

**Gainesville Police Department Advisory Council**  
**Reducing Racial and Ethnic Disparity (RED) Report**

**January 26, 2017**

The Gainesville Police Department (GPD) Advisory Council presented their recommendations on reducing Racial and Ethnic Disparity (RED) to the Gainesville General Policy Committee on September 8, 2016. The recommendations presented were the original recommendations presented to the Gainesville City Manager and then to the Gainesville City Commission in December 2014. The presentation to the General Policy Committee included an update on the action taken towards each recommendation.

Following the presentation to the General Policy Committee, Mayor Poe requested the GPD Advisory Council to review the 2009 Noble Management Inspection Audit and Analysis of the Gainesville Police Department and last year's Mayor's Ad hoc Community Response Council recommendations to compare and develop a document representative of all three efforts.

The Noble Report was finalized in December 11, 2009. The majority of this report does not provide specific recommendations that were developed to reduce RED. Most recommendations were directed towards management and operational considerations. There were recommendations regarding recruitment, training, and hiring that were seen as impacting the reduction of RED and were therefore included in this document.

The first section of this document (Section I) addresses several overlapping recommendations from all three documents. Section II contains the GPD Advisory Council's recommendations that did not overlap with the other reports. Section III of this document identifies recommendations from the Mayor's Response Council that did not overlap with the GPD Advisory Council or Noble Report. Finally, Section IV contains the final recommendation from the Mayor's Response Council which Mayor Poe directed not to be considered for this report at this time.

The recommendations contain current updates from Chief Jones.

## Section I: Overlapping Recommendations

1. Adding in-car and on-person video/audio camera technology. (GPD Advisory Council #1; Mayor's Response Council #4c)
  - Currently, the Gainesville Police Department has 105 vehicles with in-car cameras installed. An additional 142 cameras are needed to outfit the remaining fleet. GPD has \$390,000 for 2017 – 2019 in Capital Improvement Project Funds that would purchase 60 in-car cameras. That would still leave an additional 82 cameras needed at \$503,362.
  - The cost to outfit all officers with body worn cameras/storage/public access is \$2,834,259. The cost of an individual camera is not expensive however, the cost to store and retrieve the data is very expensive. Discussion will continue on these costs and benefits.
  - GPD is working with Chief Book from the Santa Fe Police Department to submit a Department of Justice grant application for next year (fund recipients to be announced in April 2017). The grant would provide funds to pay for Cloud space to store vehicle and body camera video/audio. Chief Book has received funds for body cameras and will share their experience in the use of this technology with Chief Jones.
  
2. Comprehensive RED Training for GPD Officers. (GPD Advisory Council #3; Mayor's Response Council #1, #5, #7; and Noble Report Finding #6 on Recruitment, Training, and Hiring)
  - Implicit Bias Training. These training programs occur monthly. Currently, 219 officers have participated in the training over the past 2.5 years. Training includes Implicit Bias, brain development, and trauma awareness. These training sessions are facilitated by the River Phoenix Center for Peace program. In September 2015, GPD started Implicit Bias training for sergeants and above. Renowned researcher and professor, Dr. Lori Firdell, came to GPD to provide staff training. In November 2015, Chief Jones arranged for the Department of Justice C.O.P.S. Program to provide Procedural Justice Training to the supervisors, both civilian and sworn.
  - Procedural Justice Training. In August 2016, GPD trained 20 sworn and non-sworn employees certified in Procedural Justice. GDP is currently introducing their officers to Procedural Justice through in-service training.
  - Crisis Intervention Training (CIT). Chief Jones' goal is to have sworn and non-sworn certified in CIT training. This training focuses on handling and de-escalating incidents of civilians in an erratic state caused by mental health issues, life problems, and emotional issues.

