

Work Group #1 – Law Enforcement Management – Meeting #1 Re-cap

- I. Next meeting – 8/20/20 – focus on AOR I – Recruitment and Retention
 - a. Prep for next meeting
 - i. LCD to research NCAC to determine what recommendations might be made to Standards Commissions regarding entry requirements
 - ii. Chief Davis to send LCD information from NOBLE and IACP, and thoughts on anyone who might be a good presenter
 - iii. LCD to work with staff to find presenter regarding best practices in recruiting
 1. Ensure that presenter can discuss scaling of best practices for small and large agencies
 - iv. Work Group members to consider a best practices document recommendation to full commission
 - v. **Working Group members to review full Idea Bank on SharePoint to determine if there are additional ideas to discuss re: recruitment and retention**
- II. Action items for future meetings
 - a. AOR II – Training - Meeting set for 9/17
 - i. Consider ideas for ongoing training, not just BLET and required IST
 1. Focus on leadership training about culture
 - ii. Focus on intentionality of training
 1. What topic areas do we need to ensure are mandatory?
 - iii. Need speaker – consider what areas of training we want to be educated on
 - iv. **Working Group members to review full Idea Bank on SharePoint to determine if there are additional ideas to discuss re: training**
 - b. AOR III – Accountability and Culture - Meeting set for 10/1
 - i. Culture
 1. How to influence the culture of an organization? Consider leadership training.

- ii. Civilian Review boards
 - 1. What power do they have to take action on results of review?
 - 2. Do they actually work? Are communities getting out of them what they expect?
 - 3. Legal issues to consider
 - a. Access to personnel records
 - b. Access to body cam footage and timing of access
 - 4. What are the different models to consider?
 - 5. LCD to work with Staff to find speaker to address above questions
- iii. Universal body cam mandate – should we recommend?
- iv. Statewide OIS investigations – should we recommend?
- v. **Working Group members to review full Idea Bank on SharePoint to determine if there are additional ideas to discuss re: accountability and culture**

c. Data questions for Data Team

- i. What are the current demographics of our police departments and sheriff's offices across the state (race/gender)?
- ii. What are the demographics of those graduating from BLET?
 - 1. Do we have any demographics from BLET entrants who don't graduate? Do some agencies capture this themselves even though the Standards Commissions currently do not?
 - a. CJ Standards currently considering rule change to this effect.
- iii. How many OIS investigations has the SBI conducted? How many of those have found that the officer acted wrongfully? How many of those were charged with crimes? What were the demographics of the officer and the deceased for every OIS?
- iv. What is the jurisdiction of the state and local human relations commissions (see Charlotte and Greensboro for local examples), what has been their effectiveness, and is this a useful model for Civilian Review Boards?