

KCPD Chief of Police Community Feedback Report

Appendix J: Participant Notes

Northland Session.....	2
East Side Session	20
South Kansas City Session	43
West Side Session.....	65
Northeast Session.....	74
Downtown/Midtown Session.....	93
Divine Nine Session.....	120

The background of the slide is a vibrant yellow with a sunburst or starburst pattern. Numerous thin, white lines radiate from a central point on the right side of the image, extending towards the left and top edges, creating a sense of energy and focus.

Northland Listening Session for a new Kansas City, Missouri Chief of Police

Transparency

- More one on one with community groups.

w/in

- Transparency: Good mission statement & values.

- Good leadership & interaction within a
- Diverse city

Hard to define: it's a catch all.

- What level do you expect?

→ to the public

Transparency isn't the issue, how it's presented. / Communication

- Chief who would facilitate more community-oriented policing policies/practices. Requires time/which requires "more officers"

- * Always has to be a vision for tomorrow.
- Hoping to go forward stronger

+ KC is diverse - we need someone who understands this

* A concerned C.O.P. / What's happening in the community

Transparency in attitude.

- "We need strong leadership."

Community Engagement

- Policing the neighborhoods again.

- LOSS OF OFFICERS



This builds relationships

- Having a bigger OFFICER Presence creates peace.

- New Chief needs to prioritize what is important.



- Different teams to respond to different incidents.

↳ involve community Response teams / - Crisis Intervention
- Homelessness

- A citizen Facilitator ?

- Accountability

Accountability

- Showing Respect to the community ^{higher}
- Not holding officers at ~~admirable~~ ^{higher} standard
- Expectations that new C.O.P. is AWARE OF!
 - Did you meet goal?
- Do things with good intentions!
- Professionalism (for all officers)

* Background in policing needed *

* Communication is key *

What Accountability

- issues ^{brought} ~~part~~ to his/her attention are brought to public if not impend on investigation

- open accountability internal or external

- community engagement help to bring about accountability

- ① - what continuum of force looks like - help public understand process

- ② - Citizens Academy - advertisement more INVITE INFLUENCE

- understanding contributing factors -

- ③ - education the community understanding ACE'S

Adverse Childhood Exp
Adverse Community Environment

when could we get back to all officers are CEO's -
gas

DASH BOARD

MONTHLY ENGAGEMENTS

Revised Charter Brighton

① Engagement -

Police Chief attend community events
Such as fairs, HOA meetings, Political Groups,
Churches, the moral of the story is the Chief
should be a familiar face in our city
and recognized by everyone.

② Transparency

Members of Table

Matthew

Peggy

Greg

Rosslyn

Dan

Nathan → Facilitator

- ① Education for the community. What officers go through + trained on.
 - Community Involvement → Police Explorer Program
 - Police Explorer Program
 - Police Explorer Program
- ② What Can be Shared, should be shared.
 - Good, Bad + Ugly
 - Willing to apologize + take accountability
- ③ Direct Links to Chief for Stakeholders
 - Point people who have the ear of the Chief.
 - Touch points of Positive Interactions
 - 2-Way Communication
 - People being heard / affinity groups + diverse perspectives.

Question #1

- ① Meet with neighborhood groups
 - ② Meet with business leaders
 - ③ Meet with Chamber of commerce
 - ④ Meet with any groups that want to meet
 - ⑤ Ride each district and know the area in each area of the city
- > Non Profits
- ⑥ HOA meetings
- NW1
South KC Alliance
EDK's
Urban League

- Good relationship with non-profits
- Good relationship with sports teams & community
- Good relationship with faith based community
- Good relationship with schools throughout the city

Question #2

- ① Honesty & forthright
- ② Ability to answer questions quickly
- ③ No hesitation in providing info
- ④ Casses tancy in sharing data
- ⑤ Candor
- ⑥ ~~Access~~ Accessibility - able to talk when called
- ⑦

- good relationships with other cities law enforcement

Question #3

- ① Retention of Police Officers
- ② Responsible budget
- ③ Knows policies
- ④ Best Practices
- ⑤ How you interact with peers & community
- ⑥ Trust with community
- ⑦ = unsure of what to expect
- ⑧ Wait on changes until know lay of land
- ⑨ Interview constituent groups

*JAIL - need for in KC

- ⑧ Professionalism
- ⑨ Meet with KC Business leaders
- ⑩ Honesty
- ⑪ Integrity
- ⑫ Equitable
- ⑬ Reduce Crime with best practices
- ⑭ Send a community report out
Channel 2
Citywide media
- ⑮ High Speed Chase data & costs
- ⑯ Cost of fleet accidents
- ⑰ Response time & equality of officers
in districts
- ⑱ Recruiting in schools
- ⑲ Gamified with entire city
- ⑳ Have a positive attitude with
public

① Community Engagement - Question

Public Speaker / Messaging to media + webmaster

100% → Hire an expert in social media
chief - Articulate vision - How to move toward achieving the vision

- The Northland Needs to get out + vote

- Clearly put out expectations to the community + internally to the dept. ^{where are the young people? Get them involved - interested Tr/Toc}

- Explain why we do certain things - Being Transparent

Describing what does transparency mean to the stakeholders -

we need the stakeholders to describe what transparency mean to them - for example money / Budget / Personnel issues - can't explain that in the public

- who want to know facts - crime in neighborhood.

- KCPD Needs to do a better job of Publicizing their Resources available to the public known

Community engagement page internet services provided by PD to public
Crime reports to look other up crime information + on-line reporting.

+ put staffing information - authorized TO VS actual # of officers

- More positive news stories.

- Tout the good things KCPD is doing
- Publicize Public meetings / KCPD Citizens Police Academy

Question

Transparency

③ - Question Accountability:

- To everyone: the dept + community
- Policies - Code of Ethics - way to act - Set Criteria, guidelines, culture.
- ① - To the BOPC Dimensions for hiring
- ② - To the Public / Community
- ③ - To the Officers / Professional Staff
- ④ - Constitution / uphold laws
 - Ethical - Moral character
 - Bo
 - Critical Thinker
- ⑤ - Business Owners
- ⑥ - Civic Organizations
- ⑦ - Faith Based Organizations

To be accountable:

- good listening
- approachable
- Strong person - Not pushed around
- stick to the Agenda

Not just Dept. employees they are invested in businesses, schools, community.

Question - A1 Con't

- Have more SRO's - So young people are more attracted to police officers not afraid
- Interact with schools

Green - Describe transparency

2. 1. Void between Mayor + Chief - City + State need to work together ^{close} ~~Chau~~
2. 2. Spread resources transparently - including po. Shift work
2. 3. Work closer with the city
4. 4. Community updates from police - Communication
5. 5. CIO's ^{new} improved community
6. 6. Policing as a whole changes over districts
2. 7. Reporting standards for community info, statistics, etc. Better dist^{with} of existing information, where to get it. (Only reminder on tv sites) ^{mu} site
8. 8. Internal investigation results
9. 9. Weekly point of communication from Chief through media outreach
1. 10. Chief needs to be seen - Community Policing starts at the top
11. 11. Adopt proven ideas ~~from~~ other cities / states
2. 12. Define Transparency - Candor, honesty, truthfulness (uncomfortable truths)
13. 13. Internal policy changes → shorten 48 hr response after incidents
14. 14. NOVA Concept - Get the courts on board
2. 15. Need jail system in KCMO + mental Health systems
3. 16. Accountability - if you say you'll comment later when you have info - do so
1. 17. Fix moral issues in/out of house
18. 18. Chief should be younger, braver, with the ability to see change thru to the end instead of "retiring" and have the difficult + conversations

Facilitator: Dave
Recorder: Tammy

Mark
Kathleen
Dave
Ron
Markus

DM - CIO - expand outreach
schools
NNI
social orgs
build relationships
get to kids early
etiquette

TH - Relationship w/ kids
social workers

KK - more visibility in community
CIO's

MS - social workers
stretching officers then
used takes away from
officers patrolling the
streets
Families need to be more
engaged

MD doesn't see officers in community like we used to

DM Boys/Girls Club ^{Community Ctrs}
YMCA
For Brothas/Sisters
get introduced/involved with community groups

RL How do we get to where we
~~How do we connect the~~
community involvement & how
then the officers are spread

MS How do we address all calls?

RL How do we use orgs available
so people have a personal
relationship?