- Field Training. This training program is being reviewed to ensure inclusion of Community Policing Pillars as well as Procedural Justice.
3. Expanding the Current Officer Applicant Pool. (GPD Advisory Council #4, Mayor's Response Council #6, and Noble Report Finding #4)
    - GPD is striving to enhance their applicant pool to include; minorities, LGBTQ, and women for hiring both sworn and non-sworn. They are dedicating resources to hiring locally. Additionally, they are supporting and bolstering feeder programs that develop future employees, (i.e., Explorer Program, Cadet Program, Reserve Program, Auxiliary Program, volunteer program, and intern programs). GPD is working towards officer demographics reflecting the demographics of the community it serves. (GPD has seen an increase in the diversity of their officers from 13% to 17% since 2009.)
  4. To Develop an Assessment Program for each RED Initiative. (GPD Advisory Council #6, Mayor's Response Council #8)
    - GPD Command Staff meets on a regular basis to discuss the effectiveness of their efforts at all levels and categories. Chief Jones is in the process of reorganizing GPD to make the department more efficient and effective as well as to improve the diversity at all levels, positions, and rank.
    - The new Police Planner will constantly evaluate the deployment of sworn police and civilian staff and ensure equity and transparency in their efforts and deployment. These responses will be measured by quality assessments to include public surveys and community dialogues.
    - To develop a Community Trust Survey to be fielded every two to three years to gauge the community's experiences with and perceptions of GPD. In December 2015 GPD mailed 1000 random surveys to the community. This was also sent out as an electronic survey. The survey was created by the Mayor's Community Response Council. Data was used to help focus on enhancing trust between law enforcement and the community.
  5. To Develop Policy Supportive of Reducing RED. (GPD Advisory Council #3, Mayor's Response Council #5)

- Evaluation Review. GPD is reviewing and editing current performance measures (evaluations) for all GPD officers and will establish a new annual performance review process and form
- Planning Manager Hiring. GPD is in the process of hiring a Planning Manager that will evaluate/audit/access current policies/deployment/strategies that affect the agency and the community.
- Reducing the Perception of Militarization. To clarify to the community on how and when the SWAT Team is used. To clarify to the community any limits on purchasing or using military weaponry or equipment. GPD has only purchased items from the military which would normally be purchased but at a higher price. This is how GPD can keep their costs down and adequately equip the officers. GPD will scrutinize all future purchases from the military. Educating the community about GPD services is a priority and the Crime Prevention Unit will continue to visit communities and provide information about GPD and the specialty units.

## Section II: GPD Advisory Council Recommendation Not Overlapping with Other Reports.

1. To Increase and Stabilize Funding for Gainesville Youth Programs. (GPD Advisory Council #2)
  - Reichert House. This program has been included into the City of Gainesville's program/budget. It currently serves 125, 11-18 year old male youth.
  - B.O.L.D. This program serves 31, 16-24 year old young men. Many of these young men had dropped out of school, been incarcerated, or were homeless. Recently, GPD hired a BOLD coordinator, Gary Neil. Moral Recognition Therapy (MRT) is part of the curriculum. This is a cognitive behavior treatment system for offenders.
  - Trauma Awareness. GPD supports trauma awareness in our community and through GPD training. It is recognized that trauma is a leading contributor in adolescent behavior.
  - School Resource Officers (SRO). SROs are committed to every school in the City of Gainesville. SRO's are instructed in "Handle with Care" training, G.R.E.A.T. training (Gang Resistance Education and Training – provided to elementary aged kids to help prevent gang involvement), and utilizing the Alachua County School's code of conduct for misbehavior in lieu of criminal sanctions. Sergeant Audrey Mazzuca of the GPD was one of 12 law enforcement officers from the United States receiving from the Attorney General Loretta E. Lynch, the Attorney General's Award for Distinguished Services in Community Policing. Sgt. Mazzuca's efforts to reduce the number of minority youth arrested on school campuses and replace those arrests with counseling, life skills training, and other services has resulted in an arrest decline of 79% 2015.

