

CITY OF NORWICH
Police Reform
Community Advisory Board (“CAB”)
Meeting Minutes
February 17, 2021
3:00 p.m.
Zoom meeting.

PRESENT

Police Chief Rodney Marsh
Assistant Police Chief Scott Burlison
Christine Rudy – First Assistant District Attorney
Police Officer Brandon Clarke – PBA President
Pastor Jen Westervelt
Adrienne Zornow
Missy Beers
Melody Girgenti
Lynn Murray

Other

Introduction:

Changes with upcoming dates with common council and upcoming public forum. Next regular meeting is next week, February 24th where we will review the final plan and before the end of today’s meeting, we will need to decide if we need to schedule any work session or if the committee is comfortable have that work done offline based on the input of the last couple weeks.

Final plan is due March 2nd in person, we will send the PDF prior to the meeting, the public forum will be March 16th and it will be in person. We need to figure out who is going to provide the updates to the council? Will the council still be asking questions? Lynn – yes, same format. If anything comes up on the 2nd prior to the public forum since now the common council will be voting on the plan following public comment, what is our plan for that off week, will that be an opportunity for adjustments to be made or are we planning to leave it alone? We will meet on March 3rd and possibly March 10th depending on how the common council meeting ends. If they are voting on March 16th do, we need to meet further? Thinking March 17th but after that does not know what rule are is after that date. Lynn – Attorney Natoli – Council will decide on how to proceed. Most likely we will not be meeting. Questions were asked on how to proceed once the council decides what parts of plan are being accepted and what parts are not being accepted. The answer is unclear, and we are hoping that there are clearer answers on March 2nd meeting.

Final Review of Procedural Justice and Community Policing.

Procedural Justice – Four pillars 1. Being fair in processes 2. Being transparent in actions. 3. Providing opportunity for voice 4. Being impartial in decision making. Opening the floor for discussion. Adrienne - #3 we are making progress with feedback forms on the police department website, she thinks what we have outlined for the future of CAB will provide an opportunity for voice, but we need to put some thought around that more, will get to this later.

Community Policing – Tenets of community policing 1. Create a comprehensive community policing strategic plan. 2. Train all personnel on community policing-including overcoming distrust. 3. Foster an atmosphere of openness & transparency. 4. Adopt procedural justice as a guiding principle. 5. Prioritize

law enforcement safety and wellness. 6. Engage the community in a true partnership to address crime and disorder issues. 7. Treat every contact as an opportunity to engage positively with a community member. 8. Measure social cohesion and work to develop relationships. 9. Re-evaluate metrics of community policing success. 10. Incorporate community policing measures into the performance evaluation process. Adrienne – this goes along with principals policing, is that right Chief Marsh- Yes, it is included in the training. Pastor Jen – these tenets of community of policing along with the 4 pillars of procedural justice would be great touch points for the continuation of CAB to consider, we have touched on these but we can't say we are totally satisfied because there is so much there, we are heading in the right direction with all of those but doesn't know if we can cross them off our list and say we are totally set in all these area, it is going to be a continuation of monitoring there success. Adrienne – agrees especially #9 when it talks about the metrics of success obviously the surveys on an annual basis will be part of that and everything is in a work of progress and we cannot cross it off our list or say that we are completely a department that has community policing as a fore front, but we have touched on everything except #10. Pastor Jen – the 4 pillars and tenets of community policing should be in our plan in the section where the continuation of CAB recommendation is placed. Adrienne – it needs to be called out somehow. Pastor Jen - this is a part of our rationale for continuing, and if the group ends up morphing to include additional people, some will step back having this information in the plan is one document that has key aspects of work in past, present and future.

Review original plan, go through the notes and comments, and make sure we have addressed most of them.

Adrienne – we have discussed everything but is still unclear or unsatisfied with any specific items in our plan for reducing racial disparity and she wants the teams thoughts but doesn't think we have any specific to that part of the work book, we do have things that will help build trust but don't have anything that is about racial disparity but then again I don't think we even know if those even exist because we don't have the data to know if they exist in our department, she putting it out there because she thinks this work is unfinished and looking for input for others. Pastor Jen – we did include the bias-based policing and added a required training for officers on an annual basis for culture and diversity training as a requirement. Asst Chief Burlison – that was going to be one of our topics for training throughout the year. Pastor Jen – those are two steps that are in the plan for racial disparity. Pastor Jen – does any other team members have input regarding racial disparities? Adrienne – final thoughts we don't know if disparities exist if we don't have the data so her recommendation would be we add something to the plan that talks about the collection of that data, she thinks we are already seeing collection of data but she is not entirely sure so it may not be a problem for us and that would be amazing but we can't address any problems if we don't know what the data is, does that make sense to everyone. Missy – yes it makes sense. Chief Marsh – is that the information that all courts are now going to be required to do via executive order with all the arrests and ethnic background and case dispositions is that part of that? Adrienne – it could be but she doesn't know enough about it to know for sure, she knows some departments in larger Cities have more demographic information in their reporting, she doesn't know if that is feasible for us or something that is already being collected but is not being reported anywhere, if it is going to be reported to the courts and maybe that is sufficient, she doesn't know enough to have a suggestion one way or another and maybe this can be something we add to the continuation. Officer Clarke- was there any concerns brought up in the surveys? Adrienne – does not recall reading anything specific but we did have when it came to the questions about trusting the police and the respect questions, there was a disparity between minority and caucasian responses again we didn't have that many minority responses but there definitely was a difference. Chief Marsh – when he does his monthly UCR to DCJS that information is in there and is required to report and is run through RMS and he puts numbers in for DCJS. For 2020 we had over 500 arrests and we had 23 minority out of those arrests. Adrienne – so the information exist we need to figure out how we are more transparent with the information and if there is a huge disparity then that would be information is CAB continues they need to know again maybe there is no problem that would be

amazing, this needs to be addressed for her there needs to be a plan going forwarded whether or not it is added to the annual report or its done some other way she would just like to see something else done to make sure we are keeping a pulse on it. For minorities they said that 57% that police are slightly to never transparent compared to 36% overall, she thinks that is a wide margin and there were no specific comments about specific actions.

Collaborative Improvement Plan Comments

Next meeting February 24, 2021 at 3:00 p.m. via Zoom