



REPORT TO CITY COUNCIL

FROM: Dorothy Ann David, City Manager

DATE: February 5, 2021

SUBJECT: CHAMPAIGN POLICE DEPARTMENT UPDATE SS 2021-005

A. Introduction: The purpose of this Study Session is to report the findings from the Police Department's recently completed public engagement process to obtain community input on its policies, procedures, and the future of policing following local and national calls for police reform. The Administration will propose actions and discuss the next steps for Council consideration. Police command staff will be present at the Study Session.

B. Action Requested: Provide direction to staff on policies, actions, and programs to advance improvements to policing in the City, in response to community input and calls for police reform, including the strategies and next steps proposed in this report.

C. Prior Council Action:

- Police made annual Study Session presentations to Council between 2007 and 2012 ([SS-2007-042](#), [SS-2008-059](#), [SS-2009-058](#), [SS-2010-057](#), [SS-2011-058](#), and [SS-2012-056](#)) to give Council an overview of policing strategies and Department activities.
- Police presented a strategic plan for Council review and input in June 2015 Study Session ([SS 2015-034](#)). Council provided direction to implement the strategic plan that continues to serve as the framework to define the Department's mission, goals, and objectives during planning and operations.
- On May 14, 2019, Police provided Council with information ([SS-2019-015](#)) regarding a Department staffing study and sought direction on addressing staffing concerns identified by the study.
- Police presented department actions and initiatives during an update to Council on March 10, 2020 ([SS-2020-008](#)). Council supported the Police Department's 2020 priorities and initiatives at that time.
- Police presented a Department update on July 10, 2020 ([SS-2020-019](#)) about its 2020 priorities, policies, and procedures following national calls for police reform following the May 25, 2020, death of George Floyd. Council provided direction for the Police Department to continue with its 2020 priorities and to initiate a public engagement strategy to obtain community input on the future of policing in the City.

D. Summary:

- Over many years, nationwide discussions, movements, and actions have centered on police accountability and the criminal justice system's role in perpetuating unjust and

discriminatory practices that disproportionately affect Black/African Americans and individuals of color.

- Concerns have been raised on a local, state, and national level regarding police use of force and its disproportionate impact on communities of color. A series of high-profile incidents broadcast across the country have documented deadly encounters between police and individuals, escalating public concerns about race and justice and calls for policing and criminal justice system reforms.
- The August 2014 shooting death of Michael Brown by a police officer in Ferguson, Missouri, sparked civil unrest and vigorous debates focused on criminal justice and policing reform.
- The [State of Illinois Police Reform Act of 2015](#) was introduced in February 2015 and became a State law in August 2015. The law covers several policing reforms, including the prohibition of chokeholds and rules and guidelines for in-car and body-worn cameras.
- In May 2015, the United States of America Presidential Task Force published the [Final Report of the President's Task Force on 21st Century Policing](#) that details recommendations to strengthen public trust and foster better relationships between law enforcement and the communities they protect.
- In June 2015, Council directed staff to begin implementation of the [Champaign Police Department Strategic Plan](#), which included best practice recommendations from the *Final Report of the President's Task Force on 21st Century Policing*. The Strategic Plan is divided into four core building blocks with over 70 action steps focused on community policing efforts and the Department's overall mission.
- Since the approval of the Strategic Plan in 2015, the City, through its Police Department, has taken a number of actions to implement the plan and provide professional law enforcement services in response to the community's changing needs, including: updating in-car cameras and purchasing body-worn cameras, establishing a regular review of all use of force incidents including members of the public on the internal Use of Force Review Committee, community engagement opportunities for officers, creation of the Citizen Review Subcommittee of the Human Relations Commission to review police complaints, intelligence-led policing, signing onto the [2018 Illinois Association of Chiefs of Police \(ILACP\) and the Illinois National Association of the Advancement of Colored People \(NAACP\) Shared Principles agreement](#), use of force policy and procedure reviews and Illinois Law Enforcement Accreditation Program (ILEAP), and implementation of new internal affairs software.
- On May 25, 2020, George Floyd was killed during a police officer's use of force involving Minneapolis Police Department police officers, which sparked nationwide protests and calls for action involving broad societal and policing reform.
- A June 3, 2020 town hall meeting hosted by former President Barack Obama recommended that communities immediately adopt eight best practices for law enforcement policies and practices, including the following policies: ban chokeholds and strangleholds, require de-escalation, require warning before shooting, require exhausting alternatives before using deadly force, an officer's duty to intervene, ban shooting at moving vehicles, a use of force continuum policy, and requirements for comprehensive reporting.
- In July 2020, The Police Department's [Use of Force Policy 1.3](#) was revised to include de-escalation, an explicit ban on chokeholds, and officers' duty to intervene during an unlawful use of force. These policy revisions had been longstanding practices of the Police

Department and are now incorporated into the formal policy language. The revisions put the Department in compliance with the “8 can’t wait” best practices for law enforcement to adopt.

- During Fall 2020, Police Department and City staff hosted a series of public engagement opportunities to facilitate enhanced discussions about policing practices and strategies with the community to help learn their perspective. Five community listening sessions were scheduled, followed by multiple community and youth study circles. The design was intended to promote active, meaningful communication to help generate ideas and capture actionable information to assist police reform policy and decision-making.
- The City of Champaign Police Department is seeking Council direction on the next steps to improve the Department’s services, including feedback on the suggestions provided in this report by staff.

E. Background:

1. Historical Context. Over many years, local and national discussions, movements, and actions have centered on police use of force, accountability and the criminal justice system’s role in perpetuating systemic racism and discriminatory practices that disproportionately affect individuals of color. This has led our local community to protest racial inequity and injustice across society, with a primary focus on policing. Events that have had a role in forming the local and national discussions and calls for action for police reform include:

- a. Death of Kiwane Carrington in Champaign, Illinois.** In October 2009, a Champaign Police officer-involved shooting led to the death of 15-year-old Kiwane Carrington.
- b. Champaign County Community Coalition.** In 2012, the Champaign County Community Coalition was formalized to help improve community-police relations, specifically among Black/African Americans and law enforcement, to reduce community violence, enhance community engagement and youth development, and to strengthen mutual advocacy. The Police Department has been an active partner of the Champaign County Community Coalition since its inception.
- c. Death of Michael Brown in Ferguson, Missouri.** In August 2014, a police officer in Ferguson, Missouri, fatally shot Michael Brown, sparking protests and vigorous debates focused on criminal justice and policing reform.
- d. State of Illinois Police Reform Act of 2015.** In February 2015, the State of Illinois legislature introduced the Police Reform Act of 2015 that became effective in August 2015. This law addresses a wide range of policing reforms, including: establishing police body-worn camera guidelines and set rules for in-car video cameras, collecting data to help end stop and frisk discriminatory practices, creating a police officer professional conduct database, mandating an independent investigation of officer-involved deaths, expanding police training requirements, prohibiting the use of chokeholds by police officers, clarifying the process to appoint a special prosecutor, creating the Commission on Police Professionalism, establishing standardized monthly

crime reporting, and increasing resources and accountability to improve the State's crime lab.

- e. **United States of America Presidential Task Force.** Following the events sparked by the fatal shooting of Michael Brown in Ferguson, Missouri, President Barack Obama signed an [Executive Order](#) creating the Task Force on 21st Century Policing. The task force engaged multiple stakeholders to participate in this process, including local, state, tribal, federal officials, technical advisors, young leaders, non-governmental organizations, and the public. The task force convened listening sessions and heard testimony, including proposed recommendations from invited witnesses and the public, including law enforcement representatives, community leaders, academics, and youth leaders. The [Final Report of the President's Task Force on 21st Century Policing](#) was published in May 2015. The report identifies best policing practices and offers recommendations on how those practices can promote effective crime reduction while building public trust using six main pillars: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Officer Training and Education, and Officer Safety and Wellness.
- f. **Death of George Floyd in Minneapolis, Minnesota.** On May 25, 2020, George Floyd was killed during a police officer's use of force involving Minneapolis Police Department police officers, which sparked nationwide protests and calls for action involving broad societal and policing reform.
- g. **"8 Can't Wait."** On June 3, 2020, former President Barack Obama hosted a town hall meeting and recommended that communities immediately adopt eight best practices for law enforcement policies and practices, including the following policies: ban chokeholds and strangleholds, require de-escalation, require warning before shooting, require exhausting alternatives before using deadly force, an officer's duty to intervene, ban shooting at moving vehicles, implement a use of force continuum policy, and requirements for comprehensive reporting.
- h. **The United States Conference of Mayors Report on Police Reform and Racial Justice.** In August 2020, following longstanding concerns about the nature and effects of policing involving Black Americans and other minority residents, the United States Conference of Mayors issued their [Report on Police Reform and Racial Justice](#). The report builds upon previous efforts to address police reform, including the May 2015 report of the President's Task Force on 21st Century Policing, which served as a foundational roadmap to the Department's 2015 Strategic Plan. The report offers advice and counsel for cities to support real and lasting change, focusing on six core principles: trust and legitimacy, redefining the role of local police and public safety, the sanctity of life, equality and due process, community, and transparency and accountability to reinforce constitutional policing.
- i. **Criminal Justice Reform Bill HB 3653.** On January 13, 2021, the General Assembly passed a sweeping omnibus bill to address criminal justice reform in Illinois. If signed

into law by Governor Pritzker, the legislation will be effective on July 1, 2021, although some provisions have subsequent implementation dates.

Among other things, the bill would eliminate cash bail for non-violent offenders, requires all police officers to wear body cameras, expands use of force guidelines and training requirements for police, expands prohibits on chokeholds, requires permanent maintenance of police misconduct records, creates a uniform system of police certification and de-certification, and authorizes the Attorney General's Office to investigate and prosecute patterns and practices of unconstitutional policing.

Many of the bill's amendments have already been implemented by the City of Champaign Police Department, for example the use of body worn cameras. The Police Department and City Legal are working together to fully understand what is required to implement the provisions of the new legislation. Specifically, staff is working to identify existing City policies or practices that will need to be amended to comply with the changes in the law. Most of the impact to local police departments apply to police conduct, training requirements and new processes to be established by the Illinois Law Enforcement Training Standards Board related to certification and labor relations.

2. Public Engagement. Public interest in police reform topics reached an historic juncture in the United States in the aftermath of George Floyd's May 2020 death. On June 3, 2020, former President Barack Obama promoted a [mayoral pledge during a Town Hall meeting](#), asking mayors to commit to a series of police reform actions. On June 19, 2020, Mayor Deb Feinen received a confirmation email for signing the mayoral pledge. Among the actions requested, President Obama urged municipalities to engage their communities by capturing a diverse range of input and then reporting the findings.

At the July 10, 2020 Study Session, Council directed the Police Department to embark upon a series of public engagement opportunities to help foster enhanced community discussions about policing practices and strategies for the future. The goal of this process was to invite diverse community input to inform future decisions of the City about Policing policies and services in Champaign. The public engagement process began with five moderated community listening sessions, followed by a series of facilitated study circles, helping to inform the community's vision for policing and the broader desires and needs of the public.

Engagement opportunities were promoted via press release, the media, social media, City website, CGTV, and through the Community Coalition. The listening sessions and study circles were limited to electronic participation through the Zoom meeting platform to remain in compliance with COVID-19 public health protocols.

a. Community Listening Sessions. The Police Department convened a series of virtual community listening sessions, or "Town Hall" meetings, to listen and learn from the public about their concerns and future vision for policing practices, strategies, and engagement. These sessions were held on five dates: Thursday, Sept. 24, 6-8 p.m.; Tuesday, Sept. 29, 6-8 p.m.; Saturday, Oct. 3, 1-3 p.m.; Friday, Oct. 9, 1-3 p.m.; and Tuesday, Oct. 13, 6-8 p.m. The listening sessions were open to anyone wishing to

participate. Chief of Police Anthony Cobb and Police command staff, City Manager Dorothy David, and City Council members were in attendance during the listening sessions.

Each listening session was led by moderator [Dr. Travis L. Dixon](#), Professor of Communication at the University of Illinois at Urbana-Champaign. Throughout the five listening sessions, the City heard 75 total comments. Several community members attended more than one session and reiterated their major points across multiple listening meetings. Of the 75 total comments, there were approximately 55 unique comments, offering concerns, suggestions, or general comments. Dr. Dixon's final report for the City of Champaign's listening sessions is attached hereto as Attachment A. The full video recordings of the listening sessions have been [posted on the City's website](#).

The major themes provided by the public during the listening sessions include:

- i. The Role of Police.** Several commenters acknowledged a need for the City to review police calls for service and corresponding models of response. The phrase “defund the police” was referenced, but the phrase was used to convey a variety of suggestions and goals by different individuals. In the context of the listening sessions, the term “defund the police” was often used to support allocating funds and resources to community-based programs or alternate staffing models such as the use of social workers or other subject-matter experts who are trained to intervene in non-violent or non-criminal calls. Examples of situations where a non-police response was suggested included calls involving persons needing mental health support or residents without addresses. While police are first responders, community input suggests that does not mean the police are the appropriate first responder for every need. A number of persons participating in the listening sessions expressed concerns that law enforcement is often unprepared to respond to certain non-criminal calls requiring skills that fall outside their scope of police training and expertise. An evaluation into how the City strategically deploys police resources to complement the community's social service needs was commonly referred to, including co-responder models or secondary responders.

Examples of co-responder models suggested by community members included [Eugene, Oregon's Crisis Assistance Helping Out On The Streets](#) (CAHOOTS) model, and the Mental Health Center of Denver (Colorado) Support Team Assistance Response (STAR) Program.

- ii. Trust and Legitimacy.** Listening session input confirmed that a lack of trust continues to exist locally between the police and communities of color, especially among Black/African Americans. Community input reinforced that this remains one of the most significant issues facing law enforcement today. When officers have strong ties with the community, they are better positioned to address crime and guard public safety. Some members of the community acknowledged that the Champaign Police Department has made some positive efforts to address this lack

of trust; however, fostering stronger community partnerships and engagement to address shared problems continues to need improvement, especially in neighborhoods disproportionately affected by crime and violence. Community policing should emphasize working with neighborhood residents to promote public safety and implement solutions together.

Additional comments addressed the lack of diversity within the Police Department and that a more representative workforce within the Department may help cultural responsiveness.

- iii. Training.** Many commenters emphasized that police contacts with members of the community must be impartial and free from bias to begin addressing systemic racism within the criminal justice system. Community input suggested advanced training, including implicit bias training and de-escalation training, is necessary to help influence behavior that may be outside of an individual’s conscious awareness. An example given included an officer who may unknowingly put their hands on their firearm during a routine interaction with a Black constituent and the subsequent concern it may create as a result. Commenters also acknowledged that law enforcement officers would benefit by improved communication training and skill-building. Especially among communities of color, the initial interaction between an officer and an individual carries significant importance, and improved self-awareness, communication and body language may foster a more positive interaction.
 - iv. Education and Transparency.** Some comments indicated the community-at-large might not be aware of the Department’s policies and procedures, efforts made to date to address community concerns, and the issues that the City continues to work toward improving. Community members suggested that the Department should do more to help publicize its policies, advancements, and work. Enhanced community information sharing would support community policing by allowing community members to easily access information and have more regular opportunities to provide feedback on how the Champaign Police Departments policies and activities are impacting individuals, neighborhoods, and the community overall.
 - v. Officer Support and Wellness.** The listening sessions also included some comments supporting local law enforcement and their necessary role in the community. A number of participants mentioned that officers have a demanding workload and recognized that an officer’s mental and physical health is impacted by stress of the job, which may impact their job performance. Some participants suggested implementation of regular evaluations for officer welfare to help identify any underlying problems and to ensure suitability for performance, in addition to ensuring their general well-being.
- b. Study Circles.** Upon completion of the community listening sessions, the public was invited to engage in more in-depth discussions about the future of policing through a

series of virtual study circles held on Nov. 12, Nov. 20, and Dec. 7. The goal of study circles was to bring participants together to discuss policing topics in an interactive and collaborative manner. The discussions were facilitated by community volunteers and paired residents with police representatives to engage in dialogue by sharing their observations and suggestions around public safety. Registration to participate was open to anyone in the community, with priority offered to Champaign residents. Approximately 58 residents participated, not including community facilitators or note takers. A roster of participants and community facilitators is attached to this report as Attachment B.

To help foster conversation, the facilitators had a series of prepared questions that were based on input received during the listening sessions. Discussion topics during these sessions included:

- Police-community race relations continues to be an area that needs to be addressed, evident by months of protests and calls for action around police reform. What observations or challenges do you see that exist between law enforcement and minority communities, and how can law enforcement begin to take steps to strengthen trust? Is there a specific area you wish to see reformed?
- What does community policing mean to you?
- One challenge law enforcement often has is public education and how the community may not understand law enforcement policies or procedures. Is this a problem, and do you think more public education around this is important to help foster understanding and awareness? If so, how would you suggest it be done?
- Generally, what do you believe the role of police should be, if any, responding to mental health and related social hardship calls? Should they be the first responder? A co-responder who accompanies a social, medical, or mental health professional? Or wait to respond until directed by a social, medical, or mental health professional?
- Hiring officers who reflect our community values of diversity, inclusion and equity is important not only to external relations but also to increasing understanding within the police department. How can we do a better job of increasing diversity in our police department?
- What types of training and education is important for you to see in your police department? For instance, crisis intervention training? Implicit bias and cultural responsiveness training? Use of force training? De-escalation training? Or others that are important to you related to police training and education?
- General discussion. Open it up for the group to discuss other issues they may want with the time remaining.