TH Response times - North
are awful

RL How do we rethink neighborhood
policing?
Neighborhoods need to have
the police's back and police
have the neighborhood's back

DJ Used to have ^{minimum} ~~Maintenat~~ ^{22 on}
now minimum is 9 shift

Patrolmen &

} need to
have them
involved

MS Need to empower patrol level

DJ Police work → what is police
responsibility

Chief - collaborator

DM Board of Police Commissioner
should be out in community

RL has to be politically astute not
political

~~TH~~ Bring people together

TH Recognize different parts
of the city are different
need to be dealt w/ differently

RL Needs to understand the
heart+beat of this city

DM Take pride in our city
cheerlead for our city

MS Need time again to go : talk
w/ people

RL Chief needs to be relatable
great communicator

KK doesn't help create value
when a neighborhood is only
known for its ~~value~~ violence

RL Chief needs to value
officer's ~~opinions~~

visionary
very thick skinned

group of officers that
play sports with officers
at schools

City Council members more
accountable to how they
spend the earnings sales tax
which was supposed to be
for public safety

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East Side Listening Session for a new Kansas City, Missouri Chief of Police

Q: Describe what community engagement from the new KCPD Chief of Police looks like to you?

- have officers attend meetings, more than one - especially since they changed the residency rule. Get to know community outside a crime situation.
- police should live in the city - they know the community and people in it (+4)
- officers take the car home in the neighborhood as crime deterrent
- direct officers how to be connected - the influence the chief has on the officers
- years ago there was an incentive including assistance to purchase homes in key neighborhoods (the core)
↳ currently congregated on the outskirts
- the community has to feel you are part of the community - have to be in the community and reflect it
- seems consistent with other city roles
- live in small communities in metro, but those officers don't know the community - look like or act like the community
- help address crime and victims of crime - they are problem solvers, not "get those bad guys"
- prevent crime by having trust of citizens to report and deter crime
- Chief should hold officers accountable
- programs for kids like PAL and DARE - are these effective
↳ don't really solve community problems

- police ride alongs - revealing on what police do
crime get media attention, but a lot of domestic disputes
↳ these family disputes should be referred to appropriate agencies
- be more clear about what is police work + what isn't
↳ traffic safety isn't highest + best use of police officers
↳ someone dealing w/ drug addicts trained in that the punitive approach doesn't work - a health approach to this
↳ better dealt w/ by other people?
◦ Social worker accompany them
↳ traffic stop - don't know who they stop, may be a dangerous situation
- Should they do away w/ stop, search + seizure? Violation of constitution, unlawful. Can escalate the situation turns in to an income stream.
- No quotas for arrests
- do we need a sworn officer to respond to particular situations
↳ budget for community based responses
- Standardize officers in schools, don't criminalize children
- cop trained and ready to de-escalate
- is ex-military the right recruits - proper selection of the ~~right~~ proper people.

Q: Describe transparency...

- honesty and integrity
- if you cannot answer the question, say you cannot answer the question
- transparent with whom - look @ the entire picture don't wish to judgement to protect police
 - ↳ thin line of backing them, but also fairness + accountability
- is there a cover up going on? the police aren't really telling us how it happened.
- rights of the defendant also balanced, not jump to judgement in the press
- strategically handled
 - ↳ don't discuss until investigation is over
- when there are incidents like a payat - what was learned as a result
 - ↳ we made a mistake, real action to take not another study
 - ↳ be confident enough / authentic to bridge the gaps
- willingness to want to be engaged w/ the community
- personal integrity and authenticity - forthcoming
- institutionalize this, have staff available - do community relations - a common practice
- people should understand why decisions were made
- if police do something wrong, chief should try to find truth and bring justice
- clear policies & use of ~~web~~ officer cameras, ability for someone to use a recording device when engaging w/ an officer
 - ↳ there is work done + hopefully we will use them



- New Chief should know best practices + implement them

Q: Decent accountability...

- every day this is the expectation an officer should have
- consistent paperwork
- police should ^{hold} ~~be~~ another accountable when they see ~~some~~ an officer doing wrong (eg George Floyd)
 - ↳ any officer ever turned in another officer for doing something wrong
 - ↳ protest themselves before they protest the citizens
- who are they protesting + serving?
- police are not the judge and jury - They might not be the criminal ("we got the bad guy")
- trying to keep someone in jail just to protect their reputation
- everyone is empowered to ask questions if they see something going wrong - not based on seniority
- who are they accountable to? the citizens.
 - ↳ right now board + governor; we are paying the bill
 - ↳ no reason to think city is more corrupt than the st
- provided opportunities for counseling and support for PTSD
 - ↳ explosive situations that a teenage boy rattles them so bad they physically hurt a person in their custody
 - ↳ no body once cuffed should be assaulted
- de-escalation
- self-regulation - do what is right whether they think they will be caught in wrong behavior - continuous improvement - proactive

Change
Table

4/2/22

1. The Police Chief and officers should be visible

interactions

Presence in all types of public space - particularly at crime scenes, as well as at neighborhood meetings, fun events and whenever the public interacts s/b recognizable wherever he/she and take care to listen ~~what~~ to the public and to create trust ~~by what~~ them transparency and credibility when interacting. Engagement should include care to be ~~healing person~~ influence on the community.

2. Transparency means ensuring ~~that~~ media reports are correct about crimes and police actions

3. The new chief is accountable to the residents of Kansas City, Missouri even though the police dept is supervised by the Board of Police Commissioners.

The community-measuring neighborhood meetings

- Being visible in the community
- Showing up to community meeting
- STAY at the meetings
- Be engaged in the community
- North Omaha Police Chief goes to weekly meetings
- Chief can't hide behind busy schedule
- Showing up to Homicide and Crime Scene
- Be in the public outside of ~~law enforcement~~
- Low enforcement capacity
- Build trust with the community
- Must take care to ensure media accuracy - The Chief
- Must act like a politician - "Kiss baby"
- Part of community engagement is transparency and promotes trust
- Have a healing disposition

Transparency

- Financial / Budget transparency

-

Accountability

- COP solving crimes like murders not as much traffic stops
- Hiring mental health workers ~~can~~ on domestic or disturbance calls for words of compassion not guns
- Rooting out racism getting rid of racist officers
- Hold officers accountable for misconduct
- Accountable to not taking criticism personally
- More community engagement - allows to not take things personally
- ★ - Police is accountable to the residents of KCMO - Although they are supervised by a State Board

ORANGE

Evelyn
Nelson

Sheryl

founder - Time for Justice

Rev.

5th District works in
Violence Reduction Center

Shirri

Olathe

Racial Healing Group
at her church

Linda

St. Andrew's Christian
Church

Figuring out white
Privilege - lives off
Trust

Dave

KCPD

- Everyone believes that racism exists in
the KCPD - wherever it exists

- The next chief should root out ^{discrimination} disparate
treatment in the community and
within the police department

wherever it exists

PARTICIPANTS

①

GWEN

BARB

MARK

JOANNE

JEAN

KEVIN

MARY

AARON

looking for many perspectives

transparency w/ Council + Mayors important

Council + Mayors + Board - all important

* transparency AND accountability are tied

group has expertise in city govt and
community policing

* Collaboration models are helpful - hearing
the community voice

↳ needs to be at the table

transparency required for collaboration

expertise in Police board service, education
and pastoring

Does the Police Board have external pressure?
Answered "no."

Police board applicant represented.

(2)
* Lack of trust in police - you never know if a police officer will assume you are a bad person

lack of response from police in emergency situations
should have local control

not trusting in the process of listening -

mayor and council not clearly communicating on budget allocation

95% of budget goes to people/personnel

* training seems to be focused on "shooting" and other tactics, not community relations
what kind of police do we want?

Change the percentage of training time towards non-violence

payments for claims (e.g. excessive force) are costly. How can training change that. Is remedial training in place for bad performers? Are there penalties for repeat offenses by officers

Difficulty following up on personnel issues in "closed" session

* transparency in the Chief selection process: criteria, board accountable

enable culture change in the board, no
carryovers

recruitment challenges because of "racist"
reputation of police force

central city is key - more than Northland:

Community Involvement Officer has been
responsive

Websites have information - but people
listen to gossip and don't read

~~Info Sources~~ How can we provide better (easier)
less internet-based information?

Inequities such as internet access affect
communications

③ No need to rush the process - better to be
thorough to select a person who
can embrace all important issues.

People do not like change, but want
what they want right now!

RFP (request proposal) received only
one response. New RFP in process.

Money talks? Make sure the job is rewarded

Need as much input as possible.

(4)

Skeptical of polls



Chief accountable to many entities:

Board, council, citizens

Should there be a ranking - clarity?

