



To: Cleveland Community Police Commission
From: Joellen O'Neill, Deputy Chief; Johnny Johnson, Commander
Re: Responses to the Cleveland Community Policing Committee Executive Director Summary and Recommendations for the CPOP Plan
Date: January 4, 2019

Attached contains responses to the CCPC Executive Director summary and recommendations for the CPOP Plan. The responses will follow the corresponding recommendations.

Recommendation #1:

"In general the city should make a serious attempt to shorten the plan; the plan can be made more clear and concise by removing some rhetoric that is considered PR an examples that are unnecessary such as Lord Stevens. It should not read like advertising but instead encourage internal action and provide a framework to build GPO's upon."

Response:

An executive summary was created and attached to the beginning of the plan to shorten the actual plan.

Recommendation #2:

"The Division's idea of how truth and reconciliation might occur should be included in the language of the plan. These word 'truth and reconciliation' should be specifically used. There should be a clear intent in the plan to develop a citywide program for addressing this important issue."

Response:

The following was added to the plan:

Page 2:

In closing, while there have been numerous incidents, both current and historical, where police officers have been a part of situations that have fractured community trust, the CPOP is a plan about moving forward. Moving forward entails creating an atmosphere conducive to community engagement and partnerships. This plan outlines how that atmosphere will be created within the Division.

Page 31:

In 2019, the CDP will begin a program that will focus on trust between the community and police. Officers will attend community meetings and events in order to talk about the history of the CDP, how to make complaints, policies and procedures, and how the community and police can work together to solve neighborhood issues. The history of the CDP will include general information about the division's milestones and accomplishments, and will also include high profile incidents that have had positive and negative impacts on trust.

Recommendation #3:

“Add a reference section for crisis CPOP that discusses protocols during highly traumatic events. This can include use of a pre-identified mediator to help the division and the community come together quickly and address feelings. A specific supporting GPO for managing a crisis between the police and community should be developed.”

Response:

The following was added to the plan on page 12:

Participation during traumatic incidents can have a significant impact on officer wellness. Therefore, CDP created protocols for officers to use when responding to traumatic events and debriefing and providing assistance afterward. A traumatic incident is defined as an event that can cause great distress or disruption in a member’s life. The protocols for officers are contained in G.P.O. 1.1.38 (see APPENDIX IV page 39).

In addition to internal protocols for responding to traumatic events, the CDP works closely with the Director of Public Safety, Community Relations Board, and several other community leaders and violence interrupters to develop responses to traumatic events that affect the community. The resources are not only utilized for police involved incidents, they are also used when traumatic events occur without police involvement.

Recommendation #4:

“A commitment in the plan to host at least one community event per district per year that explains the CPOP philosophy and SARA to residents.”

Response:

The following was added to the plan on pages 31-32:

In addition to the monthly meeting, DPCs do the following:

- Promote block and street club development.
- Partner with the prosecutor’s office to provide court watches.
- Identify, assess and collaboratively solve problems in their District.
- They will also use the sessions to elicit input on the Divisions policies and procedures.
- Assess the Divisions overall performance and its CPOP activities. For more information, see CDP’s District Policing Committee Strategy (forthcoming).
- Beginning in 2019, at least once annually, dedicate a session to explaining CPOP and the SARA.

Recommendation #5:

“Add a refernce to officer wellness and its impact on community wellness; include a commitment for the division to deveop a companion plan or update any existing plan”.

Response:

The following was added to the plan on pages 11-12:

Officer Wellness

“The Division strives to create the best working environment for its members. By assisting members, when they are in need emotionally, physically, spiritually, financially or socially, the health of the member prevails. Healthy members are generally more safe, productive, compassionate and responsive to others. An officer’s “well-being” is encapsulated in five dimensions; mental (psychological), emotional, physical, social, and spiritual. The five dimensions comprise a “whole person.” In 2017, the Division launched a well-being initiative designed to support “the whole person” called the Cultural Transformation Project. The program began in the 4th District with the goal of teaching the skills needed to strengthen and protect personal health and well-being so that officers can more effectively fulfill the CDP’s mission. With the assistance of mental health professionals, the CDP’s Employee Assistance Unit (EAU), and the Cleveland Police Foundation, a cultural diagnostic survey was created to focus the program on specific needs that officers have. Currently, the program is on-going and therefore a review of the program is forthcoming.

In addition to the piolet program, the Division employs a full-time Psychologist and participates in the City of Cleveland’s Ease@Work Program and CARE-Line. Protocols about these programs are contained in the CDP Wellness Program G.P.O. The order outlines the Divisions commitment to officer wellness and protocols for making contact and referral. For more, please see APPENDIX III, page 38.

Recommendation #6:

“Reference a preference for officers to live in the city and a commitment to developing an incentive program for this.”

Response:

This recommendation should not be a part of the CPOP plan.

Recommendation #7:

“Include an appendix of future GPO’s and supporting plans that will be developed with a timeline for development.”

An appendix was created that lists action steps for 2019.

CC: Calvin Williams, Chief
Dornat Drummond, Deputy Chief
Gregory White, Judge
Brian Carney, Commander
Robert Simon, Captain