With support from City of Champaign's Office of Equity, Community and Human Rights, additional study circles were held with multiple youth groups. The City additionally engaged Chinese-, Spanish-, French-, and Q'anjob'al-speaking residents through its partnership with the New Welcome American Center, whose goal is to help make our community a place where all immigrants can thrive and flourish.

The notes from the Study Circles are attached to this report as Attachment C. Study circle themes and comments received included:

- i. **Police Community Relations.** Many participant comments were consistent with the public input received during the listening sessions. Participants acknowledged the existing challenges between law enforcement and communities of color. They also acknowledged it is important to understand the history of policing and that law enforcement policies and systems may have led to an unjustified disparate impact against Black/African Americans. This has led to decades of mistrust, causing Black/African Americans and other individuals of color to not view the police in the same way white communities do.

The “power dynamic” of an officer was commonly referred to, and the disparities that exist in crime rates for minor offenses by Black/African Americans. Participants emphasized the importance of a sworn officer to understand that a power dynamic always exists when he or she responds to a call for service. Officers should not focus on exercising that authority as a tool but rather use facts and circumstances to guide their use of authority. Much discussion also involved the importance of transparent, initial communication to support positive interactions – officers should always disclose their reason for interacting upfront, and that officer humility is important regardless of the circumstances.

Discussions also addressed accountability, and that improved police-community relations require trust in the Citizen Review Subcommittee and the internal Use of Force Review Committee, commonly referred to as “the police review board.” Participants also suggested that the City needs to do a better job of promoting access to the police complaint process by sharing more information with the public about the process for filing a complaint, how complaints are reviewed and investigated, and the role of the Citizen Review Subcommittee.

- ii. **Community Policing.** A central question to this topic was “how do we create bridges that last?” Discussion around community policing involved more opportunity for police to interact with the community and serve as role models, embracing a “guardian” mindset rather than a “warrior” one. There was support for the Department’s community engagement initiative; however, participants noted the importance of diversifying and strengthening engagement. In neighborhoods disproportionately affected by crime, residents do not wish to see an officer only when things are going bad, but to see officers present and building relationships in a non-enforcement capacity. Police representatives talked about the enjoyment they receive from community engagement, but time limitations exist given current staffing levels.

Additional perspectives suggested community policing is not working, the police possess too much power and that police authority should be delegated to other subject-matter experts in the community.

- iii. **Residency.** The idea that police officers should live within the city limits was commonly discussed. The support for it by many study circle participants was to help officers become more culturally aware of Champaign neighborhoods, and to improve civic engagement – not just on duty, but in the time they spend off duty getting to know residents more personally. As the discussions progressed, many participants suggested residency was largely to encourage more neighborhood engagement and the development of interpersonal relationships, acknowledging the challenges of requiring residency.
- iv. **Community Response.** The general consensus supported looking more closely at co-responder models, especially involving calls related to mental health. Importantly, the discussions involving our community’s response to non-emergency, non-criminal calls also included how the community can do more, and not just the role of police. Police representatives generally agreed that there are calls for service where law enforcement may not be suitable as a first responder. Additional input involved law enforcement serving as a secondary responder to other subject-matter experts to address community needs.

The discussion involving community response was supplemented by community members who believe there needs to be enhanced diversion and restorative justice programs as an alternative to police or court involvement to help target the underlying problems that lead to criminal behavior and more programs to support victims and offenders to prevent future re-offending, especially for community youth.

- v. **Training.** Study Circle participants supported additional training of officers in a variety of areas. Training topics commonly mentioned were implicit bias, use of force and de-escalation training, the IACP and NAACP Shared Principles Agreement, communication skills, and the history of policing and its impact on communities of color.
- vi. **Community Education.** Access to community education into police practices, policies and procedures remains a challenge. Recommendations offered to improve transparency include creating a community advocate position/role that could serve as a liaison between community members and police to help strengthen information sharing. A lack of understanding about the role of law enforcement and individuals’ rights and responsibilities can often lead to misunderstanding during an interaction. One an example given was a pamphlet produced by the City, “Know Your Rights,” explaining an individual’s rights and responsibilities during traffic stops, and the steps the officer will take during a stop. This was viewed positively.

A principle within the NAACP & IACP Shared Principles Agreement states, “We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.” A number of study circle participants agreed that the Department and the community would benefit from increasing public education activities.

vii. Immigrant Community. During the discussions with representatives of immigrant communities, many acknowledged similar concerns shared from the listening sessions and other study circles. The language barrier continues to impact the relationship between immigrant communities and police. Participants shared that a lack of understanding by police about how their cultural background can uniquely affect them and cause reluctance to have contact with law enforcement, such as reporting a crime. Another challenge is a lack of information available to them about the role of local police, since individuals from other countries or cultures may perceive police differently. Participants also emphasized a need to reiterate the City’s commitment to protect crime victims and witnesses regardless of their immigration status. Participants supported the need for a liaison officer to help advance cultural understanding and trust building.

viii. Workforce Diversity and Officer Mental Health. Participants encouraged more diversity within the police department, while others suggested it might not improve police-community relations as much and that the root of the problem is systemic in nature. Additional comments include the stress and workload officers are asked to handle, supporting officer wellness and an assessment into law enforcement calls for service.

c. Online Questionnaire. An online questionnaire was developed through the City’s website to provide additional flexibility for the public to provide input on public safety and policing services. A total of 23 respondents took the questionnaire, and responses could be made confidentially. The responses to the questionnaire are attached to this report as Attachment D.

Respondents could choose to answer each question, or only answer the question(s) they preferred. The questionnaire sought input on the following discussion topics:

- What areas are most important to you when discussing overall improvements to the Champaign Police Department? For example, improved police-community and race relations, or to the citizen review complaint process, among others. Please identify and share.
- Champaign Police respond to approximately 60,000 calls for service annually. Are there calls for service you believe police should not be responding to?
- If you could identify your future goals for the Champaign Police Department, what would they be?

- How do you define community policing?
- What characteristics do you expect in a police department?
- Is there anything else you would like to share with the City regarding your vision for the future of public safety in Champaign, including potential changes you would suggest?

The general themes of the respondents' comments were consistent with the public comment heard during the listening sessions and study circles. This includes improving race relations and equity; allocating resources from the police department to social service and mental health needs; reducing the scope of responsibility from the Department; officer accountability and improvements to the Citizen Review Complaint Process; and to continue to build trust and work collaboratively with community organizations to establish common goals and initiatives.

Additional input included support for law enforcement and the importance of their role in the community, with input indicating a concern over the rise in violent crime – notably shootings – and the need to maintain public safety.

d. Police Employee Input. Input was also solicited from employees of the Champaign Police Department during three internal Zoom meetings with the Chief of Police and command staff. During these meetings, employees were asked to share their perspectives on the challenges and opportunities facing law enforcement.

- i. Operations.** Police administration and officers acknowledged there has been an increased demand for police services over time, some of which may not be appropriate for law enforcement to serve as the 'first responder.' Support for co-responder models exists internally if they can be done so safely and efficiently. There is a general concern regarding the impact of police reform and how it may affect overall public safety.
- ii. Recruitment and Retention.** Law enforcement recruitment numbers continue to be in decline across America, which negatively impacts the services a Department can provide. Staffing levels remain a concern for employees. Currently, officer strength for the Department is 125. There are 28 officer positions that are termed unserviceable or, in other words, a full-time police position that is not available for full duty, with 12 being vacant positions. The additional 16 vacancies are related to an officer in a light or duty injury status (7), currently in the field training program (5) or attending school at the Police Training Institute (3). One officer is away on long-term military deployment.

The Department also recognizes the need to improve diversity within the workforce through the recruitment and hiring of more females and racial/ethnic minorities. According to the City of Champaign's 2019-2020 Affirmative Action Audit, the Police Department's workforce breakdown by race and gender as of June 30, 2020 included 101 white males, 26 white females, 10 Black males, 2 Black females, 3 Hispanic males, and 3 non-white males.

- iii. **Officer Safety and Wellness.** Under the increasing scrutiny and pressures facing law enforcement and the nature of the work, officers expressed that additional resources should be explored to ensure the physical, mental, and emotional health and the safety of officers and their families.

This is supported by the recommendations from the United States Conference of Mayors 2020 Report on Police Reform and Racial Justice. The report indicates that police officers have an outsized risk of adverse physical and mental health outcomes, and officer wellness directly affects quality of life, job performance and their interactions with community members. Because officers are exposed to a wide range of stressors as part of their daily routines, mental and physical health checkups should be made available on an ongoing basis to help identify any early warning signs for resources an officer may need.

- 3. **Possible Actions in Response to Community Input.** Following the July 2020 Study Session, and in response to input received by the community, the Police Department has begun to explore and support new programs to improve police services and has identified additional proposals for Council consideration. These include:

- a. **One Door Co-responder Pilot.** An important question currently being asked by our community is how can we make sure that the proper care is being provided for an individual need? When community members place an emergency call for service, emergency services that can be dispatched are either emergency medical, fire or police services. Often when the situation does not warrant a medical or fire response, the police are dispatched to the call, regardless of whether it is criminal in nature. This has put the Police in the position of first responder to a wide variety of urgent problems or needs, where other expertise might be more appropriate. One local initiative to address this has been the One Door initiative being piloted in the City of Urbana.

One Door is a 24-hour convenient care for a non-medical crisis open to anyone in the community, including our most vulnerable citizens. The individual in crisis will be offered stabilization and a referral to the appropriate specialist for treatment. The goals of One Door are to provide an alternative to arrest or emergency room admissions; offer additional options of care; education and awareness between social services, law enforcement, consumers, and other stakeholders; and advocacy. The timeline for the One Door pilot to begin is currently under review.

In August 2020, the City of Urbana announced the One Door Pilot initiative to improve resources and response to those in crisis and to strengthen collaboration amongst community stakeholders, service providers, and law enforcement. It enhances, but does not replace, current resources while decreasing law enforcement contact. The initiative is a collaboration between local agencies, and the Champaign Police Department has been active in the program development along with other county law enforcement agencies. Local law enforcement is partnering with Rosecrance and healthcare providers, and the hope is that if the pilot in Urbana is successful, One Door can be expanded to include the City of Champaign. The Champaign Police will continue to collaborate and support the

Urbana pilot and will share additional information with the City Council as the pilot initiative is implemented.

- b. Improvements to Citizen Complaint Process.** The City of Champaign Citizen Review Subcommittee (CRS) is responsible for promoting public confidence in the professionalism and accountability of the Police Department and to make policy recommendations to improve community-police relations. In October 2020, following a 2019 recommendation by the Citizen Review Subcommittee, the Police Department’s [Internal Affairs – Complaint Procedures Policy \(52.2\)](#) was updated to improve the existing police complaint process by offering mediation as a meaningful option to resolve conflicts that community and police may have about their interactions with each other. The changes created the Community Mediation Program (52.2.3). To date, the Community Mediation Program has been utilized on one occasion, January 12, 2021, which led to a successful resolution. The Department has additionally extended the time frame to submit a formal complaint from 30 days to 60 days. New state legislation does not require the Police Department to change its citizen complaint process or policies. However, the legislation as currently constructed will allow citizens to file complaints, even anonymously, with the Illinois Law Enforcement Training and Standards Board (ILETSB). The ILETSB would then have the autonomy to determine if an investigation should be opened. The ILETSB could conduct their own investigation or require the Police Department to directly assume responsibility of the investigation into the complaint.

The CRS provides annual recommendations to the Chief of Police for consideration. Their most recent recommendations were presented in November 2020. The recommendations are currently under review, and after receiving Council input on the policing priorities for the future at the February 9 Study Session, the Chief will prepare a formal response to the CRS recommendations. The Champaign Citizen Review Subcommittee’s 2020 Annual Recommendations are attached to this report as Attachment E.

- c. Calls for Service Assessment.** As the community has grown, the City has seen increased demand for baseline police services and a rise in violent crime. With only a modest growth of police officers since 1995, the Department has noticed two specific trends that impact our community and the inability to engage with our citizens effectively. Call stacking and call saturation occurs when the demands for police services are greater than the police resources available. This results in longer wait times for citizens who need assistance, and the inability for law enforcement to proactively address crime.

As mentioned previously in this report, at the root of local and national police reform conversations are the questions, “What is the appropriate role of police?” and “Should the Police continue to be the first responder for all of the situations that they are currently called upon to address?” Based upon community input, members of the Champaign community want the City to consider alternative service models to provide public safety services, focusing police resources on crime prevention and enforcement and calling upon other trained professionals to provide other crisis intervention services. To help

advance the understanding into the role of police moving forward, the United States Conference of Mayors in their report on Police Reform and Racial Justice recommended cities and police departments analyze their calls for service to assess community needs, police resources and then strategize the appropriate responder for different circumstances.

To help accomplish this, the Department recommends an evaluation of historical calls for service, assessing trends and the priority classifications that are associated with call demand.

Priority call classifications include:

- Priority 1 are calls for service that are in-progress, involve injury, or the suspect is still on the scene, and the potential for violence exists (shootings, domestic battery, armed robbery, burglary in progress).
- Priority 2 are incidents where a suspect is known but not on the scene, or the suspect is present, but no violence exists (theft report or shoplifter in custody).
- Priority 3 are generally order maintenance or quality of life issues (loud music complaint or parking complaint).

In 2018, 2019 and 2020, approximately 50 percent of calls for service were for priority 3 calls, indicating a large volume of police response was for services where there is no perceived threat or identified damage to person or property. A deeper evaluation into the distribution of calls for service can provide valuable data as Council considers future changes to City ordinances and Police policies. This process can also include additional public and neighborhood engagement, prior to bringing policy recommendations forward for future Council consideration.

- d. Community Service Officers.** The Police Department also is proposing that the City explore the creation of Community Service Officer positions within the City. Having a liaison, or advocate, to improve the connection between residents and sworn law enforcement was often suggested by members of the community during the recent public engagement process. Community Service Officers would be civilian employees who coordinate with the patrol division to perform regularly assigned duties. Successful models for Community Service Officer programs can be found throughout Illinois and nationwide.

Community Service Officers would have a limited range of responsibilities designed to support the Department's operations. If Council determines that these positions should be a part of the City's public safety services, Community Service Officers could also be responsible for responding to and investigating non-criminal, non-violent order maintenance and quality of life calls, plus offer information and assistance to the public. Community Service Officers may respond and help in several areas, potentially including:

- Emergency vehicle breakdowns
- General complaints, e.g., fireworks

- Juvenile diversion
- Loitering
- Non-injury traffic collisions
- Special event assistance, traffic, and crowd management
- Vandalism
- Welfare checks

If Council is interested in exploring this concept further, staff will conduct additional research on community service models across the country and schedule a future Study Session for further discussion and consideration.

- e. **Enhanced Training Curriculum.** Training and education are becoming increasingly important for law enforcement as society becomes more interconnected and the responsibilities of law enforcement evolve. Contemporary policing requires training on the skills necessary to address the needs of a today's society. Officer training must include an emphasis on community building, equity, and justice, as much as training in new technologies and tactical skills. The community input suggests that new training should be adopted to help support officer performance and the social interactions they are required to have as a byproduct of the profession.

As part of the recently passed State legislation on police reform, new in-service training requirements for police officers include training on implicit bias, racial and ethnic sensitivity, and law updates on emergency medical response and officer wellness and mental health. The extent to which the required training will be provided and implemented by the State is unknown. Staff will be monitoring whether a mandated training curriculum will be implemented and provided by the State as well as the extent to which the City will have the discretion to establish its training priorities and still meet statutory requirements." Even upon implementation of the new State mandated training requirements, the City may elect to pursue additional training in areas identified by community input, including improved communication techniques and the principles within the NAACP/ILACP Shared Principles Agreement.

- f. **Improved Feedback on Customer Service.** Community input into the future of policing and public safety will require an on-going dialogue between the City, its residents, and stakeholders. Accordingly, the Police Department recommends implementing new strategies to cultivate trust, communication, and improved community-police partnerships.

The Department is interested in learning more about the opinions of persons they serve in a timely manner. One possible method to accomplish this is by offering a survey for individuals to take immediately following an interaction with a police officer. The goal of such a survey would be to identify opportunities for improvement and measure general trends in customer satisfaction to become more responsive to our community's needs. Creating a more direct line for individual feedback on police services is consistent with public input that has been received by the Department.

For example, more police departments are beginning to provide a business card or handout for officers to give to individuals involved in police interactions that contains a QR code to provide easy access to an online survey where an individual can then go to provide feedback on the services they received. Examples of police customer satisfaction surveys include the [Livermore \(CA.\) Police Department](#), the [City of Peoria \(AZ.\) Police Department](#) and the [Town of Bedford \(N.H.\) Police Department](#).

The Department is requesting Council input on creating a customer satisfaction survey, and the types of questions that are recommended to be included to help measure behavior, competency, professionalism, and services received. The City has the technology and website capability to pursue this initiative.

4. Next Steps. If Governor Pritzker signs Criminal Justice Reform Bill HB 3653, the Police Department will begin to prioritize its time and efforts to ensure it is compliant with the new legislation by the effective dates. The Department and City Legal are continuing to evaluate the proposed legislation and its specific impacts to the City.

