



October 2021 COB Executive Director's Monthly Report

Executive Summary

MNCO Office—After consultation with Metro Human Resources and due to the uncertainty of the COVID-19 increase in local cases, the MNCO staff will have the flexibility to work remotely. A staff member will be in the office during regular business hours, on most days, to assist the public. Safety measures are in place for staff and the community. Masks are required for everyone entering a Metro building and ED Fitchard remains committed to following Metro Government's procedures and protocols regarding COVID-19.

- The MNCO office will be closed on Thursday, November 11th in observation of Veteran's Day.

MNCO Personnel Update—The Community Liaison interviews are complete, and the selection process is underway. We are in the interview process for the MNCO Administrative Assistant position and will select an individual once that process is complete.

MNCO Training—MNCO staff and multiple Board members participated in NACOLE's Virtual Annual Conference training which consisted of 32 individual webinars.

- The in-person component will include four days of more in-depth training for those interested in or doing the work of civilian oversight of law enforcement, jails, or prisons. The in-person component will be held December 12-16, 2021 in Tucson, Arizona. For more information, please check the NACOLE website for detailed information on how to register.
- ED Fitchard continues to encourage and promote training and professional growth for staff members.
- ED Fitchard attended several trainings: Center for Policing Equity Navigating Justice webinar and Mediators Beyond Borders International; Peace Connect webinar, "How unchecked biases influence our neutrality."

Vision Zero Steering Committee—ED Fitchard attended the Steering Committee meeting with multiple stakeholders regarding the elimination of traffic and pedestrian deaths.

COB Board Members—The Nomination Committee will meet soon to discuss the selection process of those who will be elected to serve on the executive committee.

Board Member Training—Board members are required to attend Metro HR’s Sexual Harassment in the Workplace training, and MNPDP’s Citizen’s Police Academy. Metro Legal created an ethics training and the slide presentation is available to each Board member.

Community Outreach—We continually strive to participate in outreach endeavors to make the public aware of the services that MNCO provides, specifically around how to file complaints, the process, and the difference between administrative and criminal investigations.

- Monday, October 25th, ED Fitchard will join other Stakeholders and the community for the informational public hearing hosted by Metro Human Relations Commission. The discussion topic is “Reimagining Public Safety: Community-Responsive Policing.”
- Monday, November 15th, ED Fitchard and Dr. Vielehr will give a presentation to MNPDP’s lateral class (session 94) about the history of the COB, Investigations, Mediation, and Research.

MNCO Research—Dr. Vielehr and Research Analyst Gavin Williamson-Crowell continue to work on Criminal Justice advisory reports that address the current state of Policing and Criminal Justice trends, patterns, and practices locally and nationally. Dr. Vielehr attended a special committee meeting on jail data, Center for Policing Equity Navigating Justice Webinar, Council of State Governments Justice Center conference on innovative community responder models and participated in Metro Human Relations Commission’s Just Conversations episode on public safety.

Complaints—The MNCO continues to receive calls from the public to initiate complaints of alleged misconduct by MNPDP officers. The MNCO received a total of 4 investigative complaints since its last Board meeting in September. MNCO received 3 complaints that were handled internally; 2 were forwarded directly to MNPDP for handling. MNCO received a total of 4 non-complaint calls for service.

MNCO Investigations—Complaints have steadily climbed and the need to increase the investigator staff, to meet the needs of the community, is a priority. ED Fitchard, in the coming months, will present data to the Board to support a request of expansion of the MNCO staff.

MNCO Budget—ED Fitchard and AD Clausi met with our Metro Finance team to discuss the department budget. The Finance team answered many questions related to the process of requesting Full-Time Employees (FTE’s), budget check-up, spending patterns and other items. The COB’s budget continues to reflect consistent stability and excellent stewardship. ED Fitchard anticipates that MNCO will utilize more budget spending for community outreach and professional growth in this fiscal year than in the previous year.

Proposed Resolution Reports—Legal Advisor Daniel Yoon will present a training presentation to the Board regarding PRR’s. The presentation is a refresher to outline the investigative process and presentation procedures according to the COB governing rules.

- COB Special Called meeting on October 13, 2021 resulted in the completion of 5 resolution reports. Seven (two from the September meeting were included) completed reports, with the Board’s recommendations, were sent to Chief John Drake for consideration.
- ED Fitchard will present 3 resolution reports for consideration at the October meeting. The Proposed Resolution Reports can be found on the COB webpage on Nashville.gov.

MNCO Mediation—ED Fitchard met with several mediators from Mediators Beyond Borders International to discuss Police and Citizen Unification Mediation, specifically, the Police2Peace model.

