

Date of Hub: February 24, 2018

Hub Organizer: Southside Organizing Center

Facilitators: Jarrett English

Notetaker: Carmen Cabrera

Chapter 3: Recruitment, Hiring, and Personnel Practices & Chapter 4: Community Oriented Policing Practices

How many findings did you cover:

Finding and Recommendation: General Discussion

MPD's recruitment efforts should begin at the grade school level exposing youth to police careers, improving community relations and to have a diversified force reflective of the racial compositions of the community.

MPD should make public the number of applicants to the department as well as their ethnic/ racial make-up.

Officers should be held accountable as to how they engage the community

Officers should be more engaged with residents thru canvassing and direct interaction with residents on their assigned beat every week or twice a month and provide updates on criminal activity.

There is a need for more individualized interaction between the officers, community and businesses.

All officers should be trained as CLOs.

Need a follow-thru to conduct annual reviews.

Need to formalize practices to ensure officers are implementing policies.

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Notetaker: Jeannette Torres

Chapter 3: Recruitment, Hiring, and Personnel Practices

How many findings did you cover: 3

Finding #3 and Recommendation:

FPC- haven't updated the job task analysis since 2007.

Recommendation:

- Task analysis should be done before each test session, and /or every 5 years.
- Worry more about robberies instead of people trying to better themselves.
- Better training.
- Consider each case individually: less stereotyping/profiling
- Stop being personal, Police take their power to an extreme.

- Task analysis on emotional and mental state.
- Check in with Officers.
- Police should assess self every so often
- Veteran officers should be trained on new task analysis.
- Task analysis should be reviewed every 6-12 months

Finding #4 and Recommendation:

Information on hiring is not available to the public.

Recommendations:

- Public should be able to access the hiring information
- What are they looking for when they hire officers?
- Law enforcement has access to my record at any time, the hiring info should also be an open book.
- It shouldn't take so much to get info, people don't want partial information, they want answers easier than harder.

Finding and Recommendation:

FPC should develop a written policy for recruiters.

Recommendations:

- More in depth background checks
- More social service back ground, less military because they may have PTSD.
- Our culture needs to change with in the police department.
- Open dialogues with recruiters and higher ups.
- Are the recruiters the best recruits?
- Cultural Awareness Policy.
- Check in with officers more often than less.
- Back ground checks more often
- The FPC didn't like Chief Flynn so it caused them to loss focus on the real issues.
- How can the problems be fixed if we don't acknowledge them?

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Notetaker: Valeria Cerda

Chapter 5: Use of Force and Deadly Force Practices

How many findings did you cover: 1

Finding and Recommendation:

* Note: Group chose chapter 5 but groups conversation diverted to chapter 7 topics

-The FBI should investigate MPD-outside perspective to cover-ups

-Hear more about meetings to give input

- Have more video accountability
- When MPD violates law, there should be community involvement and a communal perspective, like a jury in a criminal case (on internal investigations)
- Internal affairs division should have training in management
- Investigators should only have 1 role as an investigator (investigators in internal investigations)
- Welcoming community members to give input on investigations
- Have a standard operating procedures in internal investigations
- Recording should be mandatory at all times (body cameras and vehicles)
- Access to footage for investigators, victims and the public should be shown after investigation for protection of all parties and videos should be shown to separate investigation body
- In regards to recording keeping: More access to records, all in one place, state of the art equipment
- There should be a requirement for audio recording of police who were witnesses.
- There should be blood drug tests for police officers involved in misconduct
- Officers involved in investigations should be separated right away
- History of police officer should be considered when they are under investigation

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Notetaker: Margaret Kruse

Chapter 5: Use of Force and Deadly Force Practices

How many findings did you cover:

Finding and Recommendation: General Discussion

Manual be created and provided to follow procedures for deadly force investigations.

Supervisors be trained to use guidelines for procedure investigations

If you want a job, must be trained before being qualified to begin job

Manual provided for those who want advancement (limited group)

New training needed every year

investigators need to be more consistent

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Facilitators: Yolanda Leon

Notetaker: Byran Holmstrom

Chapter 5: Use of Force and Deadly Force Practices

How many findings did you cover:

Finding and Recommendation: General Discussion

Not enough care for mental health practice

Disconnect between officers and the mentally ill

No de-escalation training or not enough

Mandatory post-traumatic schedule to recuperate from incidents

Better psychological post traumatic treatment

Stereotyping training

Diversity in the department

Reinstate residency policy

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Notetaker: Gloria Garza

Chapter 6: Citizen Stop and Search Practices

How many findings did you cover:

Finding and Recommendation: General Discussion

If people are pulled over, no findings, there should be a restrain in time.

What information is gathered when they pull your plates?

Is there notes? What information is available to them, before pulling someone over?

Community knowledge. Who we are as a community not a zip code.

Curbing seen a lot on the southside - lack of community knowledge.

Looking for balance, we expect a lot but there's a lot that police have done.

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Facilitators: Andre Pritler

Notetaker: Marina Borges

Chapter 7: Systems for Supervision, Accountability, Organizational Learning, Remediation and Discipline

How many findings did you cover:

Finding and Recommendation: General Discussion

Misrepresentation of time response

Know your neighborhood, help ourselves

Know your resources and educate yourself

Know your community liaison officer

Be involved

Build relationships with officers

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Facilitators:

Notetaker: Yolanda Leon

Chapter:

How many findings did you cover:

Finding and Recommendation: General Discussion

Lack of consistency

Expand Capacity of complaint process through FPC

Accountability

Visible presence of beat and bike cops.

Easier access to reports through tech

Money for lawsuits but not enough money to update our technology