After receiving and incorporating Council input received at the February 9 Study Session, staff will begin to research and/or implement the initiatives supported by City Council, including any or all of the actions recommended in this report or additional initiatives that Council directs. The Administration will schedule future Study Sessions as needed to obtain additional Council guidance and direction prior to implementing any changes to City ordinances or police service models. Additional opportunities for public engagement and input will also be built into these processes. There may be some need to explore additional budget resources to support staffing changes and additional training, and some elements of these initiatives may impact contract negotiations with employee unions. Staff anticipates that much of this work will continue on an ongoing basis and serve as a high priority for Police Department Administration through the 2021 calendar year. Staff also anticipates that additional Council input and direction on the future of policing in the City of Champaign may be provided during the City Council goal setting process later this year.

F. Alternatives:

1. Provide direction to staff on policies, actions, and programs to advance improvements to policing in the City in response to community input and calls for police reform, including the strategies and next steps proposed in this report.
2. Do not direct staff to proceed with the proposed strategies and next steps described in this report and provide alternate direction to staff.

G. Discuss of Alternatives.

Alternative 1 would allow staff to begin research and data collection and conducting additional public engagement to further explore initiatives to improve police services within the City, based upon Council direction. Future Study Sessions will be scheduled as needed to provide updates to Council and the public on the initiatives receiving Council support prior to implementation.

a. Advantages

- The Department’s proposed actions are based upon public input to improve equity, community-police relations, and to advance the needs of the community. Input provided by the community aligns with the President’s Task Force on 21st Century Policing and the United States Conference of Mayors Report on Police Reform and Racial Justice.
- Takes additional steps to implement improvements to police services in a manner that is consistent with community expectations and current community needs.
- Helps to set future priorities for the allocation of police staffing and public safety resources.
- Builds on existing community partnerships to develop more effective models for crisis response services within Champaign County.
- Most proposed actions can be accomplished within existing budget authorizations.

b. Disadvantages

- The proposed actions will take additional time to research and to discuss further with Council prior to implementation, and some members of the community may prefer the City implement reform actions more quickly.
- May require increased or additional budget resources to address some initiatives and priorities, particularly to fund additional training costs in response to State requirements and community input.

Alternative 2 would provide Council with an opportunity to provide direction on other methods to respond to community concerns regarding policing.

a. Advantages

- Specific advantages would depend on the direction provided by Council.
- Council could provide alternative direction that could more effectively fulfill the Police Department’s mission and respond to community needs.
- Deferring or discontinuing some initiatives could save some financial resources or staff time that could be allocated to other priorities.

b. Disadvantages

- Members of the community have already shared their thoughts with the Council regarding potential changes to policing practices and will likely expect that the City Council will pursue ideas that the public has suggested.

H. Community Input. The process to develop this report included broad community input provided through a series of listening sessions, study circles and an online survey. Additional input components to this report include feedback by Police Department staff and police reform recommendations offered by leading public administration organizations.

Community input will continue to play an important role in how public safety services are delivered or reformed. The Department is committed to building lasting collaborative relationships with the community, and ensuring its policies and practices are informed by a diverse range of voices. Individuals will be able to comment at the Study Session on February 9, 2021, and at future City Council meetings when action on the proposed actions and strategies are discussed.

I. Budget Impact. The Criminal Justice Reform Bill amends the Illinois Police Training Act to require at least 30 hours of mandatory training to be completed every three years in enhanced Crisis Intervention Training (CIT). The City currently pays \$19,588 annually to the Illinois Law Enforcement Training and Standards Board (ILETSB) to provide in-service training to its officers. The majority of this training is done during regular hours, however, occasionally, when staffing numbers are low, training is conducted during overtime hours. The additional CIT required under the bill will be provided by the ILETSB. However, the bill did not appropriate the necessary funds to the ILETSB to implement the training provisions of the bill. Communications from the Black Caucus indicate that a trailer bill will follow to provide a dedicated funding stream to support the training aspects of the bill. Along those lines, it is possible that when ILETSB upgrades its training program that they will increase their fees to local agencies that participate in the training. The potential budget impacts of the bill will continue to be analyzed by staff as more information becomes available. If Council is interested in adding additional training requirements for Police Department personnel, some additional funding may be needed, but staff will evaluate future budget impacts prior to implementation.

The budgetary impact of implementing Community Service Officers is not known at this time and will be explored during the Department's research. It will be reported back to Council at a future Study Session. There are no near-term budget impacts anticipated for the other actions recommended in this report.

J. Staffing Impact. Police Department staff and staff from the Office of Equity, Community and Human Rights spent approximately 200 hours of staff time to plan and host the listening sessions and study circles and summarize the public input.

The additional CIT includes in-service training by ILETSB for implicit bias, racial and ethnic sensitivity, and law updates on emergency medical response and officer wellness and mental health. Based on the amendments affecting training, police officers will spend an additional 10 hours per year on ILETSB in-service training required under the bill.

The Police Department will coordinate with City Staff as needed, including City Legal, the City Manager's Office, the Finance Department, the Human Resources Department, and the Office of Equity, Community and Human Rights, to pursue the direction provided by Council to improve the Police Department's policies, practices and procedures. A specific staffing impact of the various recommendations is not yet known and will be evaluated and reported to Council for consideration at future Study Sessions. Depending on the City Council direction provided, some elements of these recommendations and other strategies that may be directed by Council may require negotiation with City employee unions.

Police Department administrative staff utilized approximately 60 hours on this report preparation and presentation to the Council.

Prepared by:

Reviewed by:

Tom Yelich
Asst. to the Chief of Police for Community Services

Anthony Cobb
Chief of Police

Attachment A: Dr. Travis Dixon's final report on the City of Champaign's Listening Sessions
Attachment B: Roster of study circle participants and community facilitators
Attachment C: Study circle notes
Attachment D: Responses to the online questionnaire
Attachment E: Citizen Review Subcommittee's 2020 Annual Recommendations

Final Report for City of Champaign Listening Sessions
By
Dr. Travis L. Dixon (Listening Sessions Moderator)

The City of Champaign staff and leadership held five listening sessions with community members between Sept. 19 and Oct. 13. The goal of these sessions was to try to get as much feedback from community members regarding their concerns about policing and suggestions for improved community-police relations. Over the course of the five sessions, we received a total of 75 total comments (approximately 15 per session). There were several community members who attended more than one session and reiterated their major points across multiple listening meetings. There were approximately 55 unique comments from the community across the five sessions. As I read and re-read the comments from the listening sessions and the survey, I identified a number of recurring themes that City leadership should address in the upcoming study sessions and workgroups. I have ranked these by the number of comments that appear to speak to each issue or theme and have put the number of supporting comments in parentheses. These are detailed below.

Reallocation of funds/change in nature of police calls (listening session=15; survey= 7)

Several community members used common slogans such as “defund the police.” Once we drilled down on exactly what this meant, several community members advocated for police NOT being the first responders for a number of calls. These calls include issues dealing with mental illness, domestic violence, and homelessness. Instead, community members called for the allocation of funds to social workers or other specialists who are trained to intervene in such issues. In terms of the specific reform suggested, police would be present only as a back-up in case the call became violent or dangerous. Both the city of Urbana and the U. of Illinois police department are developing pilot programs which attempt to institute similar approaches to these calls. In addition, a number of programs have been instituted in other municipalities that might serve as a model for this. These include: Cahoots in Eugene, Oregon (<https://whitebirdclinic.org/what-is-cahoots/>) and PERT in San Diego, CA (<http://www.comresearch.org/PERT.php>). I would strongly encourage city leadership consider implementing something along these lines in the City of Champaign.

Community education and public relations (listening session=15, survey= 6)

Many of the comments aired during our five listening sessions revealed that many community members had very little familiarity with the progress that has been made with the Champaign police department. This presents a significant challenge as the city continues to work through changes designed to improve community-police relations. If the community remains unaware of the changes that leadership has undertaken, they will continue to remain skeptical and distrustful of the police perspective. Given that the city maintains a certain amount of authority, it is incumbent upon them to continuously work to advertise and promote the changes that have occurred in policing over the years. In fact, City leadership has worked hard at implementing a number of changes including:

- 1) the implementation of the Final Report of the President's Task Force on 21st Century Policing
- 2) the utilization of both bodycam and dashcam videos

3) signing onto the 2018 Illinois Association of Chiefs of Police (ILACP) and the Illinois National Association of the Advancement of Colored People (NAACP) Shared Principles agreement

4) implementing changes with citizen review in Champaign under the human relations committee, including having subpoena power, and

5) increased best practices such as regular community-police interactions outside of criminal apprehension/investigation.

A surprising number of community members suggested that items be followed and implemented that already have been, including several of the items I have listed above. This suggests two things. First, that the police department and city leadership have done a poor job of publicizing these changes. Two, that the police department and city leadership have done a poor job of implementing these changes. In terms of the first, many more efforts need to be made to make the public aware of the changes that have occurred at the police department. Both traditional and social media campaigns need to be undertaken. In terms of number two, advocates and leaders from various perspectives need to be given information about the changes and continually invited to weigh in on their implementation. In order to have community partners, the city leadership must invest heavily in the partnership.

De-escalation training (ongoing)/implicit bias training and addressing systemic racism (listening session=11-Survey=1

Officers who seek promotion may receive some advanced cultural competency training, but the extent to which beat officers undergo regular implicit bias training remains a concern. Community members suggested that our law enforcement and political system appear to reinforce the advantage of some racial groups (e.g., Whites) over others (e.g., Blacks). The public hears about so many examples of officers quickly escalating situations (especially with Black citizens), that there is a perception that there is a lack of regular de-escalation training. For instance, police officers appear to be aggressive in situations that do not appear to call for aggression, like putting their hands on their guns during routine interactions with Black constituents. Does this happen with white constituents? Implicit bias suggests that human beings may develop underlying cognitive associations between groups (e.g., Black people) and traits (e.g., threatening) that may influence their behaviors outside of their conscience awareness. Several community members suggested that police express a consistent suspicion of Black community members during routine interactions. A number of scholars and police departments have begun work on such de-biasing training. This should be a regular part of how the police operate and should be explored in subsequent study sessions/leadership deliberations. Several community members talked about the need for ongoing debiasing training and the need to review bodycam footage to examine whether community members might be receiving mixed messages. One set of messages about community policing and involvement might emanate from police leadership, and suggest that community members should be treated equally regardless of their race. Meanwhile a second set of messages might come from patrol officers and detectives that reinforce systemic racism against Black citizens.

Union negotiations and specific problematic officers (listening session= 7; Survey=1)

Several community members seemed to suggest a possible disconnect between training and vision goals of leadership, versus the problematic behaviors of individual officers. To what extent does the police union and upcoming negotiations offer an opportunity to address how

rogue officers are disciplined in the department? What happens to officers who have not complied with the goals and philosophy of leadership? The answer might be clear to leadership, but the community does not see these officers being addressed in a transparent way that communicates how the vision of leadership gets carried out by rank and file officers. City leadership also needs to take a much greater lead on these issues than they have in the past to address these problems. One specific policy that may assist with this problem is the requirement that officers live within the city limits and that they also have to get out of their cars and interact with the community. Also, if it is not now the case, detectives should also be required to wear bodycams when interacting with the public.

Further Study (listening session=7)

The study sessions and subsequent deliberation by City leadership appear to be a solid process that you plan to undertake. However, community members raised the prospect of systematically examining policing in the city in order to determine what changes need to be made. This work should make sure that the diverse communities in the Champaign jurisdiction be included and given voice in any needs analysis that is undertaken. As a social scientist, I strongly agree and suggest that city leadership undertakes a regular systematic assessment of policing in our city that would include both large scale surveys and focus groups. This should be in the form of a report card that would rely on quantitative and qualitative data. This would allow the city to continually adjust as changes get implemented.

De-criminalization of communities and Broader reforms (listening session=5; survey=1)

Some of the issues with policing were expanded into other areas that may or may not be directly related to the police. Some of them appear to extend to prosecutorial, judicial, and legislative decisions. For instance, City leadership might consider a diversion program for certain kinds of crime instead of jail. In addition, there were questions about when police issue a Notice to Appear (NTA), versus deciding to arrest individuals for low level crimes. There seems to be an impression that White defendants are more likely to receive an NTA over Black defendants. Finally, several community members suggested that there be changes to the cash bail system as this discriminates against the poor, who are disproportionately people of color. For instance, we should study who receives citations and reform this if there appears to be racial bias in how this appears to be implemented.

RSO's in School (listening session=3, survey=1)

In addition, there was more limited discussion of adding more counselors and teachers in school instead of officers, while other community members pushed back on this.

Pro-police comments (listening session=3; Survey= 9)

Interestingly, a number of community members provided generally supportive comments regarding policing in our community. Most of these comments were delivered via the survey, which suggests that there might be some level of self-censorship occurring regarding this issue. Several said that they were simply happy with how the police were doing their jobs and that they saw few changes that needed to be made. Some suggested that we should have more officers instead of fewer. Some believe that officers are treated poorly. Some argued that the protestors were to blame for the problems with policing.

Specific incident of a man driving through protestors (listening session=2)

Over the course of our several listening sessions, community members expressed a concern about a specific incident regarding an individual who drove through a crowd. The report has been released along with corresponding video and other reports. Continuing transparency remains extremely important with regard to this issue as the police and city leadership move forward.

Participants:

Tiffany Armas
Belden Fields
Jamar Brown
Kristie Stasi
Kim Bryan
Katina Wilcher
Amy Felty
Brian Dunn
Justin Michael
Hendrix
Sarah Colomé
Drake Materre
Judith Haydel
Alissia Young
Rita Conerly
Joycelyn Landrum-
Brown
Stephon Fuqua
Irene Lira-
Andsager
Karen Huck
Ann Prisland

Karla Peterson
Hiba Ahmed
Thom Moore
kathy Hatch
Carol Leff ACLU
Champaign County
president
Lee Ann Kelly

Marlon Mitchell
Tamika Davis

Laura Lindeman
Pat Kovar
Kristie Stasi
HATTIE LENOIR-
PRICE
James Kilgore
Nicole Lamers

Michelle Sturgis
Abby Manaster

Michelle Sturgis

Tammy Hoggatt
Michelle Anderson
Drake Materre

Michelle Sturgis

Laura Lindeman
Katina Wilcher
Minnie Pearson
Alexandra
Harmon-Threatt
Jaz Routon
Andrea Herrera
Loreal Allen
Naomi Paik

Chelsea Birchmier
Ken Salo
Randall Nelson

Dr. James Fielder
Elderess Melinda
Carr

Kerri Wiman
Kathryn Cataldo
Allan Axelrod
Grace Wilken
Pastor Angel
Johnson
Minnie Pearson

Staff Facilitators

Mary Catherine Roberson

Jennifer Carlson

Janel Gomez

Kris Koester

Community Facilitators

Shandra Summerville

Jameel Jones

Alissia Young

Melissa Keeble

Sam Smith

Lemond Peppers

Donna Tanner-Harold

Rebecca Motley

John Matanda

Yaguang Lian

Cristobal Bartolo

Belinda Guillen

Attachment C: Study Circle Notes

November 12, 2020 Police Study Circle Wrapup

1. How would you define the current dynamic between law enforcement and minority communities, primarily the Black community? What is your observation, and how can we begin to strengthen trust and relationship building?

There were several comments about racism in the current criminal justice system. Some felt that police were inhumane when it came to dealing with black and brown bodies. Calls for more anti-bias training and mental health awareness. Want police to engage more in communities, bridge the gap. Police need to live in communities. Continue taking recommendations, create a racial justice task force, self scrutinize the organization. Look for ways to involve other organizations to address some of the soft skills that could be combined with policing, as needed. Enhance ways to understand domestic and sexual violence victims.

One standout - if a detective could go to a person's house in plain clothes and personal vehicle to follow up on a "crime" of graffiti at the police station, why can't they do that to introduce themselves in the communities they are here to protect, stop relying on "how it's been done"?

2. What does community policing mean to you?

Brief overview of how community policing was first introduced to Champaign Police, intended for police to get to know members of the community. Community engagement program where police do one hour per month of engagement. There was a large discussion of community policing feels like "police are on top of the community vs. in the community". Participants wanted to see police looking out for needs of those they are engaging with, especially as they interact with those who may need mental health or other services – food, water, mental health provider. Understanding of how policing has changed to have to manage so much more with the same resources. Wants to see more investment in cultures and restorative practices.

3. One challenge law enforcement often has is public education, and how the community may not understand law enforcement policies or procedures. Do you think more public education around this is important to help foster understanding and awareness?

Very broad statement and challenge to try to answer. Some positive experiences shared by Black participants of interacting with Black officers at a younger age here locally. Want to see that continue. Want to hear from officers interacting about what their experiences are, they can be human. The more education the community can have, the better understanding it may be. In schools also need better presence of teachers who are less biased.

4. Generally, what do you believe the role of police should be, if any, responding to mental health and related social hardship calls? Should they be the first responder? A co-responder who accompanies a social, medical, or mental health professional? Or wait to respond until directed by a social, medical, or mental health professional?

Attachment C: Study Circle Notes

Could advocates/health professionals go in first, or at the same time? Realize that no one is comfortable going into a violent situation, not even police. Stop misspending resources but expand the resource pool. Find out what resources are needed, use compassion in communications, go beyond the point of just policing.

5. Hiring officers who reflect our community values of diversity, inclusion and equity is important not only to external relations but also to increasing understanding within the police department. How can we do a better job of increasing diversity in our police department?

