed by the 21<sup>st</sup> Century Policing Task Force. She wanted to remain aligned with the Task Force's document before beginning additional conversations around how to implement the recommendations appropriately. Chief Putney agreed, expressing how timing is of the essence and how CMPD needs assistance from City Council to actualize the pillars as an entire community. Vice Chair Winston then expressed his desire to include notes of his experience during the September 2016 protests as an addendum to the Police Foundation's report (an attachment to the record).

Chief Putney reviewed Pillar Two with the Committee, highlighting how CMPD met each of the Police Foundation's recommendations. He emphasized the Charlotte Police Crisis Response Team (CPCRT) as an asset for CMPD to develop further with regards to de-escalating situations with individuals experiencing mental health illnesses. The Committee asked questions about partnerships with hospitals for mental health education, the definition and scope of "crisis," and facilitating conversations with the community about changes CMPD is making in effort to create a safer community. Council members Winston and Bokhari also inquired about CMPD mental health training and staffing as well as implicit bias curriculum and response.

**MOTION AND VOTE:** Motion made by Vice Chair Winston and seconded by Council member Bokhari to recommend to full Council for consideration at a future Council meeting to receive the Police Foundation Report with the acknowledgement that additional event documentation will be added to the record. (Passed unanimously)

Meeting adjourned at 11:19 a.m.

Police Foundation Report Response  
Council member Braxton Winston

My main critique of the Police Foundation Report centers on the fact that it is an incomplete and narrow documentation of the actual events of the demonstrations on the streets in September 2016. With the amount of resources available to the Police Foundation in the creation of this report, I believe the details of the incident should be more comprehensive and exhaustive. Instead, it relies heavily on second and third hand accounts of the incidents on the street, primarily through media reporting. The report doesn't focus on key areas of response or inflection points that, if handled differently, may have affected the chain of events. For example, Page 11 relates the incident that sparked the change from a police investigation to a protest. The report uses "he said, she said" evidence to color the scene but never really gets to the moment of understanding, where we know how the situation could have been handled differently or what we can expect from a similar scenario in the future.

The report relies heavily on a CMPD document to connect the incidents of force/violence on the street. Page 14 is careful to point out the use of less-than-lethal force weapons on people that were throwing rocks but makes no mention of the rationale for using those same weapons on people that were exhibiting non-violent methods. There are some details in the report here that are troubling. The report cites the distance between old concord road and I-85 (the walk that demonstrators took) as "1 mile" when a simple Google search will show you that it is approximately 2.5 miles away. There is also no account of how that walk was handled and how to approach it differently in the future.

The report attempts to condense the main incidents that lead to violence in uptown Charlotte into three neat paragraphs on Page 17. There is an opportunity to put in context the incident at Khandy Bar in the epicenter that thrust Charlotte into the national spotlight for racist behavior. (<https://www.charlotteagenda.com/66300/kandy-bar-racist-charlotte/>) It was something that the community was dealing with immediately preceding the Keith Lamont Scott killing and colored the ensuing aftermath. The following paragraph, that attempts to condense the most important chain events of the night (and probably the week) into a few sentences, is inaccurate. It also glosses over the very important fact that unauthorized police weapons were mobilized, which led to panic and the ensuing mayhem.

Page 18 gets details wrong. In telling the account of the death of Justin Carr, the Report states that Police Officers removed him from the scene. That is inaccurate, as CFD did that. This entire page references a single account of the incident and only represents the CMPD narrative. The events described are minimized and, as a person that experienced this incident firsthand, does not accurately represent how the events actually occurred.

Page 20 does not address the agitated effect that announcing a curfew in the middle of a protest may have had on the night. It also doesn't mention that Justin Carr's death was officially announced by media just minutes before the curfew was announced. This is after Mr. Carr was pronounced dead and then alive again the night before, despite the coroner's report saying that he died immediately.

