



Nov. 30, 2016

The Charlotte-Mecklenburg Police Department accepts the decision of the Mecklenburg County District Attorney's Office following the completion of the State Bureau of Investigations (SBI) look into the incident involving Officer Brentley Vinson and Mr. Keith Lamont Scott.

The lives of both the Scott and Vinson families have been changed forever. One of our officers' had to make the difficult but split second decision to use their service weapon and as a result a life was lost. In these circumstances, it is important that we remain focused on our sworn duty and unwavering commitment to protecting our community along with serving it.

As the community continues to heal, the Charlotte-Mecklenburg Police Department remains committed to identifying solutions that maintain and enhance trust between our officers and the community we serve.

The CMPD is also striving to improve as an organization in the areas of transparency and legitimacy and have taken considerable steps in that regard. Several of those steps include:

#### **Police Foundation Assessment**

The Charlotte-Mecklenburg Police Department has invited The Police Foundation, an independent, non-governmental research organization based in Washington D.C., to review its policies and procedures, as well as, its relationship with the community.

The assessment will result in recommendations for moving forward. The Police Foundation's work will be influenced by and shared with all members of the community.

#### **Additional Issuance of Body Worn Cameras**

The Charlotte-Mecklenburg Police Department recognizes the benefit of body worn camera video concerning officer accountability and transparency. The CMPD is currently exploring the expanded use of body worn cameras.

#### **Release of Body Worn Camera Video**

In order to move forward with developing methods to be more transparent and showcase the incredibly difficult decisions our officers often must make in a split second, it is important for us to take the first step and request to release video to illustrate that.

It will become CMPD's standard practice to petition the court for the release of video(s) from officer involved incidents resulting in the death or serious injury of a citizen.

We expect to make the request of the court as soon as the investigation has exhausted the need for the video or the District Attorney has provided his prosecution decision.

The presiding judge will weigh all the factors, evidence and testimony from the pertinent parties to make the best decision possible.

### **Open Data Release**

The creation of our open source data page is an information source and a step forward in how we share information with the public pertaining to Officer Involved Shooting incidents and Traffic Stop data.

We are an organization comprised of human beings from and within our community. We have a shared interest and a common goal of being able to identify new ways in which to communicate.

This platform, which originated from President Obama's Task Force on 21st Century Policing, provides us an opportunity to do just that.

CMPD members receive implicit bias training as a part of their professional development.

- The Charlotte-Mecklenburg Police Department is steadfastly committed to the highest quality of police training.
- CMPD developed a new training module designed for police recruits.
- The module, facilitated by trainers of the Racial Equity Institute, will help members of the department understand that even well-intentioned people have biases.
- Implicit bias simply means that we as humans naturally all have internal prejudices. However with implicit bias, we don't consciously realize that we have them.
- CMPD wants to increase its sensitivity to diversity.
- CMPD also wants to integrate practical application into other training modules such as community policing, juvenile law and domestic violence.
- The module demonstrates how implicit biases affect what we perceive and see and, unless prevented, affect what we do.
- It also shows that fair and impartial policing leads to effective policing.
- Research has found that individuals who are made aware of their implicit biases are motivated and able to implement "controlled" or unbiased behaviors.

### **President Obama's Task Force on 21st Century Policing**

The Charlotte-Mecklenburg Police Department is committed to the culture shift towards 21st Century Policing. The CMPD has already adopted several recommendations from the task force and continues to identify opportunities to actualize additional recommendations.

### **Citizens Review Board**

The Charlotte-Mecklenburg Police Department continues to explore the possibility of subpoena power for the Citizens Review Board.

### **Building Trust**

The department continually works to build trust and legitimacy with our citizens by focusing on community policing and crime reduction.

CMPD also has made it a priority to train and educate our officers and hold the members of our department to high standards of accountability through policy improvements and consistent review by our internal and external advisory committees.

The department works tirelessly to connect with young members of our community through a multitude of programs the CMPD coordinates, they include:

- COPS & Barbers
- COPS & Kids
- Juvenile Diversion Program
- REACH OUT
- COPS & Kids Learn Spanish
- Latin Community Outreach
- Citizen Accountability Rights and Education
- Project “Unplugged”
- REACH Academy
- Right Moves For Youth (RMFY)
- Academy of Safety & Protection (ASAP)
- High School Academy
- Explorer Program
- Cadet Program

Only by working together to create a constructive dialogue can the CMPD and the citizens establish effective police-community partnerships that are at the heart of keeping our city safe.