Diversity among force wouldn't change outcomes. Police officers are generally good people. The law enforcement system is broken. Need better resources for hungry kids, homeless people, ending violence. Focus less on hiring and more on preventing crime in general. Some participants "bristled" at the question of hiring more officers, talk to community about if they still "want" police. Regardless need accountability measures, if there are police vacancies can we try pilot programs of getting social workers or other types of resources involved using that money. Need accountability at police union level – fully understand why unions are in place – but no matter what, they advocate for the officer without taking any responsibility for the actions that caused the issue. Police unions should be also for protecting justice. Fill gaps in force with social services. Get back to the point of where people believe calling the police is a helpful thing to do.

Standout – someone from women's center "we are good at our job of responding to victims of SV and DV and other issues – but we shouldn't be asked to run FEMA". Similarly, police are good at protecting the community, but they shouldn't be expected to run a "hospital emergency room, psychiatric clinic, jail, marriage counseling, soup kitchen"

6. What types of training and education is important for you to see in your police department? For instance, crisis intervention training? Implicit bias and cultural responsiveness training? Use of force training? De-escalation training? Or others that are important to you related to police training and education?

Partially answered in Q5.

7. General discussion. Open it up for the group to discuss other issues they may want with the time remaining.

Did not get into this

Additional points – need some of these sessions without police presence, it would make answers more honest. Rethink questions – too broad or too narrow, what is Champaign Police Department actually trying to do?

Attachment C: Study Circle Notes

11/12/20

Police-Community Listening Session 1 Notes

NAACP President shared information about the 10 Principles and partnership with area police departments. Officers must be trained in mental illness and domestic violence to respond appropriately to incidents. They must not incite people. We must reform the way we do business in Black and brown communities. We feel we are overpoliced and not being respected.

Question 1. How would you define the current dynamic between law enforcement and the minority (Black) community? How can we begin to strengthen trust and relationship building?

There is very little trust. People don't understand that when you are a Black person you are easily a target. There is a certain amount of trauma that goes along with being Black. One false assumption on another person's part can cost you your life. The media gives us an insight into other communities, and we are always on guard. We have to be careful how and where we walk, where we go, what we wear. That burden isn't put on people who don't look like us.

CPD: We must respect people until they give us a reason not to. Officers want to have the same respect. If you haven't had a negative experience with me specifically, it shouldn't be held against me. We want the same mutual respect that citizens want. If we start off with mutual respect, the exchange tends to be more positive. Getting cussed out by residents can escalate the situation also. Treat me like you don't know me and give me the benefit of the doubt. You want to be treated the same way when you are stopped by police.

Community Member: I kind of agree but you are trained to be a police officer. You are trained to deescalate. You shouldn't internalize that. You are supposed to rise about that. Sometimes body language can put people back into owners of the enslaved mentality, like you have to do what I say. Officers could try to tone it down instead of responding. Young people are going to be more confrontational than the older generations. Especially if you accost them when they are with their peers. Also, officers don't have understand Black culture. We need to know how to understand Black people. Cultural and community awareness. Building relationships. Yes, you deserve to be respected, but you are coming into their space. It is your job to enter the environment patiently and respectfully. When you get to know people, you can talk to them differently.

Note from Facilitator: Historical context and understanding of policing is important to know. General level of understanding of professional relationships vs. personal relationships. Expectation of the professional person may be different or higher.

Community Member: It is the approach, the language, and the lack of respect. When the police approach a situation, they are already hyped. They need to be calmer when they approach situations. They are aggressive and the community member responds to that. How you talk to me is how I will respond to you. We don't call the police because we feel like when we call the police, someone is going to go to jail or the police won't listen to. Treat all of us the same. Stop looking at the color of my skin.

Note from Facilitator: The mission of protect and serve vs. search and seize.

Community Member: Officers in the community aren't always from the community. There isn't enough attention given to violence in our areas because it is expected. Officers do not seem neutral and

Attachment C: Study Circle Notes

nonbiased when they show up at the scenes. There is already a bias against us. Officers have to maintain their humility. It is important to understand the relationship between the police and enslaved people. I thought there were policies that required mediation. Both officers denied mediation requests due to my complaint. Police are going to have to be more open to engage with those they are patrolling.

CPD: Perhaps we need to do more with education of policing. Initial contact with residents is important. Communication skills and de-escalation. The first words you say on the scene will go a long way towards determining the outcome.

Community Member: The core issue is a power dynamic. We have had these issues for years. But we didn't have people of color on the police force. Even a Black officer might treat the Black community the same way. Humility goes both ways. Respect goes both ways. Police officers are human, but they are also trained professionals. If I am already upset when the officer gets there, I am going to have a short temper.

Facilitator: Often when people interact with police, it is more than just interacting with that one officer. There is context.

U of I Student: A lot of the sentiment that was mentioned can be applied to Muslim people in the community. There was a U of I professor who used his platform to spew hate about Muslim people. He was involved with the police force for years. I know he isn't the only one who holds those views. **What are those structures that allow officers to be so comfortable to hold the views they have and share them publicly? What is the police department doing to keep these actions from happening?** Mental health and mutual aid are needed. Police departments don't provide.

CPD: Sometimes police are called like a customer service call. A lot of times during off hours, while there is no one else to respond. Mental health, etc.

What does community policing mean to you?

Community Member: How many of our police officers live in the community? People that have a relationship with you and your family and your neighborhood. They are familiar. Sometimes they are mentors, or they sponsor programs for young people. Provide opportunity for the people to get to know you. Show up when there is no problem. Ride by to say hi. It is hard to talk about race especially when you're not from the area. Police our neighborhoods like you would police yours. Admit when you make a mistake. Fix it. It is too many hats to wear to live in one community and not be culturally aware of our community. Black people have to know a lot about white people but not vice versa. Do not over police us. It feels like they are waiting for you to make a wrong move. Not every stop needs to end an arrest.

CPD: Would there be support for an incentive to encourage officers to live in Champaign?

Community Member: A critical part of community policing should include equipping community members with skills to address certain issues where the police don't need to be called.

Community Member: Lack of civic engagement comes from police not living in our community. The community needs to be aware of what is going on in our community with our police. That will help build trust. Cease police immunity. Hold them accountable when they are wrong. We can better work at effective, honest, open communication.

Attachment C: Study Circle Notes

CPD: Annually we have 1300 hours of community service as a part of their job under Chief Cobb. What types of community engagement do you all think would be most impactful?

Community Member: How useful have community engagement activities been? Are they being assessed by any way other than quantifying hours?

Community Member: I don't know where you are doing community engagement. I never see officers at Douglass Center or the store on Fourth St. or in Garden Hills. I've never seen an officer play basketball with the kids on Harris Road or at Beardsley Park. They only show up when a situation occurs. If someone is drunk, they should be handled differently. Go to the problematic areas. Get to know them, so when a situation occurs you know how to approach them. (*volunteered to accompany them)

Community Member: Create opportunities for the police to interact with communities. What do you think you should do to bridge the gap between the police and community? What are you doing to be a role model for young people who might want to go into law enforcement?

Facilitator: How do we create bridges? Where do we create bridges? Who creates the bridges?

One challenge law enforcement often has is public education, and how the community may not understand law enforcement policies or procedures. Do you think more public education around this is important to help foster understanding and awareness? And HOW?

CPD: What is the most effective way for us to be able to get that info to the community?

We need to make sure people know what the rules and guidelines are. There needs to be a key component in relationship building. A process to educate the public so everyone knows the rules.

Community Member: Go to the schools, all levels. At each grade level 6th and up we met with classes and had handbooks about police stops. NAACP and Chief Cobb went to the schools. A lot of reception was negative. This was one time only, but this needs to happen continuously.

Community Member: Are officers required to know the Ten Shared Principles and the fundamentals they were founded upon? (*No – answered by Tom)

Is there diversity training required for the department?

One officer stated that he had been to 2 or 3 trainings related to diversity over 18 years.

Community Member: Is there explicit and implicit bias training?

Community Member: In Chicago they have diversity training, but it is recommended, not required. Training with firearms is required. When we talk about structural change, we need to change the requirements and not rely on people to decide to do it. For example, you could include the Ten Principles in the training. Structures are changed by policy. If you don't adhere to a policy, there are consequences. You can't suggest it as option.

CPD: So possible more required annual diversity training.

Community Member: And if there is significant resistance, those officers maybe need to rethink their jobs. Whoever is in charge needs to make sure it is the policy for the whole department.

Attachment C: Study Circle Notes

Community Member: With as much as expected of officers, we don't pay attention to their mental health. Officers should have to switch between street and administrative duties. While on administrative duties, they could receive trainings and additional mental health support. Resistance, hesitation, and inability to connect with our community. Annual assessments, psychological evaluations.

What do you believe the role of police should be, if any, related to mental health/social hardship calls?

Community Member: Organizations in the community already doing the work should be able to support with this. Rosecrance could use a Street Task Force to respond to these issues. Pop up food pantries have given them a chance to interact more with the homeless population. Rosecrance, OSF other agencies could respond instead of police if there was a task force. Officers do NOT belong in schools.

Community Member: I'm a firm believer that we have the expertise, the background knowledge, the concern, and cultural understanding within our community. When I talk about community policing, I mean give the people autonomy to choose what kind of policing they need for their community. I don't believe institutions should be behind this. They all have played a role in the oppression. We need a bottom up approach, not top down. We turn to institutions to fill the gaps from other institutions.

CPD: Police morale is low nationwide. Police are open to giving calls to other agencies if they are more capable to solve it. For example, we get calls about out of control kids. It is uncomfortable. If we had a list of trained community members to respond to these situations, it would be helpful.

CPD: How do we train the community to respond? We get calls from people trying to get police to send kids to school. Or we get calls to respond to someone in the park who may be homeless. We have to respond. What does that process for responding to that look like?

Community Member: When you're dealing with mental health, a lot of times the cops know the people already. Use your avenues and the people who are already trained. Why not deal with people a different way when they are repeat offenders? Use the people in the community with the interest and the training to assist with mental health issues.

Note from Facilitator: Dr. Michael Schlosser Director of the U of I Police Training Institute will speak about training police officers to become peace officers that can successfully police in a multiracial society. These efforts include intense training on communication skills through scenario-based trainings, an additional twelve hours of diversity training with the creation of the "Policing in a Multiracial Society Project" and a new collaboration with the Illinois Innocence Project. Michael is a retired officer and director of the U of I Police Training Institute.

Community Member would like to see directory with police photos.

Attachment C: Study Circle Notes

11/17/20

CPD Study Circle 1 Notes

Question 1. How would you define the current dynamic between law enforcement and the minority (Black) community? How can we begin to strengthen trust and relationship building?

There is very little trust. People don't understand that when you are a Black person you are easily a target. There is a certain amount of trauma that goes along with being Black. One false assumption on another person's part can cost you your life.

We must respect people until they give us a reason not to. Officers want to have the same respect. If you haven't had a negative experience with this officer specifically, it shouldn't be held against this officer. Officers want the same mutual respect that citizens want. If responses start off with mutual respect, the exchange tends to be more positive.

Often when people interact with police, it is more than just interacting with that one officer. There is context.

Officers shouldn't internalize reactions from community members. Also, body language can put people back into owners of the enslaved mentality, like "You have to do what I say." Officers could try to tone it down instead of responding in that manner.

Young people are going to be more confrontational than the older generations. Especially if you accost them when they are with their peers. Officers approach can impact response.

Officers don't have understand Black culture. We need to know how to understand Black people. Cultural and community awareness. Building relationships. Yes, you deserve to be respected, but you are coming into their space. It is your job to enter the environment patiently and respectfully. When you get to know people, you can talk to them differently.

The core issue is a power dynamic. Even a Black officer might treat the Black community the same way. Police officers are human, but they are also trained professionals. If I am already upset when the officer gets there, I am going to have a short temper.

Community members say they don't call the police because they feel like when they call the police, someone is going to go to jail or the police won't listen to.

Officers do not seem neutral and nonbiased when they show up at the scenes. There is already a bias against Black community members.

Historical context and understanding of policing are important to know. General level of understanding of professional relationships vs. personal relationships. Expectation of the professional person may be different or higher. The mission of protect and serve vs. search and seize.

There isn't enough attention given to violence in impacted areas because it is expected. Police are going to have to be more open to engage with those they are patrolling.

Perhaps CPD needs to do more with education of policing. Initial contact with residents is important. Communication skills and de-escalation. The first words you say on the scene will go a long way towards determining the outcome.

Attachment C: Study Circle Notes

There have recently been complaints of someone who worked for UIPD who “spewed hate about Muslims” online. What are those structures that allow officers to be so comfortable to hold the views they have and share them publicly? What is the police department doing to keep these actions from happening?

Question 2. What does community policing mean to you?

Officers in the community aren't always from the community. Officers should engage with the community outside of when doing stops or riding by on patrol. Since many of them are not from the community, they do not have existing relationships with its members.

Perhaps there could be an incentive to encourage CPD officers to live in Champaign.

Annually police officers complete 1300 hours of community service hours.

Community members indicate that they do not see these service hours being completed in most impacted by violence, Garden Hills and Beardsley Park specifically.

There need to be more opportunities for the police to interact positively with the public to build relationships.

Not everyone call needs to end an arrest. People should be handled differently based on the situation.

There were comments that not everyone is aware of everything that CPD is already doing in terms of public education and outreach. Suggestions were made to reach out to school and provide this information at every grade level.

There should be regular, required diversity and inclusion training for officers, including implicit and explicit bias.

If the department has signed with the NAACP Ten Principles, officers should be required to be familiar with the principles.

If there is to be structural change, it has to change with the policies and the requirements.

Officers may need additional mental health support, assessments due to the strenuous nature of the job.

Question 3. What do you believe the role of police should be, if any, related to mental health/social hardship calls?

Organizations in the community already doing the work should be able to support with this. Rosecrance could use a Street Task Force to respond to these issues. Pop up food pantries have given them a chance to interact more with the homeless population. Rosecrance, OSF other agencies could respond instead of police if there was a task force.

There is expertise, the background knowledge, the concern, and cultural understanding within the community. Community policing is giving the people autonomy to choose what kind of policing they need for their community. Institutions should not be behind this. They all have played a role in the oppression. There needs to be a bottom up approach, not top town. The community cannot turn to institutions to fill the gaps from other institutions.

Attachment C: Study Circle Notes

Police morale is low nationwide. Police are open to giving calls to other agencies if they are more capable to solve it. For example, if a department gets calls about out of control kids it would be helpful if there was a list of trained community members to respond to these situations.

How does the community become trained to respond?

When dealing with mental health, a lot of times the cops know the people already. Why not deal with people a different way when they are repeat offenders? Use the people in the community with the interest and the training to assist with mental health issues.

Dr. Michael Schlosser Director of the U of I Police Training Institute will speak about training police officers to become peace officers that can successfully police in a multiracial society. These efforts include intense training on communication skills through scenario-based trainings, an additional twelve hours of diversity training with the creation of the "Policing in a Multiracial Society Project" and a new collaboration with the Illinois Innocence Project. Michael is a retired officer and director of the U of I Police Training Institute.

11/20/20

CPD Study Circle Notes

1. How would you define the current dynamic between law enforcement and minority communities, primarily the Black community? What is your observation, and how can we begin to strengthen trust and relationship building?

- We need increased communication from officers. There is distrust between community and police.
- There are disparities between the way white and Black people are treated by police. White woman spoke of being treated differently from her Black husband.
- There are areas that are over enforced. Black children are monitored more closely so they get in trouble more frequently.
- A lot of police officers do not live in town, and there is a cultural divide.
- Could there be an incentive (housing, financial, etc.) for officers to live in community. (What are residency requirements for CPD officers and leadership?)
- Often times police respond to behaviors, so individuals have to be accountable for their own behaviors.
- Officers respond to neighborhoods as response to amount of violence.
- Neighborhoods may seem like they have a heavy police presence, but this is generally in response to historical crime issues in the area.
- What is it that triggers someone to be suspicious? There are too many instances of driving while Black, shopping while Black, etc.
- Does CPD have a mental health person?
- Officers have different skill sets. Some have more experience and training regarding mental health. There is a CIT team and 10 or 15 officers with training.
- Department is working more closely with Rosecrance.
- CCMHB plans a partnership with Rosecrance to provide a counselor to do services at Champaign County jail. Also partnered with UPD to look at One Door program to look at having a single point of entry.
- We need funding to support and sustain this work.

2. What does community policing mean to you?

- The concept of policing vs law enforcement. We need a range of people with different strengths, including understanding of legalities. We need focus on relationship building. When police work to connect with community members, it increases respect.
- However, you can relationship build with young people, but you may end up having to prosecute that young person later.
- Officers should be more aware of what is going on in the neighborhoods. That is difficult to do if you don't live there.
- Some officers go above and beyond to be in the community. A few officers have an authoritarian mentality.