Accountability = Responsibility

No candidates arrive with pat answers?

Should be asked the same questions.

Community fears that the decision is already made.

When does the community get info about police activity and policy.
for example, Board policy.

Let's not spend money unnecessarily in litigation for police dept. violations

training, training, training -
worst problems stem from
employees saying "no one told me"

Trust and legitimacy building

free conversation w/o repercussions

In the murder rate categorized by crime
eg. drugs, argument, etc.
domestic violence

Access to weapons is a problem

KC Mo. Police Chief Listening Session Survey

III Describe What Accountability from the new KCPD Chief of Police

- Accountability is Transparency Down To Boots On The Street,
 - 2 Localized Citizens
- Voice's Be Heard
 - Voters Push Commissioners To Share Results
 - Chief To Work With Faith Organizations In Sectors To Get Citizens Support
 - Citizen Councils By Sector Zones In The City
 - Full Complement of Officers
 - Citizens Commitment To ~~of~~ Officers
 - Review of Police Dept / Culture

Review

- Structure For Direct Reports To Help Menzies Boots On Ground
- Local Control Of Police
- Improve Checks And Balances
- External Help In Training Mgmt Techniques
- Sphere Of Influence
- Open M.L.
- More Officers
-
- Voters To Take More Control With Voting
Using Voting To ~~to~~ Make Changes
- Faith Communities Come Together Quarterly To Share Results Of Police / Citizen Improvement

Q1

- increased engagement w/ urban core residents
- commitment to regaining trust of ~~Black~~ urban core residents, ~~etc~~
- monthly town halls in urban core
+ attendance at PID meetings
- serious follow-up w/ residents
relationship building

Q2

- transparency about officer hiring/retention
 - race + residency
- tracking + data collection
- no more tokenism / "checking the boxes"

Sat. 4/2/22

KCMO Police Chief Community Listening Session notes

Q3

- local control
- overhaul citizen complaint process
- address issues of racism in the PD
- Citizen Complaint Board
 - must be independent, outside the umbrella of the PD
- more seriously listen to citizens
- "cleaned up"
- address explicit + implicit bigotry/racism in PD - ~~can~~ remove officers who are members of/associated w/ extremist groups
- violation of people's rights under color of law
- anti-bias training
- ~~more~~ training about mental health issues + appropriate responses/resources

of 1149 sworn officers 133 are Black

DESCRIBE WHAT COMMUNITY ENGAGEMENT LOOKS LIKE TO YOU?

- FIRST NEEDS THE FORCE TO LOOK LIKE OUR COMMUNITY. CURRENTLY SEEMS LIKE ENGAGEMENT LOOKS DIFFERENT DEPENDING ON WHAT COMMUNITY THEY'RE INTERACTING WITH.
- BOPC MEETINGS SHOULD BE IN THE EVENING WHEN ALL CITIZENS ARE AVAILABLE TO ADDRESS THEIR CONCERNS, OR COULD HOLD MEETINGS IN OTHER COMMUNITY LOCATIONS
- CITIZENS DON'T FEEL SAFE MEETING AT KCPD HEADQUARTERS. THEY ARE AFRAID TO GO THERE (TO KCPD HEADQUARTERS)
- PEOPLE WANT A CHIEF WHO IS AUTHENTIC.
- SHOW UP AT CRIME SCENES.
- SHOW UP AT COMMUNITY NEIGHBORHOOD EVENTS
- WILLING TO INTERACT AND COMMUNICATE WHEN HE/SHE IS PRESENT AT EVENTS
- A CHIEF THAT IS AVAILABLE VIA PHONE + EMAIL AND RESPONDS AND CARES
- PREFERABLY SOMEONE FROM OUTSIDE OF KC WHO IS WILLING TO BE AN EXAMPLE TO THE WORLD.
- THE CHARACTER OF THE CHIEF NEEDS TO BE UTMOST IMPORTANCE
- GET TO KNOW COMMUNITY PERSONALLY

DESCRIBE WHAT ACCOUNTABILITY FROM THE NEW KCPD CHIEF OF POLICE LOOKS LIKE?

→ ULTIMATELY ACCOUNTABILITY MEANS THE ABILITY TO TRUST THE BOPC TO FIRE THE CHIEF IF HE'S DOING A BAD JOB.

→ HE/~~SHE~~ NEEDS TO BE ACCOUNTABLE FOR BEHAVIOR OF THEIR OFFICERS

→ THERE NEEDS TO AN AVENUE FOR OFFICERS TO SPEAK UP AND BE HEARD.

WHAT DOES TRANSPARENCY FROM THE CHIEF LOOK LIKE?

→ WOULD LIKE TO SEE MORE COMMUNITY INTERACTION - SEEING WHAT THE COMMUNITY IS DOING AND INTERESTED IN. ATTEND NEIGHBORHOOD MEETINGS.

→ COOPERATES JACKSON COUNTY PROSECUTORS OFFICE WHEN INVESTIGATING WRONG DOING ON THE PART OF THE OFFICERS.

→ WOULD LIKE TO SEE A CHIEF THAT INTERACTS W/ COMMUNITY, WILLING TO PERSONALLY GET INVOLVED, THAT COMMUNITY CAN SPEAK TO DIRECTLY, CALL OR EMAIL.

WANTS OFFICERS WHO LOOK LIKE COMMUNITY
→ MORE TRANSPARENCY AROUND DEALING W/ COPS WITH MULTIPLE EXCESSIVE FORCE COMPLAINTS, HOW THEY DEAL W/ COPS WHO KILL CITIZENS AND STILL REMAIN ON THE FORCE

→ CHIEF WHO WILL PARTICIPATE IN NATIONAL DATABASE OF EXCESSIVE FORCE COMPLAINTS ALLOWS CITIZENS TO SEE HISTORY OF OFFICERS WOULD HELP W/ HIRING PRACTICING TO BE ABLE TO SEE HISTORY OF OFFICERS.

~~When there is a police involved shooting~~
~~Don't get it~~
1199 sworn officers
133 are Black

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South Kansas City Listening Session for a new Kansas City, Missouri Chief of Police

4-2-22

3. Describe accountability

accountability

structural problems
of accountability

letting us know who's involved

no local control

state legislature

No accountability to Mayor / City Council

politically astute but not political

ask Commission to share power and make
clear to new Chief that there is accountability
to the community in addition to Commission

Police Chief involvement in cultural of department
impacts of police involved shootings

Recognition of a negative current culture and
racism and willingness to take on
the hard task

Commission must agree to the citizens ability
to have impact and that there are problems

Chief to lead effort to address racism and bias
and ~~recog~~ acknowledge past negative history

Chief to create a culture of openness, willingness
to look @ areas of difficulty

Communications is key in more substantively inclusive ways

need for greater gun control authority and way to work w/ Legislature — Chief needs to be vocal and politically astute to work w/ this

like Chief to work jointly in partnership w/ City Council, Mayor, and Prosecutor's Office

Independent body to investigate officer involved shootings — builds community trust and confidence to prosecutor

Promote accountability of individual officers and their responsibility to protocol at all times

- #1 Community engagement
- educate self about community, sectors division
 - listening sessions w/ various groups
 - attitude of learning

share power and information

Create partnerships & community groups
and seeking solutions for social
problems outside of police dept

de-escalation training and mental health
first aid

#2 Transparency needs to include the
Police Commission

Communicate clearly that we are the
customers of the Police Dept and
they want to serve us together

Trust in system and individual officers
will lead to shared crime solving
and potential prevention

Orange Group

4/2/2022

- ① The opportunity for conversation should happen before there is a crisis. Fostering communication outside of a time of crisis. Having police officers join community events not ~~just~~ ^{police} ~~community~~ -sponsored events. Not all community engagement ideas should be coming from the police department. Maybe having a booth at health fairs. Liaison between police officers and possible future CUTE Violence street teams.
- ② Police Chief having community meetings in which Chief answers questions from the community. Police Chief having one-on-one meetings with community members as well. Engagement through social media at all times. Substantive thinking and communication not just cliché and tired answers. Engaging people in places like Facebook and Instagram + TikTok where more young people will be engaged. Asking sincere questions to community leaders "What's needed in the community?"
- ③ Statements of goals for PD at beginning of year and then review of those goals at end of year. Sharing of information on percentages and statistics of disciplinary actions.

Green

Describe what transparency
from the new KCPD Chief of Police
looks like to you

Being accessible to the community
- Data, Meeting time - w/ BODC

Being collaborative with other
organizations and key stakeholders.
i.e. - City Council
- Jackson County Prosecutor

Accessibility

Holding community listening
sessions

Embracing others and being willing
to be communicative

Being intentional about transparency

Providing transparent information in
a timely manner regarding
body cam info, videos, ~~to~~ substantive
officer complaints.