The accounts of Friday and Saturday are highly minimized and fail to dive into some of the most troubling incidents. For instance, at the end of Friday night's protest (page 21) as crowds were dispersing, a large group of young people who were trying to walk home were blocked and detained by a platoon of State Police. This occurred on 6th Street as they were trying to leave uptown to go home. It also doesn't mention that while the protests continued all night Saturday, it created a larger geographic area as protestors and platoons of State Police intent on enforcing the curfew, played a bit of cat & mouse.

The incidents of Sunday September 26 are likewise minimized. Page 22 refers to “minimal police assistance” but, there was a massive show of force by CMPD. For the first time in the existence of the now defunct Extraordinary Events Ordinance, people were arrested under those guidelines (including members of the press). There was also a protestor run over by an ATV operated by Greensboro Police.

# Community Safety Committee

Monday, June 11; 10:30 am -11:30 am

Room 280

Committee Members: Julie Eiselt, Chair  
Braxton Winston, Vice Chair  
Tariq Bokhari  
Justin Harlow  
James Mitchell

Staff Resource: Kim Eagle, City Manager's Office

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## AGENDA

### I. Police Foundation Report

*Staff Resources: Kim Eagle, City Manager's Office  
Chief Putney, CMPD*

At the May 17, 2018 meeting, the Committee received a briefing on the Police Foundation's final report (link to report is [here](#)). The Committee determined additional documentation of events recounted in the report was needed and that work is progressing. The Committee will also receive additional information on the status of the report recommendations; specifically focusing on the Training and De-Escalation pillar (Pillar Two).

*Action: The Committee will be asked to vote to receive the report; with the acknowledgement that the additional event documentation will be added to the record.*

**Next Meeting:** Wednesday, June 27 at Noon in Room 280

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Distribution: Mayor/City Council  
Bob Hagemann  
Reginald Johnson

Marcus Jones, City Manager  
Stephanie Kelly  
Community Safety Cabinet

Executive Team  
Kerr Putney

# Police Foundation Report Recommendations

## Pillar One – Policies, Protocols, and Strategies

| Recommendation   | Complete | Outstanding   | Not Implementing |
|--|----------|---|------------------|
| Recommendation 1.1: The CMPD should identify and engage in continued opportunities and strategies that promote effective dialogue between the department and the community around race and policing.   | ✓        |   |                  |
| Recommendation 1.2: The CMPD should continue to build on its tradition of community policing to identify opportunities for the community to participate in the development of the department’s policies, procedures, and practices.  | ✓        |   |                  |
| Recommendation 1.3: The City of Charlotte administration, the City Manager, and the CMPD should ensure that a city-wide plan, consistent with the National Incident Management System (NIMS), is used to manage all demonstrations and protests and that all City agencies understand, and participate in, the implementation of the plan. | ✓        |   |                  |
| Recommendation 1.4: The CMPD should continue to review its mobilization plans for personnel and resources to make them more agile in response to critical incidents.   | ✓        |   |                  |
| Recommendation 1.5: The CMPD should review its CEU SOPs to account for the evolving nature of demonstrations and protests.   |          |   | ✓**              |
| Recommendation 1.6: The CMPD should involve the community in the development of robust communication and community engagement directives and strategies for engaging in respectful and constructive conversations and de-escalation during response to mass demonstrations.  |          | ✓<br>Requires collaboration with Charlotte Communications & Marketing * |                  |
| Recommendation 1.7: The CMPD should develop and implement policies and procedures that increase situational awareness in anticipation of and during demonstrations and acts of civil disobedience with a specific emphasis on social media.  | ✓        |   |                  |
| Recommendation 1.8: The CMPD should develop policies and procedures that use social media to “push” information to the community and quickly disseminate accurate information in response to rumors and false accusations.   |          | ✓<br>Requires collaboration with Charlotte Communications & Marketing*  |                  |

*\*The collaborative portion of implementing this recommendation is ongoing and not fully complete. The remainder of the recommendation is complete.*