Attachment C: Study Circle Notes

- Being involved with the community, knowing what the community needs are.
 - There is a general lack of respect for the whole entirety of law enforcement. They have to prove themselves because of people's past experiences with police.
- 3. One challenge law enforcement often has is public education, and how the community may not understand law enforcement policies or procedures. Do you think more public education around this is important to help foster understanding and awareness?**
- There isn't enough advocacy for people of color. Sometimes parents advocate and are not listened to.
 - There needs to be a community advocate that could be a liaison between community and police.
 - Could public be informed of when to call the police vs. when not to call the police.
 - Does CPD educate community on officers available to respond to events? For example to call for CIT (Crisis intervention Trained) officers if appropriate.
- 4. Generally, what do you believe the role of police should be, if any, responding to mental health and related social hardship calls? Should they be the first responder? A co-responder who accompanies a social, medical, or mental health professional? Or wait to respond until directed by a social, medical, or mental health professional?**
- In the event of a psychotic episode, we would want everyone to be there. The police and mental health.
 - Police are an extra layer of security.
 - What is procedure for who responds to the call? If they send medical, they generally send fire. They don't always send fire with police, but they do sometimes. If there is an injury, you get medical, law, and fire. If it mental, maybe just law enforcement.
 - People working the 911 lines have to make the call on who to send.
 - Try to get people treatment before they come into the system. Have to identify counselors who are trained and interested in going into the field.
 - Diversion programs – Youth Assessment Center has pre diversion program. YAC is strengthening family component
- 5. Hiring officers who reflect our community values of diversity, inclusion and equity is important not only to external relations but also to increasing understanding within the police department. How can we do a better job of increasing diversity in our police department?**
- Diversity is not only race and ethnicity. Also diversity of strengths.
 - Our police force should resemble our community. We should create incentives for people who reflect the community to join CPD. These individuals could also act as cultural interpreters.
 - Community members likened this to training people to go abroad so we can speak across differences even if we don't have a shared vocabulary.
 - It is difficult to get people into law enforcement because of general attitudes about law enforcement.

6. What types of training and education is important for you to see in your police department? For instance, crisis intervention training? Implicit bias and cultural responsiveness training? Use of force training? De-escalation training? Or others that are important to you related to police training and education?

- Work in mental health is important. Community doesn't know what current training looks like.
- There is no training to teach police to cut off their feelings.
- Mindfulness training to be more present in the situations they encounter instead of reacting to the interaction.
- Have compassion and empathy and understand the role trauma plays.
- Police have 13-14 weeks of training. A lot of training occurs on the job.
- Recommendation for police de-escalation training.

7. General discussion. Open it up for the group to discuss other issues they may want with the time remaining.

- Is there a simulator in Champaign? A shooting simulator.

Attachment C: Study Circle Notes

Police Study Circle 11/20/2020 Notes

Moderators: Jameel Jones and Janel Gomez

Participants: David Monahan, Tammy Hoggatt, Belden Fields, Thomas Moore, Ann Priland, Irene Lira

Question 1:

Community needs confidence in police being held accountable for bad behavior such as police brutality.

People need to feel that by calling the police, they will not be a victim.

There needs to be changes in police labor arbitration. Current process protects bad officers and hinders the police department from removing bad police officers (ex. Officer Rush)

Needs comprehensive training and education for police officers

Community needs confidence in the police review board

Question 2:

Need everyone involved in the conversation, especially young people and people of color.

Community Based Policing needs to represent police "protecting" the community.

We need a system in which Police are not the first/only response to drug abuse, mental health issues, and homelessness.

There are many community resources for homelessness and mental health but they are severely underfunded.

There are few/no resources for mental health services for persons without income.

Question 3:

Disconnect between what is legally allowed (by police) and what the public perceives police can do.

We should have the highest expectation of police training.

Police living in the community they serve might increase public trust in police.

Yes, yes, yes to additional education for both the public and police.

Police training should address "veil of silence" often perpetrated by police (refuted by police officer present).

Police should be trained to self report and report actions of bad actors.

Question 5:

Police officers should live in community they serve.

Perhaps a minimum age for police officers. 21 yr olds don't have maturity to be police officer.

Question 6

Attachment C: Study Circle Notes

Disciplinary action for police should be from municipal policy and not in police contracts.

Other Comments:

Group wants follow up and to be part of creating “actionable items” to result in changes to the police department.

Attachment C: Study Circle Notes

November 12, 2020 Police Study Circle Wrapup

This session did not follow the questions closely, instead multiple questions were asked of CPD by participants.

1. How would you define the current dynamic between law enforcement and minority communities, primarily the Black community? What is your observation, and how can we begin to strengthen trust and relationship building?

What is current makeup of diversity? How can we improve diversity? What are other communities doing? Where is the data? Could we do what Urbana is doing with how they are reducing the types of traffic stops?

How often is training occurring? First impression is the most important, especially with non-verbal cues.

There is fear and anxiety on both sides, bias on both sides. We should use research to help break down bias and build authentic relationships. Police should live in the community or be a part of the community. Police need to live by a servant/guardian mentality. Eliminate us vs. them mentality. Assign officers to areas. This won't happen overnight.

Rebecca Motley took notes from this point.

Attachment C: Study Circle Notes

December 7, 2020 Police Study Circle Wrapup

1. How would you define the current dynamic between law enforcement and minority communities, primarily the Black community? What is your observation, and how can we begin to strengthen trust and relationship building?

Need to understand from citizens what their lived experiences are. Continue building on police/race relations. All parts of the City should be policed in the same way, reinvest in the community. Work with the whole community to reinforce that gun violence is a community problem and we all must participate to solve the problem.

Work to produce directories of resources available to police and community members. Most important is to build relationships within police and community.

2. What does community policing mean to you?

One side says community policing is not working, there are moments of traumatic experiences. Community policing won't exist as long as qualified immunity exists. Real community policing exists in other places.

Another side says community should police itself and police should respond like fire, only when there is an emergency.

3. One challenge law enforcement often has is public education, and how the community may not understand law enforcement policies or procedures. Do you think more public education around this is important to help foster understanding and awareness?

Needs to be collaborative learning, talk to people who have been through it. Move towards more of a Fresh Start program and make it communitywide.

4. Generally, what do you believe the role of police should be, if any, responding to mental health and related social hardship calls? Should they be the first responder? A co-responder who accompanies a social, medical, or mental health professional? Or wait to respond until directed by a social, medical, or mental health professional?

Find agencies that can be of assistance so there is less of a law enforcement on the community instead of a resource.

5. Hiring officers who reflect our community values of diversity, inclusion and equity is important not only to external relations but also to increasing understanding within the police department. How can we do a better job of increasing diversity in our police department?
6. What types of training and education is important for you to see in your police department? For instance, crisis intervention training? Implicit bias and cultural responsiveness training? Use of

Attachment C: Study Circle Notes

force training? De-escalation training? Or others that are important to you related to police training and education?

Need to review the history of policing with new candidates or hires.

7. General discussion. Open it up for the group to discuss other issues they may want with the time remaining.

Did not get into this

12/14/20

12/10 and 12/22 CPD Youth Study Circle Notes

1. What is your observation of police officers and their role in your neighborhood and do you believe it is positive or negative? Is there something you want to see changed?
 - Only see the police when something bad happened.
 - Negative primarily.
 - Sometimes we don't communicate the right way. If you come to the police a disrespectful way, they will also be disrespectful.
 - However, officers should be held to a higher standard than citizens as they are trained professionals.

2. Based on your own observations, how can police officers begin to build more trust and a stronger relationship with young people like yourself?
 - Be more in the community. Interact with youth more. Most of us aren't bad people, we've just been through a lot. Kids grow up thinking they aren't supposed to talk to police. Video games and media sometimes adds to negative perception of police.
 - Sometimes people are aggressive with police because they expect the police to be aggressive with them.
 - Officers need to show empathy and be calm in difficult situations, so they don't escalate the situation.
 - Relationship building. When people see the police, they think they are automatically in trouble. It would be helpful for police to stop when they are patrolling and just say hi and how are you.
 - Officers need to do a better job communicating with youth and adults.
 - Black youth can respond to police (and white people in general sometimes) based on what they've seen on TV and in the media. It takes extra effort to engage with youth.
 - Story of young girl running out to help her mom at a car wreck and an officer drew a gun on her. The mom had fled the scene, and the daughter was treated like a criminal. That interaction made her not want to interact with the police anymore.

3. For many years now, School Resource Officers have been in our schools. Have you ever interacted with the SRO? Do you like having a police officer in the school? Why or why not?
 - SROs are helpful in stopping fights. Most students supported having them in schools, stating that if there weren't SROs, it would take police longer to get there.
 - Some students felt that SROs are intimidating because they are officers. (Students stated that this may be due to their perception of officers and not because of anything the SRO had done.)
 - SROs are good with building trust. Students recommend getting to know SROs.

Attachment C: Study Circle Notes

- But sometimes, SROs make students feel like criminals. For example, a phone was missing, and SROs were checking school like someone stole the phone, but it ended up being in a locker.
 - Some students don't like the idea of having weapons on a weapons free campus. They stated it is hypocritical.
4. Do you believe kids who make a minor mistake are treated fairly or are they too harshly penalized at times? Do you believe youth are penalized differently due to race and gender?
- The judges can be harsh, but not every judge is bad. A youth told a story of having experiences with a nice judge. The youth shared that sometimes showing mercy on youth can help turn kids' lives around.
 - Sometimes the punishment is harsh, especially if youth has been given a second chance and not done what they are supposed to do.
 - Kids aren't always treated fairly in the criminal justice system. Students overall think youth are judged differently because of the color of their skin.
 - Students shared that at school they feel boys are punished more harshly than girls and Black kids get in trouble more than white kids. Black kids get expelled more.
 - Criminal justice system doesn't consider the factors that hold back young minorities.
 - A lot of the solutions that are supposed to help rehab young people don't work because the challenges faced by Black kids are different than their white counterparts. And those making the policies don't recognize that. The justice system we have isn't built for Black and brown people.
 - We punish our juveniles for things that they don't know is wrong. We punish them for being children.
 - There should be more restorative options when dealing with youth. If they go to jail for messing up, that does not help rehabilitate them.
5. If you had one piece of advice to give to the Chief of Police to help improve the police department and the criminal justice system, what would it be?
- Officers and the department should consider the historical context of policing in the community.
 - Black people think more in terms of group identity. You have to have relationships.
 - Must show consistency. Trust building.
 - Invest more time in youth programs. Officers could involve themselves in positive ways with programs outside of the school setting.
 - Our Black boys are in trouble and need help. A lot of our peers are dead and in jail. Boys are really on the line.
 - The criminal justice system penalizes people too harshly, even bystanders.
 - Stop threatening people. Better communication.
 - De-escalation training would help.

Attachment C: Study Circle Notes

6. Many people have said their first ever interaction with a police officer can be the most influential. Do you think it is important for the officers patrolling your neighborhood to take a moment to introduce themselves to you when they see you outside, share why they are there and allow you to ask some questions? Or would that not help.
 - Students expressed that initial reaction would be fear like they did something wrong. Parents might be concerned if they see police approach their child.
 - If an officer approaches, some students might run off. This could lead to an escalated situation even if they student is not doing anything wrong.
 - Officers must approach them with respect and be mindful.

7. Some cities are beginning to offer more fun ways for officers and kids to interact, such as flag football games. If more community programs and opportunities were made available for you to interact with officers and city leaders, ask questions and learn more about your city and neighborhood, do you think you would have an interest in participating? Do you have ideas for activities we could do with police here in Champaign? *noting COVID-19 limitations.
 - A CU Day style event with police interacting with young people. Passing out stickers and games. Not just there looking for action.
 - Police could have water balloon fights and really be in the community. Don't be uptight when out in the community.
 - Flag football, passing out food and clothes to homeless. A partnership between the schools and the police departments to distribute items to people in need. (This idea of a service partnership came up several times.)
 - Karaoke block party.
 - Think of virtual ways to engage community. NBA 2K Tournament, Fortnite
 - Police pull people over and give them money or other random acts of kindness. Send cards to neighborhoods to let them know police are coming. Random police stops can be scary for people.

8. Additional thoughts.
 - Trusted and caring adults can build relationships with youth. Youth need more adults in leadership who look like they do. They don't necessarily have to be social workers, but they must invest in the youth.
 - Leadership should reflect diversity of the community. No Black teachers and lots of Black students.

Attachment C: Study Circle Notes

December 9, 2020 Police Study Circle DREAAM

Students from 6th-11th grades

1. How What is your observation of police officers and their role in your neighborhood and do you believe it is positive or negative? Is there something you want to see changed?

Two students expressed a positive experience, but was aware of others who experienced negative. They have seen cops point guns at people just because they “thought they were thugs”. Students want racism to change, they have experienced it. General consensus would indicate it would take police a long time to earn their trust. One idea is the officers should repeat their oaths every day to treat everyone equally. One person had success working with police to de-escalate a situation and that gave them the positive experience.

2. Based on your own observations, how can police officers begin to build more trust and a stronger relationship with young people like yourself?

Want police to interact with them more, get to know them, play sports with them.

3. For many years now, School Resource Officers have been in our schools. Have your ever interacted with the SRO? Do you like having a police officer in the school? Why or why not?

“Like them – end fights”. Students want to know more when they are younger what they will experience at middle school like an SRO presence. What does that mean? Want SROs to address the behaviors, but not put kids in cuffs.

4. What is something you think police officers need to do more of, or less of?

Protect more, encourage people to be their best, stop racial profiling, stop abusing suspects-even ones that are violent.

5. What are your thoughts about the criminal justice system? Do you believe kids who make a minor mistake are treated fairly or are they too harshly penalized at times? Do you believe youth are penalized differently due to race and gender?

The perception is that kids who are not white are not treated the same as those who are white. Observation of young, black males be treated differently because they look more like black men. Don't feel that young people are treated like young people, but rather offenders.

6. If you had one piece of advice to give to the Chief of Police to help improve the police department and the criminal justice system, what would it be?

Treat everyone the same. Keep everyone safe. Don't be aggressive. The “George Floyd incident” was too much. Show true love. Develop a way for people to call for help if they are in a place where they can't use their phone.

7. Many people have said their first ever interaction with a police officer can be the most influential. Do you think it is important for the officers patrolling your neighborhood to

Attachment C: Study Circle Notes

take a moment to introduce themselves to you when they see you outside, share why they are there and allow you to ask some questions? Or would that not help.

“Don’t like police, don’t care, don’t talk to me.” There needs to be a way to interact with the community in order to build trust. How do we build that? Why can’t police be nice?

8. Some cities are beginning to offer more fun ways for officers and kids to interact, such as flag football games. If more community programs and opportunities were made available for you to interact with officers and city leaders, ask questions and learn more about your city and neighborhood, do you think you would have an interest in participating? Do you have ideas for activities we could do with police here in Champaign?

Yes – get back to neighborhoods. There are mixed feelings. Work to feed homeless.

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12/17/2020

CPD Youth Study Circle

- Do you have any general concerns or thoughts about police in general or police in Champaign? Is there something you want to see changed?
 - There is a negative connotation of national police, but a better perception locally. The media gives a negative perception of police in general.
 - There are negative interactions on the sides of both police and the community members which lead to escalated situations.
 - A student shared that they had always had good interactions with local police until attending a protest in Mahomet in which the chief was combative and confrontational with them.
 - A student shared the in general being questioned by the police about anything makes them nervous. They are respectful during these interactions, but sometimes the officer “pulls a power play” which is frustrating to them. Students do not respond well to officers being overly assertive. The officer should display the kind of behavior that they expect to see from residents.
 - A student shared about being out past curfew in the park and being detained and questioned by local police. The police stated that there had been a robbery in the neighborhood. The student was kept for over 20 minutes while the officers searched the park. The student was very nervous during this encounter although the police were respectful.
 - Another student shared that they never had that experience of police interrogating them when being out after curfew. Officer Walton shared that in the original incident the robbery may have changed the situation.
- If you had one piece of advice to give to the Chief of Police to help improve the police department and the criminal justice system, what would it be?
 - There should be more training required to be an officer. They should have 12-18 months of training with additional training every 6 months about local issues, racial profiling, etc.
 - Police should do a better job of responding to individuals with mental health issues.
 - A student shared a local story of police responding to a case with an individual have a mental health crisis. The police who responded knew the individual and were able to deescalate. This could be harder to do in a larger city with many more people.

12/7/2020 CPD Study Circle Notes, 6-8p

Facilitators: Rebecca Motley & Jameel Jones

Our circle included CPD representative Tom Yelich and 10 citizens. We generally made it through the list of questions for comments from the citizens.

The citizen group was very diverse, with the following constituencies represented: public school teacher, UIUC staff, UIUC student, LGBTQ advocate & cultural competency trainer, Latinx, Black, White, labor union staff and City of Champaign staff.

Themes:

1. Re: Police/community race relations. There was general agreement that distrust is prevalent. The group felt that policies such as traffic stops contributed to and exacerbated this distrust. Some cited officer attitudes when dealing with communities of color as being particularly problematic. Cultural competency training was suggested as a possible solution, to focus on serving people and not protecting property. One person suggested that police officers should be consulted as part of the solution, since they are the most exposed to problems in the field.
2. Re: community policing. There was some disagreement on what this term meant. One person felt that the police had too much power and that they should delegate power, resources and situations to those who are doing community work. This was presumed to mean community social agencies engaged in work with the homeless, formerly incarcerated, mentally ill, etc.
3. Re: police officers living in the city limits/community they serve. The group was generally in favor of this concept; however, when pressed, the issue was more about involvement in the neighborhoods than the actual residence. This was discussed in general as having officers more engaged in the community, but with acknowledgement that the system has created a fear/distrust on both sides that retaliation would occur if officers lived in their jurisdiction.
4. Re: diversity on the force. The group suggested that just working harder to hire different races would not necessarily result in more cultural competency due to systemic barriers to certain groups to applying for and qualifying for the jobs. This results in higher socioeconomic groups, no matter their race, achieving employment which further exacerbates the problem. The group looked at this from their perspective as the public. There was no discussion about how having different races involved in the department as co-workers or policy makers might make a difference.
5. Re: public feedback to police calls. One person suggested surveying every party to every police call to compile data to improve interactions. This was viewed positively by the group. Mr. Yelich said that this project was already underway in the department.
6. Re: reallocating resources to other service providers. The group was in favor of more funding to mental health service providers, as an example, to respond to calls to suicidal people. They felt that other experts could better handle these types of calls. There was a

Attachment C: Study Circle Notes

desire to see needs assessments be conducted and referrals made to appropriate services, rather than an automatic response that there was some danger to the public.