Engagement+

Transparency should be accessible to all community members. Not just a chosen few.

~~Not to~~ Being out there and engaging with the community and the youth in the schools. (PTA's).

~~Engage~~

Employing a marketing and communications specialist that is intentional about communicating information in a timely and transparent manner in a more empathetic manner through all the outlets.

With measured key performance indicators

DAL-POLICE ACADEMY LEAGUE

3) Describe what accountability from the new KCPD Chief of Police looks like to you.

Having an outside entity provide oversight to ensure accountability

Establishing policies or enforcing policies that reduce abuse of force complaints.

11:15am

1. Describe what community engagement from the new KCPD Chief of Police looks like to you?

- not look like: movie nights, or hot dog nights

⑥ Specific outreach to existing organizations

- align officer crews to groups, more proactive

- what is the goal?
collaborative.

⑦ Use data to guide action

- no pr question, w/o cameras
- conversations about where they are deployed for traffic safety

⑧ listen to what the community needs

- plain cloth at events

- no more report out
- report out, sit at the table and
- quality reporting

① improved language instead of "Bad Guys"

- not lead with fear, but listen and ask
- see the chief out at community events, not being sponsored by the police
- test town halls frequently
- come over and talk to the people

Describe what transparency from the new KCPD Chief of Police looks like to you?

• Share data

• Admitting you are wrong

• Tell stories of success

• Open to change: laws

• Talk about race

• Use every internal for sharing info

• Budget - share the dynamics

• Being vulnerable about Budget

• With other departments

• Open to sharing

• Policy on staff hiring

• Not everything should be a sunshine law

• Outcomes/results

• Solutions for 18-34 age range to reduce violence

- not ~~afraid~~ afraid to try new things

- new ideas

- explanation on why something hasn't been implemented

- ① prioritize ~~at~~ evidence based practices

- ② going to things that will
else where

- ③ be open to change

Describe what accountability from the new KCPD Chief of Police looks like to you?

⑥ Stop stonewalling about a violation

- meeting with city council, police department, prosecutor's office
- action steps on crime prevention goals

⑥ Benchmarks / Plan

- Change of structure
- Outcomes

⑥ Let the chief lead in partnership of the Board of Commissioners

Green Question

Describe what transparency from the new KCPD chief of Police looks like to you?

- 1) Desired outcomes - How are those accomplished
- 2) Collaboration fostering... to make things happen.
- 3) Communication - Give facts to quell rumors
- 4) Professional development focus → public values the leadership.

What speech is given to help the public feel positive about the police force.

* 5) Measurable goals → And communication (what going to do & how) & Measurable outcomes. * Example: Reduce murder rate by realistic % in realistic years.

e) Accountability + Visibility = Transparency

* What is a reasonable plan for meeting that goal.

7) Narrow the broader picture into measurable goals.

8) Transparency tab on police website -
What is the tension between privacy
protection laws & release of info to public.

9) How progressive is training?

10) What is the model for professional
development?

↓
People skills
inclusivity
advancement
knowledge of the region served
knowledge of national norms
and/or other regions - and
if application to KC.

11) CIO - Hold public info meetings together
with assigned officers to that area.

12) Residency - Understand community by
the officer serving that community!

13) Visibility of consequences for police officers
who ~~violate~~ are disciplined for inhuman
treatment ~~of~~ activities/behaviors.

14) How can ~~KCPD~~ ^{KCPD} become a progressive model
of respect across the nation. (First &
foremost to the local community.)

Accountability of Police Chief

1. Accountability For officer behavior

- a. refraining
- b. additional training
- c. visibility
 - 1. Public know if community impacted
- d. report all, not just what they want
 - 1. special website
 - 2. YouTube channel
 - 3. must communicate both sides

2. Absence of information leads to lack of trust

3. Independent review

- a. Can Highway Patrol be neutral
- b. Is media fair

4. Mental health care is normalized

- a. For officers
- b. For victim
- c. For victim's family

5. Takes place only if goals are properly articulated

- a. The entire system
- b. Through the chain of command

6. Recruitment of officers

7. Mental Assessment

- a. Every two years
- b. Possibly with the periodic physical to reduce stigma

§7. cont Trauma addressed so not to repeat.

8. No trickle down sabotage
 - a. Those not given the job

9. Positive reinforcement

10. More community interaction

11. Police Athletic League
 - a. create more awareness
 - b. community relationships

12. Conflict

- a. Why did you do it
- b. What led to your decision
 1. background
 2. education
- c. Situational awareness

13. No selective enforcement of rules

14. Recognize the stress involved.

- a. Maintenance of mental health
- b. " " physical "
- c. Opportunity for mental health outside the dept
- d. PTSD
 1. Job related
 2. Family related

W

- *15. Open to training on racism.
 - a. Implicit bias testing
 - b. Made awareness

*16. Build Trust

- a. Be in community,
 - 1. build trust
- b. Positive reinforcement

- 17. Communicate more through social media
 - a. The good things
 - b. The need for more qualified recruits

Daryl
Joe
Marcus
Max

- interested in police chief interaction with A
- active in school board, Center Planning Amer. Con
- Was Pastor at Evangel
- Reporter at Martin City Telegraph

Accountability

Marcus - FOP is important, local oversight. FOP can step in and get involved and fight that. When issues arise he steps in and defends

Daryl - that's where local control is important. Every city has local control, needs to be one of the things that could bring accountability. Should be ways to report both ways to and from community. What comes about when problems

Joe - Two years ago was for local control, but has concerns during pandemic with local government.

Daryl - you do have some people that go into ~~state~~ ^{city} government with an agenda.

Marcus - Oversight is important. Where is the balance, especially with power being at state level. How do you get it to where this person is focused on what's best for community?

Daryl - We each have different concerns around the city, that doesn't get answered at state level.

Joe - That's how bureaucracy works at times. Expect should be realistic. Many ways to be held account but need focus on main job of reducing

All agree crime seems to be rising in south KC
↳ Marcus wonders if crime hasn't moved to center of city

Daryl - recruiting new officers is important, we need more officers, especially minority or black officers from the community

Marcus - retention is important, relationships are important
↳ builds trust between community and police

Joe - trust leads to leadership. The new chief needs build that with community
- Sometimes if you've only been in one area, that's all you know. There are so many lessons in life, so maybe some background outside law enforcement would be good.

Daryl - Understand FOP is protecting union members, that's how it works.
- Community involvement is key.

Marcus - Interactions with current chief have not been best. At least listen, some healing needs to be done, trust built.

Joe: Trust is damaged, but not gone. That's where someone from outside might be good

Joe - They should be open and not so stuck to their ideas.

Daryl - He has to get out in community.

John

It's important to find somebody who can go into hostile situations and find ways to ~~bring~~ commun

The background of the slide is a vibrant yellow with a sunburst or starburst pattern. Numerous thin, white lines radiate from the bottom right corner towards the top left, creating a sense of energy and movement. The lines vary in length and thickness, with some being more prominent than others.

West Side Listening Session for a new Kansas City, Missouri Chief of Police

Accountability

- Local control would facilitate accountability
- Make the results of their work more transparent & available
- Make wanted persons more public so communities can help look for them
- More statistics about what police work is being done in a community so citizens know what has been done & what they are working
- More body cameras ~~for~~ & requirements that they are on - when they're communicating w/ citizen
- Make camera footage more available to the public
- Reporting systems for complaints against police that would have required f/u & managed by independent d
- More cameras on the streets/streetlights
- Chief that's younger and not ~~isn't~~ ^{with} the status quo
- Comstat system
- Aggressive against fentanyl
- Officers visiting schools more often & the youth centers
- Police mentorship programs
- Mental health & de-escalation training
- Have the chief responsible to the city
- More education requirements & community identities
- Recruiting in schools & more

Accountability

- Accountable to the city locally, ~~internationally~~
- Live in city limits
- Make statistics on work being done in a community transparent so residents can track progress
- Make body cameras required & required to be on
- Reporting systems for complaints that is managed by independent dept & results are public
- cameras on streetlights
- Increased diversity on the force
- ~~Chief should live in city limits~~
- Chief that's active and available in the community especially in schools & youth centers
 - Advocating for partnerships & mentoring programs

Orange →

equitable/equity at broad

Police respect uniqueness of all communities

Process/Procedures

Culturally competent

* Support staff/ implement training

What is paradigm adhering to

* Better training

Community engagement → multilin

Uniqueness of certain languages
& how it can escalate

- Accountability

↓
Board engagement → Gov. office

* What does it mean for board/Chief to hear us?