*\*\* This recommendation includes the incorporation of community members into tactical training. This will not be implemented due to various factors including risk management and the need to keep certain training confidential for officer safety reasons. The remainder of this recommendation is complete.*

# Police Foundation Report Recommendations

## Pillar Two – Training and De-Escalation

| Recommendation   | Complete | Outstanding | Not Implementing |
|--|----------|-------------|------------------|
| Recommendation 2.1: The CMPD should conduct a thorough review of its academy courses and hours, and its additions to the required BLET courses, to emphasize empathetic dialogue and non-confrontational conversations with community members.                         | √*       |             |                  |
| Recommendation 2.2: The CMPD should continue engaging community members in the training process.   | √        |             |                  |
| Recommendation 2.3: The CMPD should continue to support and expand the Constructive Conversation Team program, expanding it internally and further engaging the community.   | √        |             |                  |
| Recommendation 2.4: Curricula to train all CMPD personnel on crowd management strategies and tactics should be developed from and/or revised based on current best practices, policy recommendations, and lessons learned from after-action reviews of similar events. | √        |             |                  |
| Recommendation 2.5: The City of Charlotte administration, the City Manager, and the CMPD should lead all relevant City personnel, elected officials, mutual aid agencies and other stakeholders in NIMS/ICS training and practical exercises.                          | √        |             |                  |

\*Review complete. CMPD reviewing past implicit bias training to determine where it may be placed into current curriculum.

# Police Foundation Report Recommendations

## Pillar Three – Equipment and Technology

| Recommendation  | Complete | Outstanding | Not Implementing |
|---|----------|-------------|------------------|
| Recommendation 3.1: The CMPD should continue the practice of deploying bicycle officers during demonstrations and mass gatherings.  | ✓        |             |                  |
| Recommendation 3.2: The CMPD should conduct a regional inventory of assets, or create a regional Council of Governments (COG), to assist incident commanders in identifying potential resources at their disposal that may assist them in their efforts.  |          |             | ✓*               |
| Recommendation 3.3: The City of Charlotte administration, the City Manager, and the CMPD should establish a committee to create a protocol for determining the appropriate process for releasing BWC footage in critical incidents. The committee should include representatives from the City Attorney’s Office; relevant City, Town, and County stakeholders; and, community members. | ✓        |             |                  |
| Recommendation 3.4: The CMPD should equip officers with body worn cameras, especially officers assigned to its Civil Emergency Unit (CEU).  |          | ✓**         |                  |

\* The City of Charlotte and Mecklenburg County are two of the 47 City and Counties that have signed into the “Law Enforcement Mutual Aid Agreement” for equipment and personnel to be shared at request under NC General Statutes.

\*\* Current CEU PPE is not compatible with CMPD’s BWC mounts, but CMPD continues to explore available options.



# Police Foundation Report Recommendations

## Pillar Four – Social Media and Communication

| Recommendation   | Complete | Outstanding   | Not Implementing |
|--|----------|---|------------------|
| <p>Recommendation 4.1: The City of Charlotte administration and the City Manager should develop and implement an effective means for parsing political and operational challenges, and for facilitating effective and useful interactions between political decision makers and operational commanders.</p>  |          | <p style="text-align: center;">✓</p> <p style="text-align: center;">Requires collaboration with Charlotte Communications &amp; Marketing*</p> |                  |
| <p>Recommendation 4.2: The City of Charlotte administration, the Corporate Communications and Marketing group, the City Manager, and the CMPD should coordinate messaging and talking points prior to making public comments to ensure unity of message and focus on the overall mission of safe and effective resolution of critical incidents.</p> |          | <p style="text-align: center;">✓</p> <p style="text-align: center;">Requires collaboration with Charlotte Communications &amp; Marketing*</p> |                  |
| <p>Recommendation 4.3: The CMPD should create a clear and detailed media strategy or policy to guide the department’s use of traditional news media and social media, particularly during critical incidents.</p>  |          | <p style="text-align: center;">✓</p> <p style="text-align: center;">Requires collaboration with Charlotte Communications &amp; Marketing*</p> |                  |
| <p>Recommendation 4.4: The CMPD should continue to prioritize local media outlets covering critical incident by providing them additional interviews and exclusive information.</p>  |          | <p style="text-align: center;">✓</p> <p style="text-align: center;">Requires collaboration with Charlotte Communications &amp; Marketing*</p> |                  |
| <p>Recommendation 4.5: The CMPD should enhance its use of social media to engage community members and demonstrators before, during, and after mass gatherings and demonstrations to disseminate accurate information and correct erroneous information.</p>   |          | <p style="text-align: center;">✓</p> <p style="text-align: center;">Requires collaboration with Charlotte Communications &amp; Marketing*</p> |                  |