7. Re: training. The group mentioned the concept of empathy training, which might be tied to cultural competency. Also mentioned was the idea of a community/police off-site retreat to form better relationships.

Attachment C: Study Circle Notes

11/20/2020 CPD Study Circle Notes, 1-3p

Facilitators: Rebecca Motley & Kris Koester

*note we split the facilitator and notetaking duties. This is a summary.

Our circle included CPD Tom Yelich (sp?) and 4 citizens. We generally made it through the list of questions for comments from the citizens.

Themes:

1. Re: low/strained trust between the community and the police department. There were some specifics, but in general, the group agreed this could be better. Reasons cited included limited or poor communication (from the department to the public and during traffic stops/personal interaction), lack of data transparency, and the perception that the department is more reactive than proactive.
2. Re: officer training. The group wanted to see more communication skills training, cultural sensitivity/implicit bias training and use of force training. In addition, the history of policing was mentioned as a topic that could assist officers' perspective.
3. Re: police officers living in the city limits/community they serve. The group was generally in favor of this concept; however, when pressed, the issue was more about involvement in the neighborhoods than the actual residence. The concept of neighborhood patrols with consistent officers assigned was mentioned as a way to get more personal relationships established with the youth and families.
4. Re: diversity on the force. The group agreed that the force should reflect the community's makeup, with a comment regarding cultural and socioeconomic diversity as being as important as ethnicity/racial diversity. Officer Yelich mentioned the recruitment challenges.
5. Re: providing mental health workers to accompany officers on calls. The group was in favor of this, particularly when notified of how many calls involve these issues. Urbana police department's new program and New York City's programs were cited as possible models.
6. Re: accountability. The group mentioned the perception of the police union's blocking of discipline or termination actions in the past. While more training is desired, there is a perception that some on the current force were not good cops and that others would protect them and their bad behavior.

Attachment C: Study Circle Notes

Saturday, January 9, 2021

Dialogue Study Circle

Group introduced themselves, an overview was provided of the goal for the day and group members listed major questions for the Champaign Police Department along with various comments.

QUESTIONS

- Are there different tools beyond 911 to use to assist those with language barriers when calling for emergencies, reporting crimes etc.?
- What are the major challenges the Champaign Police Department currently faces?
- Will police be defunded?
- Can the police meet regularly with groups beyond the focus group discussions currently being held?
- Can the police meet with larger groups regularly? For example, this is a small group, but the Chinese community is much larger and would want an opportunity to meet again.
- Have hate crimes against Asian Americans increased over the last year?
- Is the Champaign Police Department open to receiving research around how technology can assist with the decrease in crimes and assist in overall policing?
- Does the Champaign Police Department provide resources for victims of hate crimes?
- How can we help and be partners?

COMMENTS/DISCUSSION POINTS

- Understanding cultural differences is essential in policing. Many times, there are cultural misunderstandings that can cause challenges when in emergencies, reporting crimes and/or when individuals might be arrested. One example has been domestic violence.
- Provide information and education around American policing.
- Address language barriers and tools such as 911, to ensure calls for service are taken correctly and that individuals know how to contact when in emergencies or have crime to report.
- There is a huge concern about defunding police when many feel unsafe especially after the past several years of discriminatory rhetoric towards Chinese Americans which include misinformation around COVID-19.
- Proactively engage various communities to create a more welcoming, inclusive, and safe community. Have opportunities for engagement beyond the need for emergencies with police. Examples of an international day be inclusive of all ethnic groups.
- Provide a Liaison Officer that works directly with the community and becomes the point of contact to communicate with the Chinese community. This would be an officer that met regularly with the group and was able to provide information on crime trends, answer

Attachment C: Study Circle Notes

questions, get to know the community and provide workshops and training on the law. Which would assist in helping people know their rights, obeying laws and keeping themselves safe. This also builds trust.

Randy

#2

what does community policing....

- emphasize community

- policing should be pro-active

- what should policing not do

- building ties providing

- policing should be involved in black + brown people + LGBTQ

what
function

- should community policing serve?

- purpose + function?

#4

police responders do not and should not be 1st responders
to mental health emerg.

mental health professionals should accompany police

need models of mental health treatment - regardless of police/crime
it's not all or nothing

#5

how to support the community?

have to first define what the police department should do?

Civic engagement is important

Citizen subcommittee recommendations

training doesn't work

training doesn't dismantle systemic racism

I was the recorder for the questions above. Reflected one a
summary of the responses

Donna Tanner-Hard Dec 7, 2020

1. Race relations between the police and the community remain an area that needs to be addressed, as evidenced by months of protests and calls to action around police reform. What observations or challenges do you see existing between law enforcement and minority communities, and how can law enforcement begin to take steps to build trust? Is there a specific area you want to see renovated?
 - The police should put more order between Hispanics and African Americans, but it seems that they attack Hispanics more. On many occasions there is physical and verbal violence.
 - Racism is still in the city since more than 3 years ago, which is very excessive and it is necessary to combat it.
 - We are a community living in the same country and we are going to improve with the support of the police.

Any ideas on how to improve confidence?

- Trying to stop being intimidated by the police
- Trying to trust that the police are supporting us
- Within the same community, more intimidation has been generated, either through our own experiences or the experiences of someone else, and this causes us to lose trust when we need to ask help.

Do you think there is a specific area that needs to be reformed or changed? How do you think that change could be? So that community members are not intimidated by the police who consider what would need to happen or happened?

- Mutual work between the police and the community. That the police show less racism towards the community so that the community can trust the authorities.
- The community should also try to be flexible towards authority.

2. What does community policing mean to you?
 - The one that is closest, around where we live Champaign-Urbana.
3. A challenge that law enforcement often has is public education and how the community may not understand law enforcement policies or procedures. Is this a problem and do you think that more public education about this is important to help foster understanding and awareness? If so, how would you suggest it be done?
 - Sometimes, when having a problem, members of the community feel that they are not receiving adequate treatment, it is important to know what is the correct procedure.

How do you suggest more public education about law enforcement issues and procedures?

- Providing enough information to be aware of laws and rules.
- Know the proper procedures to identify when rights are being violated.
- Some members of the community consider that the law is applied at the discretion of the police.
- Try to trust the police but do not remain silent. Sometimes the language is a limitation because you cannot understand exactly what the police officers are saying.

4. In general, what do you think should be the role of the police, if any, to respond to calls for mental health and related social difficulties? Should they be the first to respond? A co-responder accompanying a social, medical or mental health professional? Or wait to respond until directed by a social, medical, or mental health professional?
 - It would be good if those who know about it would attend first, because they can help calm who is presenting the emergency, giving indications of what has to be done, and later they could support the police.
 - It could also be calling 911 since they channel with the appropriate institution or personnel according to the emergency.

5. Hiring officers who reflect the diversity, inclusion, and fairness values of our community is important not only for external relations, but also for increasing understanding within the police department. How can we do a better job of increasing diversity in our police department?
 - Earning the trust of the community, earning the trust of the different minority communities that inhabit this place, by earning the trust it is possible that more people want to join and help.

Do you think it would be important for there to be a greater number of Spanish-speaking members of the security forces in order for them to provide better service?

- It is important, because many people do not speak English and you need a person who speaks Spanish, sometimes the police speak on the phone to have an interpreter in Spanish but sometimes they will not answer where they speak or there are barriers, if there were more people than speak Spanish everything would be easier.
 - It is important that there are more Latin people, who know a little more of our language to improve communication.
 - It is important that there are more interpreters in different languages, for example (Q'anjob'al)
 - It is important because sometimes there can be a misunderstanding due to the language barrier, it may be that we say something and they understand something else or maybe we accept charges because we are not understanding what they are telling us.
 - It is important because someone may be in danger and dialing 911 and waiting for the translator can be time consuming.
 - It is important because sometimes translators do not translate the message in the way a person intended to express it.
-
6. What kinds of training and education is important for you to see in your police department? For example, training in crisis intervention? Implicit bias and training in cultural responsiveness? Use of strength training? De-escalation training? Or others that are important to you related to police training and education?
 - They use force where they shouldn't use it.
 - There is a lot of racism towards Hispanics and African Americans.

- They should train the police in the use of force.
- Sometimes the police do not even listen to what they are trying to tell you.
- All police officers are trained in the same way, but how they apply this training depends on each police officer.

7. Finally, we would like to know what you consider in the community where you live are the main problems that you would like the police to help you solve as a community. For example, if you would like to see more police presence in the communities, what would be some ideas based on your experience as members of the community, so that you can start working on the basis of trust.

- They should consider more when they are minors and they say I can not do anything because he is a minor, even in cases like drugs or assault, they do not provide information about aid institutions.
- The community does notice that there is a police presence in their neighborhoods.

What do you expect from the police?

- Protection, support
- If their protocol allows it, it would be good for them to live more with the community, to get to know it.

Regarding the police presence in the schools, how do you feel about the presence of the police in the schools?

- It's okay, because sometimes there are fights or bullying, the police do need to be in schools, so we feel safer.

Would you and / or would you be willing to speak with an officer to raise your concerns?

- It would be nice to know what the police think of the Latino community.
- It would be nice to know what the police need from the Latino community.

MEETING OF CONGOLESE COMMUNITY WITH A POLICE REPRESENTATIVE

Meeting start late at 10:50 am because of some participants being late.

Participants : John Matanda, Ezechiel Lungela, Aimée Ntalashaa, Lisette Mbaki, André Mondika, Jean Flor Kllonda and Mrs Sarah

Question 1.

Ezekiel says that the police has done a lot of progress in champaign in term racisms. Couple of days ago one of my sisters has been victim of car stolen and the police reacted promptly. And I would like the police to vulgarize the law a little more again to our community and translate some important document in French because coming from a French country we are still struggling a little bit in English.

Aimee Ntalasha emphasizes the fact that we need translations for some documents in French and I would like the police to help us to educate our children because of the super protection they have that we are sometimes not able to manage.

Lisette Mbaki: I suggest that the police organizes some conference meetings with different categories of foreigner. Because when I was hijacked by a black guy in my store, the police intervention was so quick and very helpful.

Andre Mundika says that the police is here not only to give tickets to people but also educate and give advices. According to our culture we have some habits for example when my son comes back late at home, I don't tolerate that and if I talk in my African way to him, He will call Police for me and in our culture it is just not acceptable. Police has to change their attitude also thinking they are more human being than us

Ezekiel says the police would help us to keep our culture. And they have to stop to minimize us kind of a little discrimination and favoritism.

What does community policing mean to you?

Ezekiel says that it means the reinforcement of the security over the people and not to bring fear to people as some police officers doing to our brothers.

Andre Mondika says that it means to protect people with their properties and to prevent dangers.

John Matanda is sharing an experience about the unfairness of a police officer giving a ticket to a friend unfairly.

Question 3.

Already treated

Question 4

Ezekiel yes there is a need of a healthcare professional to help in this case, Police has to help us to get directed to right assistance.

Lisette Mbaki says the police has to help us to get us to the right assistance and not to get tired of us when we call them and because of the language we have some barriers to talk to police. If they can hire French representatives.

Aimee Ntalasha says the first thing we need to do is to call police.

Question 5

Ezekiel says Police has to organize a certain number of French people to integrate in the police departement so that they can know how to treat us

Lisette Mbaki asks if police can create a small group of 5 people where Congolese that still struggle with English can refer to when they are having an issue and that group has to work with police, just as we see it at the University of Illinois

Question 6

Andre Mondika: Training in racism and the culture

Aimee Ntalasha: If Police can learn other languages

Andre Mondika: Police needs to know that they are not our boss but they are servants, we need also respect from the police.

Aimee Ntalasha: sometimes the police reacts according to our attitude.

CPD Focus Group Notes From Qanjobal to English

The Meeting topics is divide by 4 part

- >How to talk how to improve the police service in champaign
- >opinions how to improve Qualities and police work
- >How the police do their JOB

The community its afraid when aproccing to the police because they will don't know what to say some of the people of the community they don't speak english or spanish thats why some person dont know how to defend the self because they have they own language the time before the police they just speak English if the police ask question the community will not answer because they don't speak english and they scare sometime the community has translation and the translation its asking for money to translate if there is an accident the community ask for help and the police take to long to get in the place where was the accident its happen some person of the community don't know speak english and they don't know how to explain what's wrong and for that reason the the person that was in accident and what happen it's not explained and sometimes they blame them and take them away the police put charges to not knowing how to explain the incident what happened.

>In the United states we are all afraid to speak we feel like illegal we do not have experiences at all ' we do not have any license or documents we don't have any certificated but also here there are many oppotunities where we can progress there more help among the community as well as studies also economically its is a country of oppotunities and at this time there a lot of help even though we don't have any documents there alot of solidarity help even there is no identification en our mentality we look at the police we are afraid of the requirements because there is no identification but the police do a good job in security protection now we getting more help then on the 90's in the past year there i no help there is no translation at this time our community its progressing and more oppotunities coming the government its helping the community and the society are doing a great job with all the community and all organizations

What is the significance the Job of the police

The organizations and the security of the country and protection for the community on this time the police are doing good Job and has the [patience and give the translator explain and the police treat the community better, you have to have the licence in order to drive and respect the rules of the state the police treat you slowly and explain step by step to kip the case and give protection to the community.

In the past years like in the 90's there is no translation something happened it was very restricted and very difficult to contact the police and there is alot of fear with the police for not speaking english and they dont give you a deadline to get your case if you don't have documents at that time if you made a mistake like driving drunk or not having licence and they dont wait for you for a lawyer and they going straight with deportation to our country of birth if you don't have papers they don't give you time to fix your case and there were deportation on this time

At this moment where we are living now everything in return there are already translator in Kanjobal and Spanish and the technology are everything different now there is more help to the community by the organization and the police

If you are drunk and the police detain you it gives you the chance to find a lawyer and pay for the charges for making any mistakes now it's different if an accident happens there are already with translation or any case

If you driving without a licence give you chance to pay for the accident and if you make an mistake or go to the court and they give you time to define your case and the police treat you very well also have a solution and a lot of help from the organization that is how our community of Guatemala is growing up and progressing.

>Who do you have to call if there is a fire or accident at the house

911 if there is an accident, the Ambulance and the police to ask for help if there is a fire at the house you have the fire extension if there is an accident the police so that we can ask for help for that situation.

>We must have more knowledge about the rules of the United States so that someone can give us more details or classes if we can meet another officer to tell us about the rules.

>And organize about our culture and organized something about our culture in Guatemala and have confidence

Thank you

Saturday, January 9, 2021

Dialogue Study Circle

Group introduced themselves, an overview was provided of the goal for the day and group members listed major questions for the Champaign Police Department along with various comments.

QUESTIONS

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- What are the major challenges the Champaign Police Department currently faces?
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COMMENTS/DISCUSSION POINTS

- Understanding cultural differences is essential in policing. Many times, there are cultural misunderstandings that can cause challenges when in emergencies, reporting crimes and/or when individuals might be arrested. One example has been domestic violence.
- Provide information and education around American policing.
- Address language barriers and tools such as 911, to ensure calls for service are taken correctly and that individuals know how to contact when in emergencies or have crime to report.
- There is a huge concern about defunding police when many feel unsafe especially after the past several years of discriminatory rhetoric towards Chinese Americans which include misinformation around COVID-19.
- Proactively engage various communities to create a more welcoming, inclusive, and safe community. Have opportunities for engagement beyond the need for emergencies with police. Examples of an international day be inclusive of all ethnic groups.
- Provide a Liaison Officer that works directly with the community and becomes the point of contact to communicate with the Chinese community. This would be an officer that met regularly with the group and was able to provide information on crime trends, answer questions, get to know the community and provide workshops and training on the law. Which

would assist in helping people know their rights, obeying laws and keeping themselves safe. This also builds trust.

Question 1: What areas are most important to you when discussing overall improvements to the Champaign Police Department? For example, improved police-community and race relations, or the citizen review complaint process, among others. Please identify and share.