* I as Chief have to show accountability to city.

~~Lead with demonstration~~

** Community engagement ~~is~~ that demonstrates ~~account~~ accountability to communities

- Transcends common policing.

* Who is real boss?
* Community.

Chief has to be visible

creative/innovative

Allies not enemies

- Leadership of Community
↓ building bridge

Police Chief cannot have attitude of being "untouchable".

Police Chief willing to work with other agencies.

- Has to be able to demonstrate accountability.

- Willing to listen.

Community Engagement:

- ① Willing to listen
- ② Willing to work w/other agencies.
- ③ Creative, innovative, transcends common policing
- ④ ~~Community~~ Has to understand the uniqueness of each community multilingual, race,

Police Chief should also
care about the mental
health of police officers!

KCPD has a lot of work to do
lets make it better w/
community connection.

Latino Police Chief for
the 1st time ever would
be incredible!

Mayor Luis Ortiz

4/6/22

Describe what transparency from the
New KCPD Chief of Police looks like
to you?

Not sure

here to learn more about all this

officer - teach public

factural base - want facts & info first

- B/4 saying anything

Mazi -

Carlos - knowing where he came from & grew up

Does he have a plan to make it possible for
the officers to have time to interact w/ community
connecting

— Hard to be transparent in some situations

— Need a positive Person
Protect & Serve Community Not just enforce

Accountability -

SHOULD
① WHAT DOES ACCOUNTABILITY FROM THE NEW
POLICE CHIEF LOOK LIKE?

② TRANSPARENCY - REGULARLY SCHEDULED
AUDITS, GOALS, SCHEDULED AUDITS,
COMMUNITY MENTAL HEALTH RESOURCES.

③ ACCOUNTABILITY TO ENSURE OTHERS
ARE INFORMED.

CRISIS INTERACTION TEAM
(A CRISIS DE-ESCALATION TEAM)

STRATEGY - TREATING CIT

TACTICS - TRAINING & MANAGERS

STRESS MONITORING OF DEGREE OF FORCE

DELEGATION OF COMMUNITY TEAM LEADERS

ENCOURAGE/INVITE COMMUNITY ENGAGEMENT

REGULAR INTERACTION BETWEEN
COMMUNITY OFFICERS &

COMMUNITY
REPRESENTATIVE
MEMBERS

MORE VISIBILITY OF CHIEF &

MAYOR ON
ONE ACCORD

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Northeast Listening Session for a new Kansas City, Missouri Chief of Police

ORANGE QUESTION

- Have the police board meetings in the evenings so people can attend
- Have meetings in community places other than the police stations
- KCPD seems to be in the community when there is no crisis. Tend to over police specific neighborhoods - not community engagement. Over police - under protect.
- ~~Be~~ Be approachable, anybody can engage. Tend to ^{police} hide behind the leadership of the police union
- ^{up at} show ~~up at~~ non-threatening community spots like grocery stores & other shops meet people where they are.

GREEN QUESTION

- someone who does not obstruct the investigation by the Jackson County Prosecute regarding the conduct of his/her officers
- ~~Someone who will aid in the investigation~~
- transparency is accepting accountability
- saying the same things to different groups

of people. Don't alter the message

- Allow KCPID to participate in the national database of officers accused of excessive force & other charges
- open up disciplinary records for public review
- provide clear, first hand financials for police operations, for the public open up to 3rd party audits
- don't hold on to body camera footage involving lethal use of force for extended periods of time
- for cases involving use of deadly force
" don't allow police - State patrol to regulate the police's version of the events to the media before the investigation is completed
- ~~After~~ report on a regular basis lawsuits filed against the police & financial settlements paid out

Blue Question

- Hold officers accountable, do not allow violent officers charged with excessive use of force to remain on the ~~police~~ active duty during the investigation.
ensure officers are provided extensive de-escalation training, standards for police practices should be in place.
diverse in ranks, only 11% of officers are black while 30% of the city is black. ~~Remove~~ ^{we need} out white nationalists.
- chief needs to promote a diverse culture & high standards of professionalism & conduct. understand the community norms where they police at.
- ~~must~~ include lower ranking officers in decision making process.

→ Describe what accountability from the new KCPD Chief of Police looks like to you.

- transparency with community about changes and accountability
 - ↳ communicating about what they're doing to hold themselves accountable
 - ↳ being accessible
- not work against the law if one of the officers breaks the law
 - ↳ accessible to communicate with
 - ↳ not resisting investigation
 - ↳ not withholding information or hiding facts about the officer
- accountability
 - ↳ community liaisons / leaders
 - ↳ going to "the people" not just the same leaders
 - ↳ block captain
 - ↳ hear from neighbors
 - ↳ neighborhood meetings

↳ responsiveness

↳ coming when people call

↳ more active neighborhood involvement

↳ two way street

↳ engagement on all levels

↳ more resources

training

↳ police training

↳ courses like the center for conflict resolution

↳ de-escalation training

↳ communication and trust building training

↳ not condescending

↳ looks like talking to strangers

↳ being transparent about why you stopped someone

↳ training on the process

↳ immigrants

↳ approaching people with care

↳ people are very scared of police

↳ training cultural competence

↳ does not have an us vs. them mentality w the dept. vs. community

↳ officers that live in the city
↳ accountable to their own neighbors

↳ makes sure the bad actors are removed from the department

↳ not covering for officers that cause harm or break the law

↳ responding to mistakes

↳ local control

↳ elected instead of appointed commissioners

"They've never asked us before"

accountability

↳ we don't need just diversity

↳ we need a new training system

Diversity is people who understand different cultures

↳ somali and sudanese neighbors

↳ conscientious of people and where they're from

enforcing policies around cultural competency and respect

connections with mentors

2. Describe what transparency from the new KCPD Chief of Police looks like to you?

- Communication is key.

- Social Media

 - ↳ youtube: for younger generation.

- Show more positivity: more videos of positive interactions.

1. →

- Paying Interactions

 - ↳ instead of volunteer work, maybe ^{more} internships?

- Being open with what's going on in the community
 - ↳ don't be vague.

- Events that allow us to meet the higher ups more often.

- Police Officers who's main focus is community interaction.

- Access to public records. Make the records more accessible

 - portal login for security companies to gain legal names & DOB

3. Describe what accountability from the new KCPD Chief of Police looks like to you.

- Do what they say they're going to do.

- trust: listening to what the people have to say.

1. Describe what community engagement from the new KCPD Chief of Police looks like to you?

- various events

- more hands on interactions with the community



GREEN Team

Questions

- ① community engagement
- ② transparency
- ③ accountability

Answers: ~~TRANSPARENCY~~ TRANSPARENCY

- Want to hear good + bad
- Want to know about the disciplinary Process
- within Lykins, there has been no issues with disciplinary actions
 - there have been no problems other than directives ~~been~~ that have been received by bosses such as city hall + prosecutors
- Both City Hall + Police push against each other fighting for who is right + wrong

Would like Police Chief to be involved in the Community.

There have been little to no issues with police in the community

Willingness to share good/bad + ugly.
Accountability + transparency are very important.

More Information never hurt anybody.

Maybe a monthly newsletter or report that is easily available. Release to social media, tv news, paper news - similar to news blotter

Transparency feels overused, People want too much input over every detail such as budget.

Vulnerability is a better word than transparency. Or humility.

Without trust, is social media useful or propaganda.

Community Engagement

- Be involved in community, attend church dinners - good deterrents for those seeking help
- Be willing to take feedback from the community
- More visibility in the community
- ~~A~~ Could more officers in minority communities be a bad thing?
- More officers from the community
- I don't want another bag/community event. We want less.
- More officers on the streets just patrolling to help deter crime.

Accountability

Visibility - sitting + watching the community

- Does more cops prevent ~~cap~~ crime?
- Don't want more cops to mean more people in jail.
- More social workers, mental health professionals, etc to help relieve the work of police officers
- Safety + Security in Kansas City needs to be more widely spread.

KEY TAKEAWAY

The issues are a larger issue than just the police. The ~~no~~ new Captain needs to be willing to work with organizations from various backgrounds for collaborative solutions.

Key Wants In a Chief

Communication

Can be from anywhere so long as qualified.

