

Response to Demands from Various Activist Groups

Various Activist Groups provided the Charlotte-Mecklenburg Police Department (CMPD) with a list of demands to enhance police-community relations. While there were several items directed to other entities and not within the purview of the CMPD, all requests and recommendations have a common goal of improving police-community relations. The CMPD is committed to continually building trust and legitimacy within the community and have incorporated the various activist groups' demands into the recommendations made by the President's Task Force on 21st Century Policing under the associated Pillars. We hold ourselves to high standards of accountability and welcome input from individuals, groups and organizations that will further enhance our ability to serve the Charlotte-Mecklenburg community.



Pillar I: Building Trust and Legitimacy – Promoting trust and ensuring legitimacy through procedural justice, transparency, accountability, and honest recognition of past and present obstacles

Activist Groups' Demand	Response	Pending Action
<p>1.4a Undercover police officer requirement to have BWC. (Also Pillar IV)</p>	<p>To maintain the integrity of covert (undercover) operations and to avoid jeopardizing the safety of officers, those engaging in these operations will not wear a BWC. However, Patrol Officers, K-9 Officers and Officers assigned to the airport are currently outfitted with BWC.</p>	<p>CMPD recognizes the benefit of BWC and is currently working to expand issuance of the equipment to outfit all plainclothes (tactical) officers and officers working jobs in an off-duty capacity as funding permits.</p>
<p>1.5a Provide report on status of CMPD meeting policy changes implemented through the Charlotte Civil Liberties Resolution.</p>	<p>CMPD implemented an Arbitrary Profiling Policy in response to the Resolution & updated all associated current Directives. Policies and Directives are available to the public on CMPD's website (www.cmpd.org).</p>	<p>CMPD provided a report to the NAACP & SAFE Coalition.</p>
<p>1.8a Plan a meeting with the community activists to determine what has been gained from the data collection project.</p>	<p>CMPD is one of the first agencies to publish its data on the website.</p> <p>The External Advisory Committee (EAC) was intimately involved in the development of the Open Data page, and will continue to be engaged with CMPD in the evaluation of its effectiveness.</p> <p>The Police Foundation's assessment will provide activist groups the opportunity to be heard on all of their recommendations and concerns through community listening sessions.</p>	

Pillar II: Policy and Oversight – Developing comprehensive and responsive policies on key topics while also implementing formal checks/balances and data collection/analysis

Activist Groups' Demand	Response	Pending Action
<p>2.3a Give Citizens Review Board meaningful authority. -TF 2.8-</p>	<p>The CRB is an independent board comprised of 11 members of the public who are appointed by the City Manager, Mayor, and City Council. The CRB hears cases involving CMPD employees related to Arbitrary Profiling, Arrest Search & Seizure, Discharge of a Firearm with Injury, Unbecoming Conduct, and Use of Force.</p> <p>CMPD supports State government granting additional authority to the CRB to subpoena witnesses and has sought the support of government officials to authorize subpoena power.</p>	
<p>2.4a Hands Up/Apprehension Policy change. (Also Pillars V & VI) -TF 2.2-</p>	<p>CMPD's Use of Force policy is based on both State and Federal law which require that all force be reasonable, as outlined in <i>Graham v Connor</i>. CMPD policy also stipulates that officers utilize de-escalation techniques when feasible in encounters with members of the public.</p> <p>The CMPD Use of Force Continuum is a guideline to assist officers in assessing which level of control may be appropriate when confronted with a certain level of resistance. Officers will use only the amount of force that is objectively reasonable and necessary under the circumstances.</p> <p>In 1997, Charlotte's City Council established the Citizens Review Board (CRB) to help restore public confidence in the police after a string of officer-involved shootings. The CRB serves in an advisory capacity to the Chief of Police, City Council, and the City Manager. The CRB hears appeals from citizens regarding the decision of the Chief of Police as to discipline for certain allegations of misconduct.</p> <p>In 2015, CMPD instituted Subject Matter Expert Boards (SMEBs) to review Uses of Force, Driving, and Fourth Amendment incidents when requested by Internal Affairs, an officer under internal investigation, or the officer's chain of command. The board reviews the facts of the case and provides feedback whether the officer's actions are consistent with CMPD training.</p> <p>In the spring of 2016, CMPD revised the Use of Force policy to hold officers accountable for incidents where officers instigate the need to rise to a higher level of force during encounters with individuals.</p> <p>The Use of Force Policy has been reviewed by the Police Executive Research</p>	

	<p>Forum (PERF) and also by the EAC.</p> <p>The EAC discussed and reviewed police policies, and Committee members are committed to continuing the work with CMPD to make substantive advances in police-community actions and relations.</p>	
<p>2.7a Reevaluate how warrants are issued – nonviolent offenders cannot be approached by plainclothes officers.</p>	<p>CMPD will review and evaluate warrant service, including the engagement of plainclothes officers in serving them.</p> <p>The Police Foundation’s assessment will provide activist groups the opportunity to be heard on all of their recommendations and concerns through community listening sessions.</p>	
<p>2.8a Revamp of Authority/Lethal Force Training – must be citizen approved. -TF 2.2-</p>	<p>The Police Foundation’s assessment will provide activist groups the opportunity to be heard on all of their recommendations and concerns through community listening sessions.</p>	

Pillar V: Training & Education – Emphasizing the importance of high quality and effective training and education through partnerships with local and national training facilities

Activist Groups’ Demand	Response	Pending Action
<p>5.1a Ensure that all CMPD officers have received all training in compliance with the Charlotte Civil Liberties Resolution and the President’s Council on 21st Century Policing within one calendar year.</p>	<p>CMPD currently conducts mandatory legal training annually for all police officers which remains consistent and compliant with the Resolution.</p>	<p>CMPD is updating its Early Intervention System (EIS) with the assistance of the University of Chicago to provide assurance that the Department is being proactive in detecting undesirable behaviors and addressing them with our employees. The EIS allows us to hold ourselves accountable and take necessary action to remediate issues. It also provides opportunity for training and other interventions to prevent adverse interactions with the public.</p> <p>CMPD and the Community Safety Committee are developing a response document to address each of the 59 recommendations made by the</p>

		President's Task Force on 21 st Century Policing.
--	--	--

011117