Responses:

1. Improve race relations.
2. Safety to law abiding citizens
3. Making sure there are two police officers per car and that they all have body cams and car cams to protect each and every one of them. Having a positive presence in community seem necessary at this point in time because people have lost their minds! :)
4. I think the best thing that the City Council can do is move substantial funds from the police department budget to programs for equitable housing initiatives in Champaign, towards mental health resources like crisis response teams, free addiction counseling, free job counseling, disability services, among others.
5. Crime and shootings
6. The biggest improvement I can think of is cutting the gross amount of funding they receive, while also reducing the scope of their responsibility.
7. More officers on the street...literally. Proactive policing has historically been more effective than reactive policing. Getting back to the old fashioned 'beat cop' where people in the neighborhood actually knew the officers would be a great idea.
8. Possibly meeting with the organization heads that want to defund the police department. Rita Conley instigates her group of BLM supporters. Perhaps if she (and others) could have a civil conversation and work together she would understand what police officers deal with. I'm disappointed that this was allowed without repercussions!
9. I feel the Champaign police have done a great job. If you were to take them out of the picture you'd have many more problems today. It's the radicals that are the problem here in CU not the police. Leave our police alone to do their jobs.
10. Race relations, mental health training,
11. More support and funding to fully staff and maybe even more than they need. More supervisor training and maybe more supervisors. The police need to get back to being the police and stop going to all the problems that society doesn't have a designated, funded resource to adequately respond to. The police should not issue parking tickets, probably should not issue most traffic tickets, they shouldn't be the liter police or the grass is too high police, they should not be the "mask" police, they should not deal with juveniles and mental subjects that don't pose an imminent threat to life, they should not be the residential or commercial alarm police, they should not be dogcatchers, or Elliot Ness' liquor squad, so probably shouldn't be the loud music police either... I think I'm establishing a general framework of calls that promote unneeded interactions between officers and the public. If felony property crimes or crimes against persons are occurring, then trained and well supervised officers should be sent. Why are they the someone said something about me on Facebook police? Well, because there's a law against just about everything, so we send the police. How's that been working out for you? Going well? Maybe we should try something different? Maybe gas station drive-offs and someone used my credit card on ebay kind of calls could be handled by someone trained a little less?, maybe even remotely by special needs employees/volunteers? Maybe a panhandler should just be told to

get away, do we really need the police? Maybe shoplifters should be sued by the stores, unless it's a concerted group effort or some other felony level property crime. Maybe there should be more officers, or more shifts of officers (to let them sleep more and train more). Maybe....the police dont need to come perform CSI type analysis of my car because my \$5 got stolen when my doors were unlocked? Maybe, the police dont need to come to my door for weed. Maybe I dont need arrested for a misdemeanor? Maybe supervisors should pre-approve felony charges or rides to the jail? Maybe, we should re-envision what we've asked our police department to do? Maybe, we should focus on rounds being fired throughout our community. Maybe, an officer shouldn't deal with truancy? Maybe, an officer shouldn't be forced to fight with people over relatively small crimes if they weren't there in the first place?

12. Removing police from schools and increased transparency (especially on individual police conduct history, arrest warrants, etc.)
13. I think controlling speeding on our streets and the recent car break ins in Champaign are important to address.
14. Continued professional law enforcement. Please don't be intimidated by the loud squeaky wheels in this community calling to reform the police department. Parts of our community need to be reformed first.
15. reducing the police budget and demilitarizing the department- no military grade equipment or weapons in our community. severely restrict use of force. remove police that commit misconduct from the force, and prevent them from being rehired to other departments. police departments have shown absolute recklessness with the powers they are given and need to prove to their city that they can be responsible stewards of the law.
16. Citizen review complaint process.
17. Decreasing gun violence, crime prevention, maintaining public safety
18. Citizen review process has to be changed to be more effective and the primary, though not exclusive reason is to improve race relations. Disparate treatment of African Americans must come to an end.
19. Race relations
20. all races being treated fairly and equitably under the law
21. Both race relations and citizen review.
22. Before—or perhaps in addition to—considering specific overall improvements to the Champaign police department, I think we need to consider root causes and issues such as these: 1. What are the root causes of public safety issues, including police-community and race relations? What are we doing now and what should we be doing to address root causes? 2. What do we want a public safety organization to do for the community? Improving police-community and race relations would be the issue I'd like to focus on.
23. Improved officer morale. More city administration support of police activity.

Question 2: Champaign Police respond to approximately 60,000 calls for service annually. Are there calls for service you believe police should not be responding to?

Responses:

1. Police should not respond to calls that patently profiles people because they are “loitering” in a neighborhood.
2. No.
3. Making sure there are two police officers per car and that they call have body cams and car cams to protect each and every one of them. Having a positive presence in community seem necessary at this point in time because people have lost their minds! :)
4. Up to half of the number of people killed by police annually have a disability (a commonly cited statistic found, for example, in this article: <https://www.theguardian.com/society/2016/mar/29/media-must-report-police-violence-towards-disabled-people>). 50-75% of people killed by police have a mental illness (this statistic and some great info on alternatives to police responding to 911 calls here: <https://justiceteams.org/alternatives-to-police-in-mental-health-response>). The police should not be responding to calls where a person is having an issue with their disability or mental illness.
5. N/A
6. Traffic stops, loitering, car accidents, noise complaints, cases of attempted or threatened suicide, mental health crisis, drug use, youth services, responding to those with developmental disabilities... they receive so many calls because they are our catch-all.
7. Unfortunately until there is someone on the scene you don't know what is actually needed. So I feel we should continue to have officers respond to all 911/emergency calls, then make a determination if there should be someone else (either in addition to or in place of the officers) on the scene.
8. Not knowing every call that officers get called to, I can't answer.
9. No. If you cut the calls you have more. More thefts more rapes. Plain and simple. You the CITY allow for this city to expand and then there's more people. More people more problems. You figure it out
10. Already answered
11. Mental health crisis
12. I think if someone is requesting assistance, their calls should be addressed. I also wish there could be short virtual meetings of our neighborhood patrol officers with residents.
13. There must be many nuisance calls within 60,000 calls for service/year, but citizens expect a response when they call 911. As soon as you downgrade or redirect calls for service, something is bound to escalate and go wrong.
14. Yes
15. No
16. No.
17. Ones where social worker would be more helpful
18. repeat mental illness and minor nonviolent drug cases
19. Any call that a medical professional or social worker is able to handle better.

20. It's hard to answer this question without knowing more about those calls for service. A, What is the breakdown of the calls being received now---what types of calls are being received, and how many of each? When do these calls come in? B. How is the success rate in dealing with calls measured? For example, how many apparent robberies have been called in, and how many of the robbery cases have been solved (e.g., stolen goods recovered, individuals prosecuted)? C. What is the relationship between staffing and call volume. According to the Champaign Policing Staffing Study, SS 2019-015, "We know that the highest volume of calls for service are between 8:00 a.m. and 7:30 p.m., Monday through Friday. Traffic increases during this time as citizens are traveling to and from work, businesses and schools are open, and more people are moving about the community. As described earlier, the yearly shift schedule is designed so that officers are evenly distributed across all shifts in a 24-hour period and not scheduled based on call volume." Why aren't officers scheduled based on when call volumes are the highest? Once I know the answers to questions like this, it would be easier for me to offer an opinion on services. Using police officers to respond to calls that are mental health or drug related may not be the best use of police officer time. It may be that traffic stops could be handled differently. It seems to me that we have an opportunity to examine models from all over the country that might help Champaign make some decisions about how to respond to calls for service.

Question 3: If you could identify your future goals for the Champaign Police Department, what would they be?

Responses:

1. Respect the dignity of everyone except violent criminals who might want to cause harm.
2. Protect law abiding citizens
3. My future goal is for the City of Champaign to be a place where people thrive with good jobs, affordable healthcare, adequate food and resources, and no need for the Police Department to exist.
4. More Officers
5. For them to assist in an audit of all of their activities, and establishing which are better handled by other people, what kind of resources we need to allocate to those other people, and where their budget can be reduced.
6. More direct relations between the officers and the community. They get to know the people, we get to know the officers, and that personal relationship can go a long way to making a stronger and safer community.
7. To be able to retain good officers. Unfortunately, I don't feel they have the support they need. These are good men and women and they are treated poorly.
8. The city of Champaign need the let the city police do their jobs that's the future not removing them. You remove them then you have more problems with the radicals.

9. To use the Louisville model and create incentives for police to live directly in the neighborhoods they serve.
10. Better control of speeding on our streets, and try to get people walking, riding their bikes, or walking their dogs to make sure they have reflective lights so they can be seen when it's dark out.
11. Continue to adapt and respond appropriately to situations requiring police intervention. Pray to God all your decisions are correct.
12. demilitarized and deescalated. use of force needs to be drastically reduced and there needs to be full accountability for police misconduct. officers who abuse their badge and brutalize and terrorize residents need to be removed from the force. any settlements paid to residents for police misconduct should come out of the police budget, not from taxpayers.
13. Keep the city safe. The officers to stay safe.
14. Help end gun violence.
15. Change use of force policies and enact a system for holding officers accountable for misconduct. Move the Blue Line.
16. Aware of diversity issues
17. to serve all communities regardless of race fairly and equitably under the law
18. Better community relations with all groups, especially minorities and teens.
19. A. Change the orientation of the department from what it is now to community-based public safety and community protecting. Such a change might involve creating store-front locations throughout the community where department members are in more contact with citizens. B. Review the systems for hiring, training, mentoring, evaluating and rewarding as well as the budget to make sure all are in sync and all are focused on community-based public safety and community protecting. Restructure those systems as needed. C. Identify functions better addressed by mental health and social service professionals and shift financial and staffing resources into those areas.
20. Larger better equipped police force.

Question 4: How do you define community policing?

Responses:

1. A policing that is informed by community needs; where police officers if possible reside in their respective communities, and focused on building trust.
2. Not sure
3. Patrolling throughout the city, all areas regardless of socioeconomics. Having a consistent presence at events and schools.
4. "Community policing" is a feel-good term that further embeds the police into the fabric of our everyday lives: in our schools, libraries, and neighborhoods - expanding their ability to perpetrate harm, putting more people in jail for nonviolent crimes, and creating a perceived need for more cops that ultimately does more harm than good. I do not think "community policing" is a good or desirable thing.
5. Being there when you need them
6. Leveraging harm for social compliance

7. The idea of "community policing" sounds too much like the community would be doing it instead of the police. That's not my job. I prefer the concept of "neighborhood watch" were the community works with the police instead of separate from them
8. Police and the community working together. Perhaps the Community Relations Department needs to get involved as well. Isn't that part of working together with the Community?
9. They're needed where they are. If you cut them out of the picture then there's more problems. Maybe the problem is the people crying about them if you really think about it.
10. Knowing the police wont mess with you, just cause they can. If you get to that level, people know its real when the police are dealing with you. You know they aren't stopping you for selling some damn cigarettes or for walking the damn wrong way across a street, because the police dont want to do that shit either.
11. Engaging with the the people you directly police to understand the intricacies of each individual neighborhood.
12. A resident watching ones neighborhood for unusual activity. Being aware of what's going on around you, and not being afraid to call the police for help.
13. I would like to see more face time with patrol officers that work our neighborhood. If you're rolling past, stop and say hi, get to know a name.
14. a true community of trust doesn't need to be policed. there is a fundamental combativeness regarding police and the residents they serve, and this is unacceptable. I don't feel safe around police whom i feel see the residents they serve as enemy combatants, thugs, lowlifes, etc. Every person is a human being who deserves respect, and that doesn't end when law enforcement interacts with them.
15. If the community sees something not right they speak up.
16. Community members actively working to stamp out crime and violence along with the police.
17. Police officers get to know people in the community so that more witnesses will step forward and provide information to help catch criminals.
18. Working closely with community to decide on priorities
19. getting to really know the people in your beat to the point of being called officer friendly when you need help
20. To protect and SERVE.
21. In my view, language matters. The language "community policing" implies policing the community, as if the community is the source of problems and community members need to be controlled. That unfortunately has been the history or policing in this country, no matter what it is called. What if the mind set were community protecting? That mindset implies a focus on shielding the community from harm. You can only do that by gaining the trust of the community, and by demonstrating that your reason for being is to protect the community.

Question 5: What characteristics do you expect in a police department?

Responses:

1. Devotion to community and integrity.
2. Integrity
3. Honesty and follow-up. If the police say they will follow-up to someone or a victim, do it. I've been let down by this and escalated and still no follow-up. I realize my civil situation was minor and not a big deal but don't offer if its not going to happen.
4. I don't "expect" the police department to do anything other than to act in its own best interest for self-preservation and expansion. I do not have any faith that the police department can be a force for good in our community.
5. Professionalism
6. "The best police department is one that you don't even know is there."
7. Being professional is number one
8. Integrity, honesty, mental agility, compassion, empathy, ethics, respect, common sense, and communication skills. I've had interactions with a majority of the officers and I think CPD excels in these areas. I expect those characteristics to be in all city departments as well.
9. To be there when we need them. If you cut their numbers you have more problems. This is a university town and if there isn't a large force you have more problems. Correct? Cut the force then you'll have more problems.
10. Integrity. It's a contact sport sometimes, like football. Hell, football players are paid way more than police officers and get way more training. They cannot control themselves either when it's game time and the hard hits are flying. WHY do we expect an officer to do the same when they use force against someone. It's ugly and it's supposed to be. I expect the police to not want to go there with me, unless they have to. That's what I expect.
11. Accountability, transparency, and diversity.
12. Honesty and integrity. Police officers are already brave men and women defending our cities in these very difficult times.
13. First and foremost, I expect our police department to enforce the law. Monitoring law breakers, as was done in the recent looting spree is unacceptable. Monitoring protesters that deface our police station and public/private property is also unacceptable.
14. trust, discipline, respect, safety-- right now I feel none of those things about the police
15. Honest, trustworthy, caring, dependable.
16. Proactive, engaged
17. Public service is the number one goal. Every person treated equally regardless of race. Officers who know that the blue line does not protect them from accountability to the public. Officers and their superiors respond to community needs with something other than the assertion that if people just understood the police better, we'd all stop complaining.
18. Fairness, responsive to community needs
19. professionalism. fairness, equity in treatment, transparency, public accountability
20. Respect and courtesy in all matters.
21. First characteristic is a commitment to building trust, and a willingness to allocate the time and resources to do that. Without trust, nothing else matters much. I expect all department members to be committed to public service, to place more value on human life than

property, and to have the maturity to focus first on listening, de-escalating situations, and resolving problems. I expect the department to work collaboratively with community organizations and to establish some common goals and initiatives. For example, I don't know if or how the police are involved in the wraparound services initiative supported by the Council and Unit 4. It seems to me that would be a more positive role than the questionable practice of stationing officers in the schools.

22. Proactive law enforcement. Finding criminals and arresting them.

Question 6: Is there anything else you would like to share with the City regarding your vision for the future of public safety in Champaign, including potential changes you would suggest?

Responses:

1. Eagerness to learn.
2. The police do not prevent crimes from happening, they only do their work of arresting people after a crime has been committed. The City should put funds towards housing initiatives towards ending homelessness and housing precarity in Champaign, towards mental health resources like crisis response teams, free addiction counseling, free job counseling, disability services, and other programs that make it possible for all of our neighbors to thrive here instead of putting funds toward the police department.
3. Active engagement with all groups
4. This conversation is not new. You are hearing the same message over and over again and still refuse to take any meaningful action. DO SOMETHING
5. Don't give in to the 'Defund the police' movement. It is a horrible idea and would make for a much less safe community. There are always improvements that can be made, defunding the department that's most necessary to keep the community safe is just stupid.
6. Quit allowing Rita Conerly (or whatever her last name is) to run the City! I want my streets to be safe. I did not like that they were allowed to block traffic intersections during their protests. That was clearly unsafe! And what they did to the Police department was a slap in the face to the officers. Why would they want to continue to protect and serve when they don't get the same respect.
7. There's no changes needed. With the size of Champaign Urbana you need a police force. The ones crying about this may be the problem including the city council. Think about it you're the ones with a college degree. Quit allowing Chicago contractors build up this city like it's a mini Chicago. More people more problems. Maybe we need a Republican to run this city.
8. Make someone else deal with this stuff. Dont you have other people or other departments that maybe can help? Do you really need revenue from parking? Turn them into community service officers. Do firefighters really need to fly all over town to calls all the time? I can't even think of a fire ive seen other than on the news. Maybe firefighters need community service cars and only one of their asses can bring the big ole' truck when there's an actual need for them to respond. Can the firefighters take on more of this, if they arent working their part-time jobs, as all firefighters are known for. Are your workers that pick up trash or do other odd jobs available to handle some of this stuff? The police should have the respect of the community and its not possible to do that when they interject themselves into peoples' lives for petty things. I think we

should stand behind the police and provide more resources for the community to deal with little things. If not, then everyone just shut up and pay the next settlement when one of your officers chokes someone out for stealing a candy bar. If the police continue to deal with bullshit, then maybe...things wont change.

9. I would love for Champaign to work towards the newly agreed upon deal for change in the Louisville police department.
10. In my opinion, the vast majority of citizens in Champaign support our police department and its current structure. But I'm concerned our public officials, the mayor and city council, respond more favourably to political pressure from those in the community that constantly complain about perceived problems rather than real problems.
11. reducing the police budget and demilitarizing the department- no military grade equipment or weapons in our community. severely restrict use of force. remove police that commit misconduct from the force, and prevent them from being rehired to other departments. police departments have shown absolute recklessness with the powers they are given and need to prove to their city that they can be responsible stewards of the law.
12. Please do not defund the police. They are necessary for a healthy city. There is so much gun violence in the community that needs to be prevented and solved.
13. A suggestion concerning any future discussion/input sessions..less topics/questions..more time for indepth discussion among the group members. People would mention something in their answers to a question that caught my attention/warranted exploration but we didn't have time to investigate what they really meant or how they saw that idea being implemented. (It's frustrating) That's how a lot of good ideas have been developed..people just riffing off each other. Throw in a police officer with experience to provide factual, procedural or legal information when necessary and it has some educational benefit for the public that they can carry back to their friends, family and neighbors too. These sessions are a great way to get people talking who normally wouldn't. That idea on some level needs to be ramped up regardless of the topic.
14. The data have shown for decades that policing is disproportionately directed at African American people and that some number (possibly a majority) of police officers still consider walking while Black or driving while Black to be a suspicious activity. I'm so sick and tired of the baloney -- study circles and conversation don't bring real change. YOU MUST CHANGE YOUR POLICIES. The police should be held accountable to the public and the blue line that shields them from accountability should be totally erased.
15. more city resources to help people with chronic drug and mental illness problems, may even consider restructuring the police budget to provide funding as fewer officers are needed
16. I would like to see more policing of misuse of motor vehicles... speeding, running of stop lights and stop signs, awareness of and sharing roads with bicycles. Also enforcement of noise regulations regarding motorcycles
17. After the study circle meeting, I wrote an email to Mayor Feinen, Chief Cobb, City Manager David and others expressing my concern that we told at the end of the study circle session that this would be the only one. A one-time meeting is not a study circle. We didn't study anything or make informed recommendations. I am assuming that the police department and the city want this effort to result in actionable recommendations. As of right now, we've

all made a start but aren't at the point of drawing any conclusions. For that reason, I hope your report to the Council does only two things: (1) provides a list of all the suggestions gathered from the listening sessions and study circle sessions, and (2) includes recommendations on how to proceed to turn these ideas into specific, actionable recommendations. Please consider forming community-police teams to go beyond what Chief Cobb said was wanted—"examine the challenges in front of us from many angles and begin to develop solution-oriented opportunities"—to develop specific solution-oriented opportunities that the City Council can act on. To do so, teams will need to have access to departmental documents, including budgets, staffing and service call data, the union contract, and information related to employee training and evaluation. They will also need to have the time and resources to review the wealth of available information about how different communities are approaching public safety. And they need to have clear timelines and expectations. Thank you for your involvement in this effort so far. I hope that community members will continue to be involved as the effort moves forward.