MNPD Records Update—The MNCO investigators report no issues in October with receiving MNPD requested records.

Force Review Update—As we continue to receive and review cases regarding deadly police shootings the MNCO staff continue to discuss, monitor, and find ways to complete those very important cases with limited investigative staff. We are researching and seeking input from other peer agencies to determine best practices for auditing and investigating deadly shootings. We believe auditing those special case types will help with meeting the timelines the COB has set forth in its Rules and Bylaws regarding investigations.

MNPD Use of Force Review Hearing—ED Fitchard attended a Force Review hearing on Thursday, October 7, 2021 at the Mid-Town Hills precinct.

MNPD Chief of Police Response—Friday, October 22nd, Chief Drake sent a response to Chair Martinez’s letter regarding MNPD’s position and use of License Plate Readers (LPRs). In addition, Chief Drake addressed additional questions raised by Board Member Jamel Campbell Gooch. Both letters will be uploaded to the COB’s webpage.

Requests sent to MNPD Commander Carlos Lara, COB/MNPD Liaison—

License Plate Reader Questions—Member Jamel Campbell-Gooch’s questions are addressed in Chief Drake’s response letter.

MNPD CIT Co-Response Pilot—ED Fitchard requested an update from Commander Lara regarding the MNPD and Mental Health Coop Co-Response Pilot that began on June 28th. ED Fitchard sent a request for an update from the Mayor’s Liaison, who is assisting with the pilot, and received a response that quarterly data is being prepared for the November 4th Stakeholder Council meeting and may not be available for the COB monthly meeting on October 27th. ED Fitchard requested that she be added to the weekly email that is sent to MNPD and other stakeholders regarding CIT updates.

The information requested:

- The total number of calls for assistance
- The number of such calls that were diffused without police intervention
- The number of such calls that required active police intervention such as a detention and/or arrest
- Any other information deemed relevant for the effective evaluation of the co-response model program

ED Fitchard received the listed information as of 10/16/21:

- The total number of calls for assistance- **Total Calls: 1222 Calls w/Mental Health Component: 600**
The number of such calls that required active police intervention such as a detention and/or arrest- **23 Arrests**

Recruit Training Information—Board Member Walter Holloway requested information regarding the demographic information of the last Metro Recruit Trainee class and the current lateral class. Commander Lara sent the following information:

Recruit Demographics Questions:

- **Session 92 (Graduated):**

Total number of males- **60**

Total number of females- **9**

Race/Ethnicity by gender- **Males: 52 (White), 6 (Black), 2 (Hispanic), 1 (Asian) Females: 8 (White), 1 (Black)**

Percentage of those graduated by race/ethnicity- **Total Graduated: 50 Males: 47 (94%), Females: 3 (6%)**

Demographics- **Male White: 40 (80%), Male Black: 3 (6%), Male Hispanic: 3 (6%), Male Asian: 1 (2%),**

Female White: 3 (6%)

- **Session 93 (In Session):**

Total number of males- **24**

Total number of females- **14**

Race/Ethnicity by gender-**Males: 17 (White), 5 (Black), 2 (Hispanic) Females: 10 (White), 3 (Black), 1 (Bi-racial)**

- **Session 94 (Lateral-In Session):**

Total number of males- **15**

Total number of females- **2**

Race/Ethnicity by gender- **Males: 10 (White), 4 (Black), 1 (Hispanic) Females: 2 (White)**

Department Head Meeting—ED Fitcheard will attend the monthly Department Head and Elected Officials meeting on Thursday, October 28th.

Mayor's Office—ED Fitcheard met with the Mayor's office liaison, Director John Buntin, multiple times in October to discuss various topics regarding COB business and address any needs of assistance.

Metro Health Department—ED Fitcheard and Dr. Peter Vielehr met with Dr. Stephanie Kang, Director of Health Department's Health Equity Bureau to discuss the possibility of MNCO and HEB collaboration.

Survivor Resources—ED Fitcheard met with MNCO leadership and the Research team to discuss an endeavor that would assist complainants, and the family of deceased individuals, who have been directly impacted by police violence and deaths. The MNCO research team is gathering data from around the country and searching for funding resources for this endeavor. More information on this proposal will be provided in the coming months.

Upcoming Board Meetings—The November and December Board meeting dates have changed because of the seasonal holidays. The November meeting will be held on Friday, November 19th and December's meeting will be held on Monday, December 20th. The meeting location will remain the same, Sonny West Room at the Howard Office Building. The community can find our meeting dates and times listed on our social media sites and Nashville.gov.

This concludes the October 2021 Executive Director's Report.