



November 2021 COB Executive Director's Monthly Report

Executive Summary

MNCO Office—Staff members 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 and masks, although not required, are encouraged as is social distancing.

MNCO Personnel Update—The Community Liaison and Administrative Assistant vacancy announcement ended on 11/12/21 and we will start the process of interviewing candidates in the next few weeks.

MNCO Training—NACOLE's Annual Conference is approaching. MNCO staff and board member will attend the training. 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 Fitcheard continues to encourage and promote training and professional growth for staff members. Staff members attend trainings each month.
- ED Fitcheard attended several trainings in November:
 - Council on Criminal Justice: Reducing Community Gun Violence: Why Collaboration Works.
 - Justice Collaboratory at Yale Law School: Policing Data: What is it? What can we do with it? and Why is it so hard to get?
 - NACOLE Webinar: Investigating and Analyzing Use of Force.

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.

- Tuesday, November 2nd, ED Fitcheard attended MNPDP's Interpersonal Crimes Branch monthly meeting hosted by Capt. Hunsicker.
- Tuesday, November 9th, ED Fitcheard and Dr. Vielehr met with Joy Caruthers-Johnson of JTraining Solutions who spoke to us in length about her Diversity, Inclusion and Equity services .
- Monday, November 15th, ED Fitcheard and Dr. Vielehr gave 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, Co-Responder program stakeholder meeting, Yale's Justice Collaboratory's Policing Conversation series on Policing Data, Justice Clearinghouse's training: Effectiveness Evaluation of Implicit Bias, Research Study Results and began coordination of Cure Violence evaluation RFP process with Mayor's Office.

Complaints—The MNCO continues to receive calls from the public to initiate complaints of alleged misconduct by MNPB officers. The MNCO received a total of 3 investigative complaints since its last Board meeting in October. MNCO received a total of 3 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. MNCO received 37 complaints in 2020 and 58 (as of November 12) in 2021. ED Fitchard, in the coming months, will present data to the Board to support a request to expand the MNCO staff and services.

COB Budget Committee—The Budget Committee will meet in January 2022 to discuss and analyze the COB's operating budget to determine funding needs and goals to expand MNCO services.

COB Nomination Committee—The Nomination Committee will meet in December to discuss the selection process of those who will be elected to serve on the executive committee as members terms expire.

Proposed Resolution Reports— Director Fitchard will present one resolution report for consideration at the November meeting. The Proposed Resolution Reports can be found on the COB webpage at Nashville.gov.

MNPB Chief of Police PRR Response—Chief Drake responded to Board's recommendation for PRR-CC2020-030 with an updated recommendation of "exonerated."

MNPB Records Update—The MNCO investigators report no issues in November with receiving MNPB requested records.

Force Review Board: ED Fitchard will attend MNPB's Force Review Board on Monday, December 6th.

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.

License Plate Reader Discussion—COB will have three guest panelists to speak about LPR's at the November meeting and will have several panelists at the December meeting to continue the discussion of surveillance and public safety.

MNPB CIT Co-Response Pilot—ED Fitchard and Dr. Vielehr attended the first Partners-In-Care committee meeting on November 4th. The meeting was held at the Hermitage Precinct and open to the public. The Committee is made up of mental health and CJ professionals. ED Fitchard has requested to become a committee member and be included in the weekly updates.

Department Head Meeting—ED Fitchard attended the monthly Department Head and Elected Officials meeting on Thursday, October 28th.

Mayor's Office—ED Fitchard met with the Mayor's Policy Director and COB liaison, Director John Buntin, in November to discuss various topics regarding COB business and address any needs of assistance.

Survivor Resources—ED Fitchard 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 December Board meeting is scheduled for Monday, December 20th. The meeting location is the Sonny West Room at the Howard Office Building. The community can find our meeting dates and times listed on our social media sites and at Nashville.gov.

This concludes the November 2021 Executive Director's Report.