Champaign Citizen Review Subcommittee

-2020 Annual Recommendations-

Black lives matter: The Champaign Citizen Review Subcommittee (CCRS) cannot begin to complete our mission unless our city code and police department policy reflect this fact. The recent murders of George Floyd and Breonna Taylor at the hands of police officers emphasize the urgent need for change. The experiences of Teshome Campbell, Myron Scruggs, Precious Jackson, Kisica Seets, Benjamin Mann, William Brown, Davonte Wright, Kyle O'Brien, Richard Turner, and Alton Corey at the hands of Champaign Police demonstrate that work must start anew in our city, and in earnest.

Champaign City officials are in agreement that change is required. In the *News-Gazette*, Mayor Feinen [promised](#) that the city would “review policing policies and strategies, economic opportunities and education,” she stated that she “the Champaign City Council is ready for the opportunity for change.” Similarly, Champaign police Chief Anthony Cobb has acknowledged “I don’t think there’s anything off the table; we’re going to make some significant changes.” “We’re going to have to,” Chief Cobb continued, “that’s the direction we’re getting from our council, from the public, from our mayor.” Both Mayor Feinen, Chief Cobb, and several City Council members have been photographed taking a knee at recent local Black Lives Matter protests to honor the need for change.

The expertise of CCRS Commissioners are integral to achieving these necessary goals stated by the Council. The 2017 ordinance tasks the CCRS with the review of citizen police complaints on the conduct of Champaign Police officers. Our mission is to serve as a mechanism for accountability and public outreach to improve community-police relations. In those two years, the CRS has listened intently to stakeholders and Champaign residents, worked extensively with CPD Administrators, and reviewed nearly a dozen complaint investigations. Our work requires hours of training in CPD policy and 10 hours of police ride-alongs completed annually.

To fulfill the responsibilities that the moment and our ordinance requires, the 2020 CRS Annual Recommendations submits the following among our recommendations:

1. [Additions and amendments to Champaign Police policy, which seek to foster public confidence in CPD among vulnerable communities](#)
2. [Priorities for the 2021- 2025 bargaining agreement with the Illinois Fraternal Order of Police](#)
3. [Changes to the City budget that diversify expenditures marked for public safety purposes](#)
4. [Changes and additions to the 2017 CRS Ordinance](#)

Prior Action:

On August 3rd, 2020, the CRS presented these recommendations to the Human Relations Commission. The feedback elicited has been implemented and unanimously approved by CRS Commissioners. The CRS submits these recommendations to Chief Cobb and to the City Manager in pursuance of Sec. 2-532 of Council Bill 2017 - 172, which establishes the CCRS and its purpose.

Next steps:

Before 2021, the CCRS requested that Champaign Police Administrators submit an informational memo detailing their responses to the 2020 Recommendations that fall under CPD authority. In the same time frame, the CCRS requests an informational memo from the City Manager in response to the recommendations that require Council authority.

The following resources may aid the consideration of these recommendations:

- The [2017 Citizen Review Subcommittee Ordinance](#)
- The [July 2020 update from CPD regarding recent changes to police policies](#), which includes a chokehold ban and a requirement to intervene in unnecessary uses of force.
- The [CCRS's 2019 recommendations](#)
- The [CPD Administration's response to the 2019 recommendations](#)
- The [2018 CPD report](#) to the Human Relations Commission may also be useful.

For questions, contact Rachel Joy at the Office of Equity, Community and Human Rights:
217-403-8830 | humanrelations@champaignil.gov

-2020 RECOMMENDATIONS-

I. The CCRS recommends the following additions and changes to CPD policy: ¹

- A. Eliminate the time frame window for complaints.** The complaint process asks complainants to recount a painful event in an uncomfortable and unfamiliar environment (e.g., the Champaign City Building or the Police Department). This was included in our 2019 recommendations, and the Department has the opportunity to again expand that window.
- B. Create a policy that guides officer discretion for drug-related incidents** in consultation with harm reduction specialists at Champaign-Urbana Public Health Department. This recommendation is in the spirit of the “Overdose Prevention and Harm Reduction Act,” which Gov. Pritzker signed in 2019 ([Public Act 101-0356](#)).
1. Direct officers to not target Needle and Syringe Programs (NSPs) and those at the scene of an overdose for arrest, and to not interfere with other harm reduction efforts.
 2. Explicitly prohibit officers from confiscating clean needles and naloxone.
- C. Create a policy that details the extent of CPD’s involvement in the enforcement of federal immigration law.**² [Unauthorized presence in the United States is a civil, not criminal, violation, yet immigration status may present a barrier to residents that seek police services](#). Specific CPD policies on immigration would clarify law enforcement goals when working with undocumented communities and foster a more meaningful relationship with the undocumented community in Champaign.
1. Such a policy might be incorporated into CPD’s “Bias Based Profiling” policy ([1.9](#)). In particular, policy 1.9.2 should add “English proficiency” to the list of factors that “will not be the sole factor in determining the existence of probable cause to place in custody or arrest an individual.”
 2. Prohibit CPD officers from inquiring about a resident’s immigration status for non-criminal offenses.
 3. Refuse to act behalf of federal immigration authorities without a valid arrest or search warrant that has found probable cause. Civil immigration warrants do not require the approval of a judge, and should not be honored by CPD.
 4. Include officer immigration status inquiries in departmental weekly and annual reports ([Policy Number 11.4](#)).

¹ Review all Champaign Police Department policies [here](#).

² A review of CPD policy on immigration status and relevant laws can be [accessed here](#).

- D. Prohibit the use of tear gas.** The [chemical agent has been found to cause](#) long-term health consequences and can hurt those who aren't the intended targets, including people inside their homes. Tear gas contaminates food, furniture, skin and surfaces, and can cause long-term lung damage.
- E. Require an officer exhaust all other means before shooting and the use of force continuum.**

Champaign Police Use of Force policy notes four principles for use of force, number 2 is a "[continuum of force](#)" and 3 is verbal de escalation. Each is a "best practice," not an enforceable standard.

II. [The Champaign City Council must diversify its expenditures marked for public safety in its budget for the Police Department.](#)

Total police expenditures reached \$26 million in 2020, and [the budget for 2021](#) recommends increasing that funding by 6%.³

- A. The Council should divert 10% of Champaign Police funds to create a pilot program that better responds to community mental health needs.** The [One Door proposal from Lt. Joel R. Sanders](#), CIT Coordinator with Urbana Police, is one such proposal worth considering. The [CAHOOTS program implemented by Eugene, Oregon](#) is commonly cited as the "gold standard" for such programs and should be emulated.

Adults with severe mental illness account for one in four people killed in police encounters, according to a 2015 report from the [Treatment Advocacy Center](#) (2015). The same report found that individuals with untreated mental illness face a 16-times-greater risk of being killed in a law-enforcement encounter compared to other civilians.⁴ The CCRS has observed that an outsized number of complaints are marked by a mental health condition noted by the complainant or an officer or sergeant on the scene.

Such a program should have two facets; (a) a co-responder program that pairs police officers with mental-health professionals to help people on the verge of suicide or addressing other emotional crises in the course of a shift, and (b) a 24/7 service team of medic and crisis workers to be dispatched to non-criminal

³ Access a copy of the 2020-2021 Champaign City Budget [here](#); pages 124-138 pertain to the Police Department.

⁴ Despite misconceptions about individuals with serious mental illness, they account for just 3% to 5% of violent acts, according to the [Health and Human Services Department](#). But they are more than 10 times more likely than the general population to be victims of violent crime.

crises involving people experiencing mental illness problems, substance abuse and homelessness.⁵

The following reasons support the decision to diversify public safety funds:

1. Currently, the [Crisis Intervention Team](#) is tasked with responding to complex problems. By far, mental health and suicide attempts are the most common calls CIT responds to. Typically, these calls involve repeat contacts with the same individuals who have unresolved mental health needs who have committed a minor or “nuisance” offense. Occasionally, CIT officers responded to volatile situations that risked the safety of all involved. Becoming a CIT officer is voluntary, and certification is granted after successful completion of 40 hours of intensive training. Approximately 73% of all CIT contacts involve a CIT officer.

Between 2017-2018 [the Crisis Intervention Team](#) had contact with 1028 individuals. These included 45 veterans, 181 individuals affiliated with the University of Illinois, 66 homeless individuals, and 13 individuals where it was relevant to indicate they had a FOID card. However, only 2% of all symptomatic CIT contacts were begun with a call for Crisis Response.

2. Champaign Police Administrators have readily admitted that the Department is tasked with responding to too wide of a range of complex community problems. Without adequate community-based mental health care, complex problems escalate until they finally fall to the police. CCRS Commissioners were advised of this problem in the course of their training on the Crisis Intervention Team:

“We know that the most deadly weapon we carry is not the .45 or the 9mm, it is in fact the cop’s tongue ... A single sentence fired off at the wrong person at the wrong time can get you fired, it can get you sued, it can get you killed.”

-George Thompson, founder of Verbal Judo.

Police officers across the country have ended up on the front line of the American public mental health system, doing a job they didn’t sign up for, trying to fill holes they didn’t create.

- A World of Hurt, *The Washington Post*⁶

B. The Council should convene a study session on removing School Resource Officers (SRO) from Champaign Unit 4 schools: Since 2006, SROs

⁵ The city of Minneapolis has conducted such a pilot program in 2019, and can serve as a model. Access a news report of that effort [here](#).

⁶ Access a copy of this *Washington Post* article [here](#), without a paywall.

have staffed at each of the Unit 4 middle schools and high schools, to include Edison, Franklin, and Jefferson Middle Schools; and Central and Centennial High Schools. Concurrently, Champaign Unit 4 School District (Unit 4) has struggled to ensure equal opportunity and outcomes for its students. While black students comprise the largest portion of Champaign's student body, only 8 percent of its teachers are black. Unit 4 District leaders explicitly acknowledged the impact of racial and socioeconomic segregation of the city of Champaign as a contributor to those outcomes in the most recent [Unit 4 Needs Assessment report](#) (2019). The SRO program is funded via the Champaign Police Department.

The Council should ask the City Manager to review the SRO program to assess whether the program can reasonably fulfill the tasks laid out in the 2020-2021 budget and contract. These goals include "diverting at risk youth from the Criminal Justice System." The [original SRO agreement was signed in 2006](#), [reevaluated by the Council in 2014](#), and the [program is currently under review in Unit 4 Schools](#). The 2014 evaluation by the City Manager included a survey of Unit 4 middle and highschool students and staff on their perceptions of SRO programs and officers. Such a study session should also assess whether the SRO program exacerbates or sustains racial disparities in the city of Champaign, which was not included in the 2014 evaluation by the City Manager. SRO positions were originally occupied by Community Outreach Officers.

The Council has the following reasons to reevaluate the SRO program in Unit 4 Schools:

1. [SRO Standard Operating Procedures](#) do not require parental consent to interview a student in Unit 4 schools.
2. Throughout the 14-year history of the SRO program in Champaign, as many as 84 students (2008-09) have been arrested on school grounds in a single school year. According to a May 25, 2016, [News Gazette article](#), the overall number of in-school arrests has declined steadily since 2012 — from 41 then to 17 last school year — black students still make up the majority of those apprehended on school grounds. Of the 17 taken to the youth detention center in 2016, 15 were Black. The two others were Hispanic. Although the overall number has declined steadily since 2012, there were still a total of 86 incidents that required an officer's involvement; 47 ended with referrals to the youth assessment center, while 22 were deferred to school administrators with no charges filed.
3. Since the [original contract](#) was first negotiated in 2006, a substantial amount of research has demonstrated that SROs erode police and community relations. Nationally, SRO programs serve a well-documented role in the school-to-prison pipeline, and traumatize marginalized students

(Meiners 2007; Meiners and Winn 2010; Vaught 2017; Sojoyner 2013). Furthermore, SRO programs reproduce and exacerbate racial inequalities in school discipline and student entanglement with the penal system (James and McCallion 2013; Javdani 2019; Nance 2015). More data is required to assess whether these trends are true in Unit 4 Schools.

4. SRO programs have been shown to be predictive of school officials referring students to law enforcement for low-level offenses (Nance 2015). This is borne out on the local level. Between 2006-2016, the Unit 4 School District reported 417 at-school arrests, 357 of which involved black students, per the 2016 [News Gazette report](#). Those numbers triggered a complaint from African American community advocates to the Office of Civil Rights which launched an ongoing investigation into the Champaign School District practices.
5. SRO programs are correlated with higher rates of suspension and expulsion, which leads to lost class time (Fisher and Hennessy 2016). SRO programs are also linked to an increase in arrests for non-serious violent crime (Na and Gottfredson 2013). Indeed, [suspension and expulsion data recently obtained via FOIA request revealed](#) that 109 Black and Latinx students were suspended or expelled from Unit 4 schools between 2018-2019, compared to only 24 of their white classmates.

III. [The City Council should work with the Human Relations Commission to make the following changes to the 2017 Citizen Review Subcommittee ordinance:](#)

- A. Formally change the title of the “Champaign Citizen Review Subcommittee” to “Champaign Community Police Review Subcommittee.” Such a change would more accurately represent the nature of our work.
- B. Require 1 public community event held jointly by the Use of Force review board and the CCRS.
- C. Change the meeting requirements to include monthly meetings. Currently, the CRS meetings once every 2 months. The past few meetings have presented 2-3 complaints, which requires that Commissioners and staff work past 10:00pm. Meeting once monthly would distribute this work more evenly and allow for a more thorough and timely review of complaints.
- D. Update the training requirements for CCRS Commissioner training. The first appointed commissioners received extensive information on CPD policy by CPD Administrators. Incoming commissioners watch the videos from those early training sessions, and this is not adequate.

- E. Include a minimum budget for CCRS outreach and training.
 - F. Detail a procedure for the filing, processing, and tracking police complaints. Currently, the CCRS lacks the ability to ensure residents that all complaints are being reviewed.
- IV. The City Council should direct the City Manager's office to prioritize the following changes to the bargaining agreement between the City of Champaign and the Illinois Fraternal Order of Police, which is eligible for renegotiation in 2021:⁷

- A. Bargaining agreements negotiations are held necessary behind Council doors. The Council should hold a study session by which the public can list their priorities.
- B. The Council should prioritize amendments that would increase their ability to practice oversight and protect residents. If directed by Council, Champaign's legal department can investigate meaningful reforms worth seeking in the upcoming contract negotiations. The CRS offers one suggestion: Amending the offenses that are not subject to the appeal process set forth in Article 33 (Grievance and Appeal Procedures). Specifically, a track record of repeated, excessive uses of force that threatens community trust in CPD should qualify for "NON-APPEALABLE DISMISSAL." Adding such grievous failures in judgement should certainly qualify as "poor job performance."

Without such an addition, the chief and council's authority to protect residents from law enforcement agents that have a record of poor judgement is fragile at best. Despite great effort from CPD Administrators and officers, it is obvious that the decades- old harms leveled against residents by the former Champaign police chief continue to mark resident's relationship to CPD.

Including greater accountability measures in the upcoming bargaining agreement is a structural fix crucial to improving CPD and community relations. For example, [Chief Cobb had fired officer Matt Rush twice](#) in 2016 and 2017, only to have those choices overturned by an [arbitrator acting under terms of the Champaign police union contract](#). This resulted in costly settlements for the City of Champaign; the four lawsuits filed against former office Matt Rush cost \$320,000.

- C. Include a section of the bargaining agreement that defines the relationship between CPD and the CCRS, as Urbana's agreement has done.⁸ This section

⁷ Review the city of Champaign's bargaining agreement with the Fraternal Order of Police [here](#).

⁸ Access a copy of Urbana's bargaining agreement [here](#).

should increase the authority currently available to the CCRS. Mayor Deb Feinen has [said the city's union contract with police has "prevented the Council from strengthening the authority of the Citizen Police Review Subcommittee" thus far.](#)

In particular, the CCRS recommends that the Council empower the Subcommittee to allow complainants to participate in the complaint review process. The complaint investigation and hearing process has no meaningful opportunities for the complainant or the officer participation.

The 2017 Ordinance would need to be updated to include this language in addition to the bargaining agreement. This item was included in the 2019 recommendations, but still requires action from the city council.
