



May 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—We welcome Ms. Demica Robinson to the MNCO as the new Community Liaison, she started her new journey on Monday, May 23rd. 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.

Community Oversight Board Meetings—The Executive Committee met on May 18th. Three 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.

- Administrative Assistant attended multiple trainings related to timekeeping, payroll, and accounts receivables.
- Investigators completed a 4-week Internal Affairs Certification Program, “Conducting Proper & Effective Investigations.”
- Director attended Metro Human Resources Executive Leadership Training, “Building and Leading Effective Teams” Position Control and a training on Safety and Injury on Duty (IOD).
- Legal Resource Advisor participated in the movement law lab training which is a think tank with emphasis in policy and strategy efforts.

Executive Director Meetings—

- Q3 Partners in Care (PIC)
- Criminal Justice Planning Advisory Committee
- Justice Integration Systems (JIS) Operations Committee Stakeholders
- Nashville Conflict Resolution Center (NCRC)

- Mike Lacey (Mayor’s Office of Community Safety) and MNCO Research Analyst Gavin Crowell-Williamson

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 National Action Network (NAN) to share information about the COB’s work in Nashville and was a guest on WPLN’s “This is Nashville” with survivors who lost loved ones in police shootings.

MNCO Legal Resources—Legal Resource Advisor Yoon reports that he has drafted reports and memos, attended continuing legal education and webinars, communicated with attorneys at Metro Legal, the District Attorney’s Office, the Public Defender’s Office, the Tennessee Bureau of Investigation, Vanderbilt’s Office of General Counsel, Metro Development and Housing Authority, Metro Parks, and the Metro Clerk’s Office, as well as responding to various requests from Board Members and MNCO staff, including daily check-ins with the Executive Director.

MNCO Research—Research Analyst Gavin Williamson-Crowell reports that he has worked on multiple projects and spoke with Community Partners regarding the Policy Advisory Report. He attended several meetings: Q3 Partners in Care, Mayor’s Office of Community Safety, JIS Operations Committee Stakeholders, and participated in several SAMSHA GAINS Expert Speaker webinars.

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 appreciate the mayor adding two additional investigator positions in the FY23 budget which will assist with 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 10 investigative complaints since the last Board meeting in April. MNCO received a total of 10 non-complaint/contact calls for service and issued no dispositions related to MNPD misconduct in May.

Mediation—Two cases were referred for mediation and are currently waiting for dates. NCRC will conduct a training for the MNCO investigations team that will center around the mediation process and how to approach mediation with Complainants.

MNPD Records Update—The MNCO investigators submitted 3 requests for MNPD records and reported no issues.

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

- **MNCO CC2021-003**

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, May 26, 2022.

Metro Budget—Chair Hayes and Director Fitchard attended a public meeting on the FY23 budget process hosted by Council Members Suara, Mendes and Allen. Director Fitchard will attend the Public Safety Budget talk on Saturday, May 28th at 3:00 PM.

The mayor included four staff positions for the COB in the FY23 budget: two investigators, an administrative manager, and a professional specialist. We are hopeful that the budget request for additional staff positions will be considered by the Metro City Council.

Department Head & Elected Officials Monthly Meeting—Meeting is scheduled for Thursday, May 26, 2022.

Justice Integration Systems—Director Fitchard and Research Analyst Gavin Crowell-Williamson met with the JIS Operations Committee to discuss a transition from the Metro ITS platform to the JIS network. The Committee reached a unanimous decision to move our request to the full JIS board for consideration. The vote will take place in June.

MNCO Location—Director Fitchard reached out to the new Metro Property Director, Abraham Wescott, regarding the potential of new office space for the MNCO staff. As previously discussed, the lack of parking and addressing community concerns about the lack of anonymity at the present location will be the center of any discussion related to changing spaces. Mr. Wescott and Fitchard will meet soon to discuss options.

COB Board Meetings—The COB’s July and October meetings will be held in the community. We are seeking locations for those meetings and will keep the Board and Community updated.

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 May 2022 Executive Director’s Report.