



Gainesville Police Advisory Council

**Report to City's General Policy Committee
September 8, 2016**

Reducing Racial and Ethnic Disparities (RED) Recommendations

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- January 2014, City Manager Blackburn charged Council to develop recommendations to reduce disproportionate minority contact.
- Read materials, watched videos, listened to experts, and learned from local experts - No One Solution!
- Presented recommendations to City Manager and then to City Commission in December, 2014.

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 of “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.

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.

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- Did not want to rest at making recommendations.
- Six month status reports to Council.
- Very pleased with progress.

THANK YOU!