★ Communication

/collaboration

↳ reciprocal

↳ communicating with the public about changes made within the dept

↳ consistent communication with block captains at the neighborhood level

more accountable to neighbors than the community dept

↳ open/transparent, not an us vs. them in dep. vs community

★ enforcement of their own policies

↳ removing officers that commit harm or break the law

↳ participating and cooperating with investigations of officers

↳ not withholding information from the public when an officer commits wrong

commissioner

↳ elected instead of appointed

★ training

↳ de-escalation → center for conflict resolution

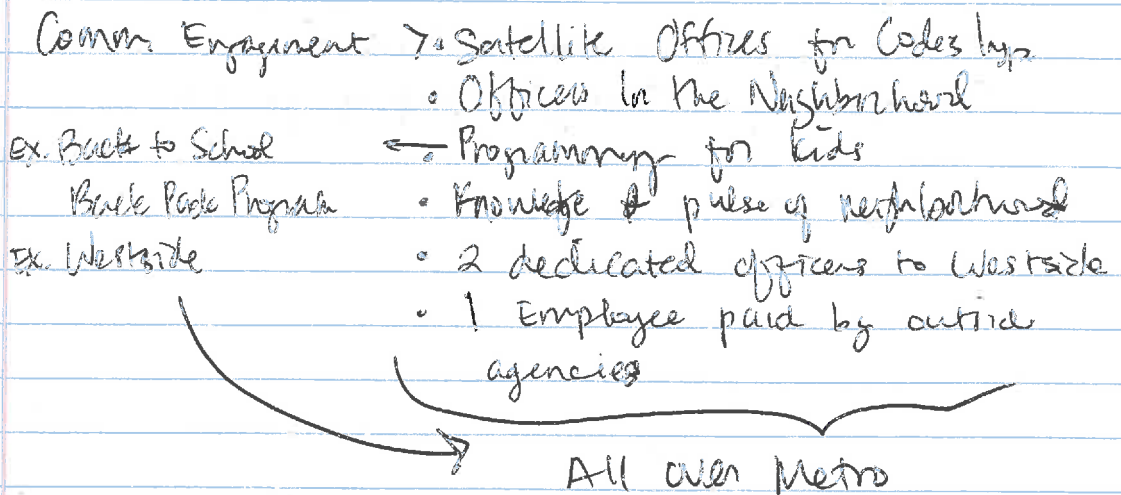
↳ cultural competency

↳ humility

ORANGE TABLE

- ① Describe Comm. Engagement new Chief Cooks Ide.
- ② Transparency
- ③ Accountability

- ① Strongly support community policing throughout all of the community. Underfunding currently



* Funded, believes in it,

- Is community policing what we need?
- > Chief takes posture that is collaborative + wholistic
- > Engaging churches + congregations
 - ↳ Collaborations (reciprocal)
- > Engagement ~~in~~ media to create transparency + positive rapport
- > Leverage existing programs + orgs
- > Visibility of the engagement → out of uniform

- Building authentic connection w/ community as people. (adults + kids alike)
- Someone who's local $\rightarrow$ grown up here -
- Grace + mercy
- Programs that engage agriculture (A example)

② ➤ Accountability is connected to transparency.

- Honesty + vulnerability
- Creating a supportive environment for officers
 - $\rightarrow$ creating an internal culture $\rightarrow$
- Transparency in training + prep of officers.

③ Disciplinary committee to hold people/officers accountable. Centralized team internally to determine disciplinary action.

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Downtown/Midtown Listening Session for a new Kansas City, Missouri Chief of Police

① Describe what community engagement from the new KCPD Chief of Police looks like to you?

- Engagement in a variety of different ways

Defined Engagement: Meeting with →

- Neighborhood groups/leaders
- Diverse sectors of the KC Constituents
- Communication of talking with, not talking at.

→ Community Connection & accountability to local people.

- Build relationships

- Builds its positive PR presence that is factual to black & brown & immigrant constituents.

* Show a value & interest to communities in an equitable form (BIPOC focused).

* start w/ academy w/ hirings.

Describe what transparency from the new KCPD Chief of Police looks like to you?

- Transparency in body cam footage w/out a need for a sapina @ some reasonable point
- Transparency in data of traffic citations to understand what areas of opportunities there are.
- Budget transparency - make it made public & posted online.
- Transparency in decision making on big initiatives and major staffing changes.
- Policy transparency (operational)

③

3 year audit of diversity/equity
metrics within community & place

DEI

Budget Accountability

Grant monies allocated for needs

Budget transparency with
line item repercussions

or better
w/ schools
partner

Describe what accountability
from the new chief look like to you?

Honesty with police department,
data, officer involved shootings

- Transparency on good and bad
- report the various ways they report on data
- Cultural awareness
- Front Facing in community
- available to community
- Follow through w/ communities of color
- * - Respond to community / face the community good or bad

* - Track & focus on conversations with the community on "hot spots" + more than w/ usual suspects

- Keep logs of community interactions
- community tactics

- Commit to the plan, not back and forth

* • meaningful community resource ^{Oriented} officers + community _{policing}

- have advisory board for youth to hear solutions
- update, report out under leadership
- effective program outcomes
- Translate data for the community
- Take concerns seriously
- respect time / respect
- input on safety like drug centers

* • Communication gap on who needs to be informed

* •

* • Cultural respect, not bias

curious
vs
deceptive
enforce

- * • Rolling out people in urban areas
- * • policy, training, performance challenges

Community Engagement

- * • Get into community not hide downtown, walk the streets have pie
-

- * • Talk to the people committing the crime, aging
-

- * • monthly townhall
 - report
 - success, community feedback

- use social media, boots on the ground

- community challenge in communication

- listening

- be loud, bold, community responsive

- open door, ~~resource~~ resource for the community

- * • open to partner with NAO's
-

- joint grants, committees

- reach out, have coffee one on one
- ✱ • See the community as a asset not enemy

✱ • grassroots engagement walk the street

• advertise ride alongs

• lost a town hall with at-risk youth

• not paternal engagement

✱ • Check in with community
ask "Are you OK?"
write report

✱ ✱ • Cultural of humanity

• connect w/ more than the usual suspects

• incentives to live in communities by hiring from the community

✱ ✱ community annual review process of Chief's performance

Transparency

Very broad - data sharing

- Where does the money go - depts?

Lack of control, Mayor doesn't control

Misconduct visible

Homelessness, see vehicles look like fairs

Online access to financial info - where money goes

How do they spend the money

Only city in US w/ local control of police

Paying for problems from 70 years ago

Promotions made visible, know who to contact

Public access ^{to info} - social media - no profits

Local info - door to door

Policy changes announced - neighborhood meetings (library, etc), Digital Media page

* Body cam info kept for 180 days, then deleted
(changed from 3 years) Change it back! 7 years

- Access to police investigations

- Disciplinary records - public access to general records for police officers

Public forum to engage with police chief

Address issues from media - newspaper, TV
shows

- Describe what accountability from the new KCPD Chief of Police looks like to you?

- Who are they accountable for: the FULL Community

- Honesty is what accountability looks like

- Accountability + responsibility go hand in hand

- Have responsibility for everyone ~~in the~~ on staff.

- Accountability to those who serve with them

- Accountability for fiscal responsibility

- Accountability for the community

- Do the general areas of accountability go far enough?

★ - ~~How~~ How does the Police Board factor into integrity + accountability of the police chief?

- If officer voices can't be heard how does that impact accountability of the chief?

★ - How does the community keep chief accountable?

- Vote especially in local elections

- Read news especially local news

- Have clear line of communication between chief + community

- Get involved in local neighborhood communities

- When researching make sure we aren't just looking for the good stats or just the bad stats
- Police Chief needs to get involved in the underserved pockets of the cities where there are language barriers or general lack of trust.
- Find frequent ways to get chief in the community
- Police chief should be more accountable to homeless pop.
- How to build community engagement
 - Finding clear lines of communication with people you normally wouldn't communicate with often and keep consistent with communications
 - Connect with community leaders (i.e. faith councils) to help establish ties to the community
 - Be transparent about current issues in communities and how we can help solve them.
 - Be sensitive to mental health struggles
 - Start with the why - people don't care how much you know until they know how much you care.

JAMES

DAN

MARK

JAY

DESCRIBE WHAT TRANSPARENCY
FROM THE NEW KCPD CHIEF OF
POLICE LOOKS LIKE TO YOU.

WHO'S LISTENING?
WHO'S DOING THE SEARCH

TRANSPARENCY

~~THE BOARD~~ : SO THE BOARD OF COMMISSIONERS IS GONNA SELECT THIS PERSON...