*\*The collaborative portion of implementing this recommendation is ongoing and not fully complete. The remainder of the recommendation is complete.*

# Police Foundation Report Recommendations

## Pillar Five – Transparency and Accountability

| Recommendation   | Complete | Outstanding | Not Implementing |
|--|----------|-------------|------------------|
| Recommendation 5.1: The CMPD should work with the community to develop and publicize policy and directives regarding body-worn camera (BWC), particularly regarding the release of BWC footage and officer-involved shooting (OIS) investigations to improve transparency.               | ✓        |             |                  |
| Recommendation 5.2: The CMPD should consider redeveloping and re-executing standardized process(es) from which to collect and analyze input from the community regarding their expectations and satisfaction of police services.   |          | ✓*          |                  |
| Recommendation 5.3: The CMPD should work together with the City of Charlotte administration and the City Manager to develop strategies that educate the community on transparency and oversight efforts, as well as other relevant strategies ongoing city-wide.                         | ✓        |             |                  |
| Recommendation 5.4: The CMPD should develop a specific strategy and policy to keep the community apprised their efforts in response to significant/critical incidents to demonstrate transparency and community engagement, as well as highlight their outreach and partnership efforts. | ✓        |             |                  |
| Recommendation 5.5: CMPD should ensure that all data provided is accurate, easy to access and co-located.  | ✓        |             |                  |

*\*Portions of implementing this recommendation are ongoing and not fully complete. Work has begun.*

# Police Foundation Report Recommendations

## Pillar Six – Police-Community Relationships

| Recommendation  | Complete | Outstanding | Not Implementing |
|---|----------|-------------|------------------|
| Recommendation 6.1: The CMPD should continue to invest in community policing efforts, particularly in diverse communities, to include acknowledging the history of race relations in the community and developing a process and programs towards reconciliation.  | ✓        |             |                  |
| Recommendation 6.2: The CMPD should engage in one-on-one or small-group engagement and relationship-building programs in the specific communities most affected by violence and negative perceptions of the police.   | ✓*       |             |                  |
| Recommendation 6.3: The CMPD should expand its foot patrol pilot program to the communities most affected by violence and negative perceptions of the police.   | ✓        |             |                  |
| Recommendation 6.4: The CMPD should augment its increased focus on building relationships through social media with increased opportunities to provide feedback in person.  | ✓        |             |                  |
| Recommendation 6.5: The CMPD should identify and work closely with emerging and traditional community leaders to ensure inclusion and representation from all members of the community.   | ✓        |             |                  |
| Recommendation 6.6: The CMPD should more fully engage community members in strategic hiring and promotions, training, policy development and other activities to improve community-police relations and provide the community a voice and meaningful involvement in how its police department operates. | ✓        |             |                  |
| Recommendation 6.7: The CMPD should leverage its chaplains to work with faith leaders in the community to enhance police-community relations.   | ✓        |             |                  |

*\*New partnership almost finalized with Urban League and Turning Point Academy where the Urban League is proposing to provide career readiness training for students at the school.*