



April 2022 COB Executive Director's Monthly Report

Executive Summary

MNCO Office—The COB office is open to the public Monday thru Friday from 8:00-4:30 PM. Citizens have the option of meeting with staff in-person, by telephone or virtually. Complaints can be made online at: CommunityOversightBoardComplaints@nashville.gov and public comments can be left at Community@nashville.gov.

MNCO Personnel Update—Chair Hayes assisted Director Fitchard with 2nd round interviews for the MNCO Community Liaison position. After careful consideration an offer was made to the selected candidate—who excitedly accepted—and will start the journey with MNCO in late May. We will post a vacancy announcement for the MNCO Research II position on Nashville.gov in the coming weeks and work with Metro Human Resources to get all vacant positions filled expeditiously.

MNCO Administration—The administrative assistant and Director Fitchard attended multiple Metro training sessions related to the specific functions of the office such as timekeeping, accounts payable, general ledger, HR position control, Kronos and a few others. The trainings will be on-going for the next few months.

Community Oversight Board Meetings—The Executive Committee met on April 14th. Two Executive Committee members and MNCO staff were present.

MNCO Trainings—Director Fitchard continues to promote training and professional growth for staff members. Staff members are encouraged to attend trainings each month.

- Staff attended, “Diversity Beyond the Obvious,” hosted by the Nashville Conflict Resolution Center (NCRC) and facilitated by Nashville Attorney Danielle Nellis.
- Investigators will attend a 4-week Internal Affairs Certification Program, “Conducting Proper & Effective Investigations.”
- Director Fitchard attended Metro Human Resources Executive Leadership Training, “Building and Leading Effective Teams.”

Executive Director Meetings—

- Lauren Riley, Metro Internal Audit
- Deputy Chief Hagar, Capt. C. Gilder, Commander C. Lara, MNPD (Atty. Yoon and RA Crowell-Williamson in attendance).
- Attorney Alex Dickerson, Metro Legal (Atty. Yoon and RA Crowell-Williamson in attendance).
- Tony Rice, CIVIL Technologies (RA Crowell-Williamson in attendance).
- Mike Lacey and Ron Johnson of Mayor’s Office of Community Safety and Stephen Martini, Director of Department of Communications (DEC). (RA Crowell-Williamson in attendance)

Executive Director Outreach—Public Defender Martesha Johnson put together a panel discussion for Leadership Nashville’s Criminal Justice Day. Director Fitchard, alongside community leaders Dr. Sekou Franklin, Jamel Campbell-Gooch and Dr. Stephanie Kang, spoke about COB history, police accountability and Nashville community concerns. Also, Fitchard was interviewed by a Ph.D. candidate for a research project on city-level police reform. The project is funded by the Russell Sage Foundation and run by professors at the University of North Carolina at Chapel Hill and University of Maryland at College Park. Additionally, Director Fitchard was included in a proposal, with other oversight leaders, to be a presenter at NACOLE’s 2022 Annual Conference for a round-table discussion on building effective relationships.

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. Director Fitchard met with Criminal Justice students from Tennessee State University and shared information about the work of the COB/MNCO and discussed building effective community relationships.

MNCO Research—Research Analyst Gavin Williamson-Crowell attended several webinars, worked on multiple projects, and met with CJ stakeholders in April. Meetings: John Buntin, Policy Director, Mayor’s Office, Bruce Clark, Mayor’s Performance Mgmt. Team, Lauren Riley, Metro Internal Audit. He Attended SAMSHA GAINS’ Virtual Convening Session on Non-Law Enforcement Response to Mental Health and developed a NACOLE presentation with Legal Advisor Yoon and Chair Hayes. Additionally, he worked on a BWC Research Proposal, Use of Force Report, and the Investigative Findings Policy Advisory Report.

MNCO Investigations—The investigations team is making progress in clearing out the backlog of cases from previous years while continuing to move forward on 2022 complaints. We are hopeful that the FY23 budget request for an increase in investigator positions and a legal assistant will be considered which will assist the process of meeting the timeline goals we strive to accomplish.

Complaints—The MNCO continues to receive calls from the public to initiate complaints of alleged misconduct by MNPD officers. The MNCO received a total of 6 investigative complaints since the last Board meeting in March. MNCO received a total of 15 non-complaint/contact calls for service and issued no dispositions related to MNPD misconduct in April.

MNPD Records Update—The MNCO investigators submitted 11 requests for MNPD records and reported no issues.

MNPD Chief of Police Letter Response—April 4th, Chief Drake responded by letter to Chair Arnold Hayes’ letter imploring the Chief to reconsider his decision on discipline recommendations for case 2020-013. Because of the length of his reply (which is posted on Nashville.gov) only a few lines are added from his response:

“You inquire whether “any” vehicle in Nashville was under suspicion and could have been stopped at the time the complainant’s vehicle was stopped. The answer is no, just the ones fitting the above facts. For these reasons, I decline to reconsider my decision.”

Proposed Resolution Reports—Director Fitchard will present three reports for consideration at the April meeting. Proposed Resolution Reports can be found on the COB webpage at Nashville.gov.:

- **MNCO CC2021-017**
- **MNCO CC2021-018**
- **MNCO CC2021-043**

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 & Bylaws regarding investigations.

Force Review Board—Director Fitchard, a voting member, will attend MNPD’s Force Review Board, scheduled on Thursday, April 28, 2022.

COB Budget—Director Fitchard accepted an invitation to attend the Mayor’s State of Metro address on Wednesday, March 26, 2022.

Department Head Meeting—April’s meeting is cancelled, and all are encouraged to watch the Mayor’s State of Metro.

Justice Integration Systems—Director Fitchard reached out to the director of JIS to inquire about the possibility of moving the MNCO from the Metro ITS platform, to the more accommodating platform of JIS, and was referred to the chairperson of the JIS Committee, General Sessions Judge Mondelli. An email was sent explaining why the move should be considered and we are awaiting a response from the committee.

MNCO Parking—Director Fitchard worked with the SP+ group to offer, for a limited time, validated parking for community members who visit the MNCO office. The parking will be at the Whitehouse garage located at 214 2nd Ave, N. A negotiated price and process was agreed upon with Sr. Manager, Tim Brotzi, and we thank him and his team for their understanding and commitment to the Nashville community.

MNCO Location Update—After discussions with the Executive Committee and Board, Director Fitchard sent an email to Metro’s Interim Director of Public Property, Ron Colter, to make a request for a new MNCO location that would address parking, accessibility, anonymity, and safety for community members and/or MNPd personnel that want to file complaints or visit the office.

MNCO Internship—MNCO will have an intern for summer 2022 that will assist with the creation of short- and long-term strategies for communication, policy, and outreach. Also, director Fitchard has been in communication with Tennessee State University to explore the idea of an internship collaboration for Criminal Justice majors.

MNCO News—DOJ’s Community Relations Service Liaison reached out to get permission to refer the COB/MNCO to communities that are interested in creating Community Oversight Boards in their respective cities and will share that Nashville’s accountability board is a “model for best practices.”

Survivor Resources—Director Fitchard continues to pursue opportunities for complainants and the family of deceased individuals, who have been directly impacted by police violence and shooting deaths and believes the addition of a Social Worker to the MNCO staff would assist complainants by triaging their needs during the intake process. Nashville will be an example for best practices and on the forefront of police reform by addressing the social, emotional, and mental needs of complainants during the misconduct investigation process.

This concludes the April 2022 Executive Director’s Report.