□ TRANSPARENCY OF THE SEARCH PROCESS COULD BE IMPORTANT

- + HOW WELL DOES THE PUBLIC KNOW
- + TO HAVE OTHER COMMISSIONERS DO LISTENING SESSIONS

□ CANDIDATES : THEIR BACKGROUND IN POLICING THE CHALLENGES YOU HAVE HAD.

- + THEIR TIMES THEY HAVE HAD SUCCESS OR STOOD UP
- + EDUCATION

□ BUDGET : BEING CLEAR

- + IS THE CHIEF WILLING TO BE CLEAR TO THE PUBLIC WHAT THEY ARE USING THE MONEY ON.
- + FUNDING OUTSIDE THE APPROPRIATIONS AND WHAT IS COMING IN FOR EXAMPLE A DOJ GRANT

TRANSPARENCY

"WHERE YOU SPEND YOUR MONEY
TELLS THE PEOPLE WHAT THEY
CARE ABOUT"

▫ GRANTS WHO GAVE AND HOW MUCH

▫ PERSONNEL ACTIONS

▫ MAKING SURE THE PEOPLE ARE
BEING HELD ACCOUNTABLE (

▫ CHIEF NEGOS TO ~~AND~~ BE
PRESENTING THE FINDINGS
AND GOOD @ PUBLIC RELATIONS

▫ WE WANT A CHIEF
THAT CAN BE TRANSPARENT
ABOUT THE GOOD, THE BAD, THE UGLY
AND ~~THE~~ NOT SUGARCOAT
THINGS. !

▫ WE WANT A CHIEF THAT
CAN SAY THEY ARE SORRY

▫ PUBLIC MIS-USE OF FUNDS

TRANSPARENCY

▣ STRATEGIC PLANNING

▣ WHAT TACTICS AND KIND OF POLICING

▣ WHATS IN THE PLAN AND HOW DOES IT EFFECT ME,

▣ WILL THEY BE INCLUSIVE IN THE PROCESS

▣ THE CHIEF SHOULD BE SHARING THE PROCESS

▣ THIS IS A KL PROBLEM AND THE BOARD NEEDS TO LISTEN TO US. "WHO'S LISTENING"

▣ LET US KNOW WHO SWAPED THE PLAN

▣ MAKING OUR VOICES HEARD

▣ SHARING HOW PROGRESSIVE THEY ARE IN ADDRESSING THE CHANGE THAT NEEDS TO HAPPEN

▣ ATTRACTION + RETAINMENT

▣ ATTRACTING A DIVERSE WORKFORCE

TRANSPARENCY

▣ ~~INTER-GOVERNMENTAL~~
~~RELATIONSHIPS~~ ~~+~~
~~BUDGETARY~~ ~~DEALINGS~~

▣ ~~DISCLOSE~~ ~~THAT~~ ~~THE~~

▣ TRANSPARENCY WHEN POSSIBLE
WITH THIRD PARTIES TO
BE DISCLOSED. (MEETINGS
AND DEALINGS)

ACCOUNTABILITY

- DESCRIBES WHAT ACCOUNTABILITY FROM THE NEW KCPD CHIEF OF POLICE LOOKS LIKE TO YOU
 - WILLING TO DISCUSS INTERNAL MATTERS AND ACKNOWLEDGING TO THE PUBLIC
 - BEING ACCOUNTABLE TO THE INVESTIGATES AND ROADWAY DEATHS
 - ACKNOWLEDGE THE PROBLEM
 - ADDRESS THE PROBLEM
 - "THE BUS STOP HERE"
 - SHARE WITH US THE PROBLEM AND HOW YOU ARE GOING TO ADDRESS THIS.

1. Describe what community engagement from the new KCPD Chief looks like for you?

- get out from behind the desk
- listen to community; take recommendations back and move to action
- be seen in community
- proactive, not reactive
- want to hear about the good things that are happening in department
- top down culture of com. engagement
- positive presence in community
- promote Citizens Police Academy
- Midnight Hoops!
- engage young people !!
- coffee w/ Cops - regular opportunities for the community to engage w/ Chief & dept.
- investment attitude in the neighborhoods you serve

2. Transparency

- any information is good information - data
- what are the barriers?
- * - how are the \$ spent? budget
- how is the dept. partnering w/ social service orgs?
- openness and transparency to City Council

3. Accountability

- Chief needs to hold entire dept. accountable
- do away w/ "bad apple" excuse
- set tone
- no "passing the buck"
- it's ok to not have the answer, but share steps you're working on
- accountability for ~~are~~ rising or stagnant crime rates
- need local control vs. state control!

Accountability

- ① accountability to KCMO - local control
director
budget + responses → local

residents des
res in

- ② She will need to ~~build~~ ^{be} ~~trust~~ ^{held accountable for building} relationships with the community

- ③ They should ^{be} ~~be~~ held accountable for ^{clear} ~~clear~~ communication across
w/ focus on transparency - we are hearing the same facts from all leadership - inlined w/ report

- ④ ^{They} Be truthful and ^{openly} accountable even when ^{circumstances} ~~things~~ aren't great - ~~man~~ be able to lead w/ some humility
level of

- ⑤ Accountability for internal ^{personal risks} ~~risks~~ ~~that are not conducive for building trust~~

- ⑥ ^{provide} ~~more~~ transparent communication ^{trust}
of ~~more~~ budgets and staffing strategies, needs, and plans specific to varying community needs

- ⑦ Next part has to do with ~~creating~~ establishing standards

① Set ~~clear~~ ^{clear} goals
to improve the quality of ~~the overall department~~
performance ~~by tracking~~
~~and improving~~
with public metrics showing improvements.

Implement
comprehensive

public
Bench

marking w/goals
process

- comparative
- aspirational
- show innovation

~~unacceptable~~
~~professionals~~
~~behaviors~~

in order
to

~~become the~~ ~~national~~
~~standards~~
of excellence

② review, adopt ~~enforcement~~

enforcement

polices
that protect
citizens
from ~~the stress of~~
unfit to
handle the stress of
policing in communities
interactions/public

- and get them the
help they need.

③ Don't compare to national average
compare to the national best.

① Accountability is possible with ~~with the candidate~~ a candidate who is not running for self but running because she has a plan and the ability to bring the transformational change our community ~~deserves~~ deserves.

can implement an effective downward movement of policy.

Community Engagement: strategic multi-pronged
an established and impressive track record of strategic community engagement

first

② Regular attendance by officers w/ touch points across all communities especially those hit hardest by violent crime.

one prong

and third strategic and regular engagement plans w/ youth and children.

very important
prong A

* chief that leads and builds
whatever coalition is necessary

w/ non-profits
churches
city/county
state

to bring ^{→ comprehensive} prevention programs
to at risk young people and will

collaborate w/ everyone necessary
to accomplish the goals of crime prevention
in high risk neighborhoods

* lastly
the apex
of the prongs



The new chief will
inspire ^{lasting} trust in the community
to sustain collaborative
partnerships.

3. Describe what accountability from the New HCPD Chief of Police looks like to you?

- Take ownership. Don't play the blame game. Ex) Budget, politics, resources, training. Be transparent & honest
- Develop a transparent process for solving community problems ^{not just talking about it} & report out to community ^{via roundtable events, small group sessions on regular basis} ^{steak holders,}
- Establish a strong dialogue with community to voice concerns. Get community Buy-In.
- Get to know the needs of the community & work with each neighborhood group to agree on solutions. Then provide feedback on goals.
- Rely on ~~an~~ trusted, knowledgeable advisors to inform processes
- A commitment to allowing citizens to have more local control for accountability ^{for} citizens & not ^{just} Board of Police Commissioners alone
- Create long-term milestones & check points
- Accountability outcomes tied to pension/retirement benefits ^{for entire structure}

1. Community Engagement

- Present staff that will maintain open dialogue with neighborhoods. Ex) Neighborhood events, civilian dress to break the ice, especially to introduce; strip down the authoritative presence
- Community + Relationship Building w/ familiar faces consistently. Ex) Mounted patrol on horses, ATV rides, helicopter ^{landings for kids}
- * Continuing education for Chief to police + everyone in the Department for people with disabilities
 - understand disability culture, needs of individuals
- * Someone committed to offering wrap around services to address various needs in the community. Housing, transportation, Mental Health. Serve the whole community.
- Re-think traditional approaches to policing

2. Transparency

- Create more accessible + digestible metrics, standards, etc. to share community
- Utilize 311 to communicate to public

- online access to police financial information - ^{where is money going}
- public access to information ^{about dept. activities} ~~to the~~ ^{what happens in} community information
- policy changes announcement to public - digital media! purge 160
- public forums w/ chief - regularly
- promotions made visible (within dept.)
- address issue we hear about on ^{the} media (TV, press online pertaining police activity)
- data retention & data sharing - access to
- disciplinary records of police officers' (positive & negative, officer profile)

The background of the slide is a vibrant yellow with a sunburst or starburst pattern. Numerous thin, white lines radiate from a bright white point in the lower right corner, extending towards the top and left edges of the frame. The lines vary in length and thickness, creating a dynamic, energetic feel.

