

Denver African American Commission Safety Forum Flip Chart

Notes December 7, 2011

Question 1: What are the most pressing issues for the community in regards to Public Safety? Which issues are the highest priorities? (Straw poll – top answers in **bold**)

1. Lack of Trust/Accountability
 - Community policing where police officers know the neighborhood their serving.
 - Increase community engagement
 - Lack of respect for community members, “No trust of Police.”
2. Public Safety department lacks cultural competency.
 - Safety department should incorporate cultural standards/guidelines into their training.
 - Community Resource Officers, CROs are not included in decision making.
3. Lack of Communication between police officers and community members
 - The current system to file grievances against police officers is bureaucratic and time consuming.
 - Civil Service Commission should not include officers
4. Too much racial profiling
5. Over criminalization in the school system of people of color
 - The effects of criminalization on employability of adults and youth of color.
 - The lack of education and understanding effect youth of color’s ability to obtain future employment.
 - Intentional diversion of crime into neighborhoods of color.

Question 2: What is the desired end outcome in addressing those high priority issues?

- Increase trust between community and uniform personnel by:
 - New cultural competency training
 - Improved crisis intervention training
 - Community engagement
- During the next budget discussion the values and ideas from community members should be prioritized.
- Re-evaluate hiring practice in the safety department for minority (African American) applicants.
- Procedural/transparent—nothing behind closed doors!
- Acknowledge when issues need to be corrected
 - Create suggestion boxes for citizens
 - Public Safety department should be seen as part of the community!
- Increase focus and resources in high crime areas.
- A more thoughtful “Broken Window” study and implementation.
- Accessible legal resources in every community.
- New alternatives for disciplinary actions for children of color.
- Cultural and sensitivity training for police officers.

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- Police officers should live in the community they serve, "Live and Do Business in Denver."
- More respect for community policing
 - More foot patrol rather than car usage.
 - More plain non-uniformed officers

Question 3: What recommendations do you suggest to reach that desired end outcome? (Note: those that were referenced numerous times are in **bold**)

- **Demographics of police and people involved in legal system match people involved in community**
- **Public should have more of a role in determining public safety priorities.**
 - More ongoing public safety forums in neighborhoods.
 - Commissioners and/or community leaders should be involved in helping to educate the public about priority issues.
 - Enhance community engagement
- Streamlining waste
- **Find alternative disciplinary measures for children of color**
 - Utilize municipal citations instead of misdemeanors
 - Drop municipal citations once youth turn 18 automatically.
 - Felon friendly employers
 - Tax incentives for employers to hire ex-offenders
 - Acknowledge and correct the disparity in the criminal justice system
- More citizens on the Civil Service Review Board.
- Develop marketing campaign to improve public image.
- Improve cultural competency
 - New guidelines when addressing different races, ethnicities, and culture.
- Improve communication between DPD and community
 - Neighborhood Crime
 - Available stats/info on the website
 - Safety education for seniors
- More interaction between the public safety department and human services.
- Create a community taskforce to evaluate excessive force.
- An assessment of why morale is low in the DPD
- Interact with community groups more strategically—CROs/RNOs/Schools
- Create a new professional development curriculum with police officers
 - Implement a matrix for accountability
 - Form goals and expectations
- The community would like to see the community and police **ALL** working together.

Question 4: What role is the community willing to play in making those recommendations work?

- Willing to meet with Safety Department to address issues
- Educate and create awareness among the public/neighbors

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- Communicate online information in terms of outcomes from this meeting to other community activist.
- Reach out to those who do not have access to a computer
- Mouth to Mouth newsletters
- Help build positive relationships with DPD
 - Form expectations and guidelines for community policing
 - Volunteer to support police officers
 - Enhanced community seminars/forums at police stations
- Develop strategic block captains and neighborhood watch programs
 - Form block parties to create awareness and safety in community