



# Reducing Racial and Ethnic Disparities (RED)

Gainesville Police Department Advisory Council

Report to Gainesville City Commission  
December 18, 2014

# 2014 GPD Advisory Council

- Norbert Dunkel, Chairperson
- Bob Cohen
- Bruce Delaney
- Juanita Miles-Hamilton
- Jeanna Mastrodicasa
- Jaquie Resnick
- Albert White
- Rosa B. Williams

# GPD Advisory Council

- Formed in August 2010
- Members Appointed by City Manager
- Serve Staggered Terms

# GPD Advisory Council

- Purpose
  - Provide feedback to GPD on its efforts to improve recruitment, orientation, training, pension, and recognition.
  - To review personnel actions of the Internal Affairs Department.
- Approach
  - Learn and understand the GPD.
  - Hold monthly meetings in different Gainesville neighborhoods.
  - Complete special projects.

January 14, 2014:

Gainesville City Manager, Russ Blackburn's, Charge

*"To provide a comprehensive review of our interactions with Black males."*

*"... Disproportionate Minority Contact, DMC"*

*"...Racial and Ethnic Disparities, RED"*

*(U.S. Dept. of Justice, Office of Juvenile Justice and Delinquency Prevention)*

# Research

1. Listened to COPS Office Podcast Series of Chiefs of Police
2. Overview of GPD DMC Grant
3. Material from The Children's Law and Policy Center
4. Information from the U.S. DMC 40 person think tank. Sponsored by Cross Action Network, Models for Change Group in Washington, D.C.
5. Findings from the GPD/Juvenile and GPD/Adult Focus Groups
6. Work with PACE Center, Boys and Girls Club, GPD Reichert House, BOLD Program, and Gainesville Parks and Recreation
7. Numerous articles and reports

# Noteworthy Comment:

## The work of Chief Tony Jones

- DMC Grant
- 40 Person Think Tank
- Reichert House
- BOLD Program

# Six Recommendations

1. Adding in-car and on-person video/audio camera technology
  - o Aid citizens and officers for any questionable interactions. Also, technology provides evidence during any arrests or high profile incidents.



# Six Recommendations

2. Increasing or stabilizing the Gainesville youth program funding.
  - o Summer Heat Wave Program through Parks, Recreation, and Culture. Provides outstanding programs and activities during the summer. This will insure that our ability to provide outstanding services to address the needs for at risk youth remains of paramount importance.

# Six Recommendations

3. Enhanced training and expectations for GPD officers:
  - Move towards a fully engaged collaborative/community policing technique.
  - Spend time walking neighborhoods allowing officers time and opportunity to better acquaint themselves and build relationships with citizens, neighborhood leaders, church leaders, and the like.

# Six Recommendations

3. Enhanced training and expectations for GPD officers:
  - Continue GPD participation in the You And The Law as part of required training, to humanize interactions between GPD officers and citizens, reduce stereotyping, and promote communication and understanding
  - Develop diversity training modules as part of on-going GPD training. Consideration of cross-cultural communication and cultural sensitivity training.

# Six Recommendations

## 4. PAC support for expanded officer applicant pool

- Includes applicants as certified persons  
(Bachelors Degree/Academy Graduates/Passed State Exam)

AND

- Includes applicants as non-certified persons  
(Bachelors Degree)
- Provides GPD with opportunity for extended training prior to academy/state exam.

# Six Recommendations

5. To support the GPD grant initiatives to positively affect Racial and Ethnic Disparities (RED)
  - o The following six initiatives should be considered best practices to be developed or continued in Gainesville

# Six Recommendations

## 5. To support GPD grant initiatives...

- **Youth Services Director**

Creation of a new position in the Summer 2014 of Youth Services Director. Will Halvosa has been identified for this position.

- **Sibling on Sibling Violence**

To reduce the amounts for “petty” domestic violence cases by providing officers with alternatives.

- **Civil Citation Program**

To provide an alternative of a civil citation versus arrest for cases meeting an established criteria. Teenage students to teen court versus criminal court.

# Six Recommendations

## 5. To support GPD grant initiatives...

- **Reporting Centers**

To investigate the potential development of a physical reporting center where citizens on probation have a place to go in the evenings to socialize and receive educational information.

- **Morning Center**

To investigate the potential development of a center as a place for students suspended from school to attend versus sending them home/finding them in violation of probation because they were not in school and therefore arrested.

# Six Recommendations

## 5. To support GPD grant initiatives...

- You and the Law

Based upon the Philadelphia Police Department model – Facilitated focus group discussion between youth and police; adults and police; students and police. Anecdotal information indicated very positive outcomes of these sessions.



# Six Recommendations

## 6. Assessment...

- Recommend development of an on-going assessment of these various initiatives and services to insure positive outcomes and for future adjustment.

- Comments by Chief Tony Jones regarding the work of the PAC and the recommendations.

**THANK YOU!**