- System of Care (SOC) The Students to Successful Citizens is a program championed by GPD and currently consists of over 50 programs and member stakeholders recognizing the paramount importance of mental health issues including counseling, therapy, support group, substance abuse, trauma, anger management, and the like all dedicated to our community youth and their families. The back-bone agency to these wrap-around programs in our SOC is the School Board of Alachua County. This program started in August 2015.
  - Police/Youth Dialogue. The original Disproportionate Minority Contact (DMC) grant expired in 2014 and the Chief continues to fund (facilitators/food) monthly program at GPD which are not budgeted. These dialogues have been extended to the University of Florida and Santa Fe Community College.
  - Disproportionate Minority Contact (DMC) Coordinator. The DMC Coordinator, Will Halvosa, was hired within the Gainesville Police Department.
  - Help Empower Rebuild Overcome Educate Succeed (H.E.R.O.E.S.). This GPD program provides touch services to 25, 14-18 year olds who are the most needy, deep-end children for the entire summer (i.e., college tours, life skills, ropes course, beach, job interviews, relationships, community service, Mayport Navy Base tour, Rays baseball game, etc.) and is paid for by donations (\$3,000) and the City of Gainesville (\$1,000).
  - CPOs Summer Camp. This 2015 pre-Christmas program had 20 children participating in the Shop with a Cop program at Walmart and 30 children with the Heroes and Helpers at Target.
  - Summer Heatwave. GPD continues to support the Summer Heatwave program through staffing (Overtime) and School Resource Officer assignment. GPD also helped coach several of the teams. 524 youths participated in the 2016 Summer Heatwave program. There has been a 28% reduction in youth arrests this past summer.
  - Civil Citations. GPD continues to lead the county in civil citations and they have strengthened their policies to support the diversion of youth from the criminal justice system. Officers must justify in their report why they did not issue a Civil Citation in lieu of an arrest and then must seek supervisors' approval to arrest. Many of these cases are for minor domestic violence among siblings responses).
2. Encouraging the Use of Grant Initiatives to Further the Goals of Addressing RED through Community Policing and Enhanced Training Opportunities. (Advisory Council #5)
- GPD is currently part of an active Capstone project through Georgetown University that certified several community members in Racial and Ethnic Diversity. Georgetown provides technical and academic support to our community's RED efforts. GPD will continue to seek grants and training opportunities regarding enhanced RED related policing strategies.

Section III: Mayor's Response Council Recommendations Not Overlapping with Other Reports.  
(Mayor's Response Council #2, #3)

1. Independent Investigations. To require independent investigations by an outside agency involved in all cases where police kill or seriously injure civilian(s).
  - GPD is committed to having the Florida Department of Law Enforcement (FDLE) investigate officer involved shootings at GPD.
  - GPD has a signed Memorandum of Understanding with FDLE to provide a thorough and transparent investigation of GPD's officer involved shootings.
2. Independent Prosecutors. To require an independent prosecutor in all cases where police kill or seriously injure civilian(s) and cases of in-custody deaths.
  - All officer involved shootings are heard in front of a Grand Jury where a fatality is involved. That group of citizens determines whether a case goes to trial or not.
  - The State Attorney's Office does not make a determination of the case going to trial. GPD would not be opposed to a statewide prosecutor assigned for the purpose of impartiality, fairness, and transparency.
3. To Enhance Transparency of Policies and Records. (Mayor's Response Council #4a, #4c)
  - To ensure all GPD policies are available for public view. To make available business cards for GPD officers. GPD policies are public records and available per request through the Records Division. GPD will look into providing the policies in other formats. GPD officers have access to business cards and give out those cards on a regular basis. GPD will look into the prospect of every officer providing a card at each call for service.
  - GPD has been selected to participate in a White House-led Police Data Initiative as one of 80 law enforcement agencies from the United States. This initiative will ensure that more police data is available to Gainesville residents. The goal is by Summer 2017 to have four additional datasets available to the public: GPD's demographics, Traffic Citations, Use of Force, and Community Engagement.

Section IV: Response Council Recommendation Not Considered (Mayor's Response Council #9)

1. To ensure the City of Gainesville creates an independent Citizen's Review Board. This Board would be appointed by the City Commission, to ensure adherence to policies, to provide a voice for the community in response to citizen's concerns, and to review major incidents within law enforcement.