Divine Nine Listening Session for a new Kansas City, Missouri Chief of Police

5-2-2022

2. Brean

↳ Describe what transparency from the new KCPD Chief to Police looks like to you

- periodic community meetings for updates $\Rightarrow$ report out
- policies + procedures to be public
- When something happens - actions taken are public
- ^{Body}Cameras operational and required to be on + records are made available to the public
- KCPD Strategic plan is public
- Detailed budget
- Police are identified in officer involved shootings
- ^{officers} Officers with a negative or poor history will not be considered to be hired
- Relationship between KCPD + FOP should be transparent

Community Engagement

- 'in schools to build relationships
to police & students
- The Chief's definition of community policing
- create a partnership / interactive relationship
- training of officers in restorative justice to reinforce what children are taught in school.

Advocate for common sense gun laws

Describe what Accountability looks like

- public records of officers hired from other departments
- None political
- There is diversity at all levels
 - ↳ to reflect the community
- Increase officer qualifications and pay

Working with Neighborhood & Community Leaders

Working with Faith based Community

Neighborhoods & Community part of problem solving

Officers on the Streets more working and getting to know Neighborhood & Community Leaders

Participating in Community events

Having open conversations with Neighborhood & Community Leaders

Open office policy → with staff to work with leaders

More Community Officers
More Social workers

Community Based & Neighborhood based → Response team for Non-emergency - must be trained

KC has local control

Carmon, Tracy, Beverly, Sydney, Phyllis, Tamara

2. Describe what transparency from the new KCPD Chief of Police looks like to you.

Open & honest about budget, % of homicides, crime in neighborhoods for All neighborhoods.

Hold detectives accountable to resolve cold cases of homicides, keep us up to date on progress on Cold Cases.

Be spokesperson for employees & citizens.

Be accountable to citizens.

Make sure employees are able to work w/ different cultures.

Police Chiefs "scorecard" reported on as often as necessary but less than monthly. Like COVID data - in our faces.

Use of multiple distribution outlets to show scorecard.

Community needs to be involved in what metrics are included in scorecard.

Question 1. Engagement

We want to see stats on ALL zip codes

Chief needs a better understanding of ALL Zip Codes.

Information needs to be given to everyone, Schools, Churches, organizations.

Expand community engagement dept. beyond neighborhoods.

D.A.R.E. needs to be revamped to align with today's time.

Police officers need to reside in the communities they work in.

Policemen need to network within the community as demonstrated and expected by chief.

Question 3. Accountability

Chief needs to be more visible @ community events

Chief taking responsibility for wrong doing as well then tell us how it will be fixed.

Community needs to know what ~~happ~~ are the consequences of Chief not meeting expectations

Want Chief to set his ^{her} own agenda vs. Board of Commissioners.

Other Stuff
Chief ~~the~~ needs to do...

Build trust: We want a peaceful city for ALL

Pros & Cons to having Chief come from KC

Person who HIRES Chief is Key/important

What is the Chief measured against ~~that~~
to be hired.

Want Chief to understand what behaviors
contribute and escalate to be crimes.

Monthly meetings with the community where they outline issues and discuss with community.

Attend community events i.e. Homeowners Associations, etc.

Start conflict resolution training with Kindergarten age students.

Have Town Hall meetings in different sections of the city.

Have open office hours for community engagement.

Bring back the walking the beat / ~~walk~~ community policing / police on bikes.

Law Enforcement should have a strong social media presence.

We would like to see more police engaging with youth in their own neighborhoods. For example, we have seen videos of police officers playing basketball or dancing with youth.

We need to know the police dept.'s budget; ie forecasting, allocation, where dollars are being sent.

Prevent bad officers who have been terminated from one police department, from getting a new job with another police department in another city.

We need to recruit more Black and Brown people on the police force.

We need a database of officers who have had complaints filed against them.

Whether the new Chief of Police is from Kansas City, MO or not, he/she needs to understand the issues that various neighborhoods are facing.

We would like to see the Chief of Police / KCPD during positive events, not just during tragedies / times of crisis.

P.C. = police chief

What does accountability from the new KCPD P.C. look like to you?

- restructuring, enhancing the community review board
- establish a process where the P.C. hears directly from residents impacted by incidents & policing practices
- building relationships & have a regular presence in all communities, council districts, & /or zip codes
- P.C. ensuring that staff / patrolling police are reflective of communities they serve
- P.C. understands the history of racist policing in KCMO, & takes responsibility to write a new, fair & equitable history
- shares PD data, & provides the true stories of police incidents, using ~~data~~ qualitative (e.g. voice recordings) & quantitative (e.g. spot shatter) data → and a score card (quantifiable 😊)
- build relationships ~~at~~ with community & stakeholders (good, bad, or in different)
- provides community education on what it means to be a police officer

- be literate in community culture (ability to code switch)
 - ↳ i have members in the community that can help w/ community culture
- ensure funding is being spent more on community, versus "toys"
- ensures ~~funding & partnerships are~~ around violence prevention are re-established w/ evidence-based violence prevention models, & funding is used to implement these models effectively

(BLUE GROUP)

- Describe what accountability from the new KCPD Chief of police looks like to you?

- (1) • Be held accountable for time spent on cases despite class
 - (2) • transparency
 - (3) • Response time
 - (4) • on staff professionals for mentally ill!
 - (5) • training
 - (6) • Relationship's
- ✓ in denver they have a trained professional on staff

Community Engagement

1. Officers need address lay people at churches, community center, etc.
2. Officers need welcoming positive dispositions.
3. The diversity of officers should reflect communities they serve.
4. Police officers should be accountable for explaining roles.
5. The Chief of Police, whether a KCMO native ~~not~~ or not, needs to be involved within communities, outside of role.

Transparency

- A2: 1. In-depth screenings, for history of drug use, mental health or criminal activity, for the Chief of Police is needed.

Transparency means that the Police Chief's background, along with integrity, is necessary.

~~Financial~~ Transparency involves:

1. Substance Abuse / Criminal History
2. Integrity
3. Financial Transparency

Accountability

- A3: 1. All officers are accountable for their conduct.
2. Local Control is needed.
(involves mandated community engagement)
3. The People should actively draft protocols for the conduct of police.
(Integrity Committee needed),
Oversight

Add'l work?

• Public Access Scorecard

State of Policing in KC.

- Some type of report around policing, recruitment, violence reduction, happening in the city

- Disciplinary actions of officers

- Resume or history of officers transferring into the KC Police Dept.

- Training even if in aggregate

- Quarterly dashboard w/ data and trends

- Annual State of Policing

Annual or
quarterly

Vision w/ actionable and measurable goals That's available to community.

Clear communication when it comes to the sharing of body cam info.

① Describe what accountability from the new KCPD Police Chief looks like to you.

Coming in w/ tangible goals with time lines and actionable goals.

More ^{strategic} robust diversity training + mental health education to better respond to community issues.

Measurable outcomes - increase in community police. (representation)

^{Set a goal} Change in statistics - decrease in crime rates.

Implement out-of-the box strategies.

Partnerships w/ faith communities.

Fair reporting ^{of} investigations. when things go wrong.

Police represent the community they serve - Strategic plan

Revise recruitment process.
Identify better sources of applicants.

Provide data on the impact of the boundary change.

H/BCU recruitment. Develop an attractive recruitment package.

Promotion policies published.

Crime-solving accountability.

Describe what community engagement from the new KCPD Police Chief looks like to you.

Involvement / visibility at all levels
PAL, DARE not just adult programs.

"CAN" Program visibility and outreach.

Create community service programs.

Engagement activities the norm not just photo ops.

Popcorn Comments

- Take a look at deadly force policy
be more human; use tasers
- Help young people not be afraid of the police - black, brown, yellow
- Implicit Bias training should match shooting role ~~play~~ training time
- Use common language in training w/ children
- Police officers who are charged w/ crimes need to pay the fines instead of the tax payers
- local control of the police force and access to them

