

COMMUNITY ENGAGEMENT AND OUTREACH TASK FORCE RECOMMENDATIONS

MISSION:

To engage and collaborate with the Phoenix community to enhance police relations by creating dialogue and partnerships. Develop and implement an action plan that will increase confidence that the Phoenix Police Department will treat all people with respect, dignity, and professionalism.

TASK FORCE OBJECTIVES:

Increase communication, access, and confidence in the Phoenix Police Department through community engagement, collaboration, and partnership.	Develop an action plan to improve the Police Department's relationship with the community.	Monitor the implementation of the action plan.	Communicate the accomplishments to the community.
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RECOMMENDATIONS

A. Encourage community engagement/connectedness by the Phoenix Police Department.	B. Identify and enlist community partners involvement to build better relationships with the Phoenix Police Department.	C. Encourage community engagement/connectedness by Phoenix Police Officers.	D. Improve officer training.	E. Improve processes for accountability.
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RECOMMENDATIONS/STRATEGIES

<ol style="list-style-type: none"> 1. Develop a comprehensive community relations program which includes regular communications focused on community crime statistics, community relations and victim's rights. <ol style="list-style-type: none"> a. Use websites, social media, multi lingual communication, etc. b. Develop mechanisms to communicate more effectively with community-based organizations. c. Develop a regular State of the Police Department report. 2. Improve communication at the precinct level by providing police management's contact information to the public. 3. Provide school based education/awareness (including community colleges and universities within Phoenix) on city laws for students, parents, eagle scouts, explorers, etc. 4. Survey the community in order to identify the community's attitudes toward police. 5. Emphasize recruitment of minority officers to further ensure the Department reflects the communities it serves. 	<ol style="list-style-type: none"> 1. Enlist commitment of local leaders to develop, sponsor, and promote participation of the public and the Police Department. <ol style="list-style-type: none"> a. Participate in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with. b. Encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis. c. Invite the Police Chief and police management to speak or to attend functions. d. Conduct community-sponsored Town Hall meetings. 2. Sponsor an interfaith "Annual Public Safety Day" event. 	<ol style="list-style-type: none"> 1. Require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public. 2. Encourage officers to exit their vehicles daily to engage individuals and business owners. 3. Serve as good will ambassadors and public safety facilitators by encouraging and recognizing officers who are functioning in other capacities in the community, such as coaching Pop Warner leagues and coordinating PAL events. 4. Encourage partnerships between precinct officers and schools, community colleges and universities. 5. Develop long-term individual relationships with community leaders, faith leaders and business owners. 	<ol style="list-style-type: none"> 1. Train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual-orientation, and disability. 2. Use appropriately trained community representatives including peer officers to conduct training. 3. Train and require officer compliance with Operations Orders related to report writing. 4. Educate officers that videotaping of their actions in public is lawful and that their behavior at any time might be videotaped by an onlooker. 	<ol style="list-style-type: none"> 1. Improve the process to address citizen complaints, use of force tracking, and police misconduct. <ol style="list-style-type: none"> a. Allow complainant to review officers' comments and submit additional information to the Professional Standards Bureau once the investigation has begun. b. Provide a process where complainants have the same level of representation during the complaint process as officers. c. Improve the process for notifying complainant of the status of their complaints including notifying complainants whenever the assigned investigator at PSB has changed. d. Establish ongoing multi-lingual/cultural campaign to explain the complaint and commendation process so that the public will understand the process better and use it. 2. Conduct a pilot program to determine the effectiveness of installing dash cams with audio and
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				<p>video capability in patrol cars and offer recommendations to City Management.</p> <ol style="list-style-type: none"> 3. Require UA testing after every officer involved shooting. 4. Evaluate public and business owners' involvement in reviewing allegations of police misconduct. 5. Investigate for potential implementation, DPS's software program that classifies who, what, where, of those being cited in order to discern patterns of profiling. 6. Create a single repository for personnel records of police officers and a single custodian of records. 7. Work with members of the Defense Bar Focus Group to create an Ombudsman-type position for scheduling interviews of police officers.
IMPLEMENTATION				
<ol style="list-style-type: none"> 1. Identify and engage current Task Force members to participate and monitor the implementation of recommendations developed by the Task Force. 				

