

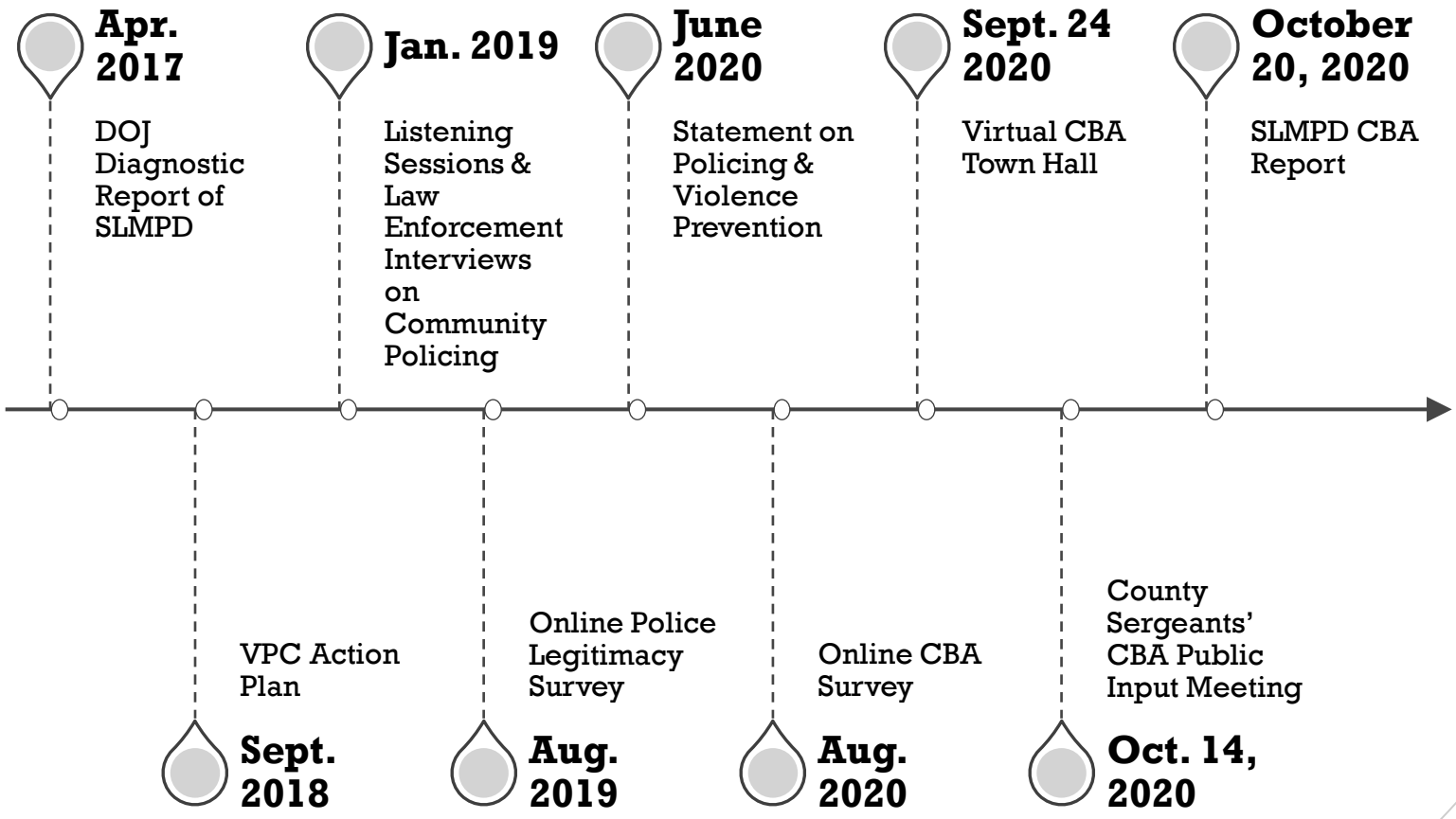
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Violence Prevention Commission  
October Quarterly Meeting

## Today's Agenda

- **Welcome & Introductions**
- **CBA Recommendations Update**
- **Community Engagement/Technical Assistance**
- **Safe Space/Youth Events**
- **Cure Violence Update**
- **Gun Violence Response Network/211 Update**
- **Strategic Planning Group Sign Up**
- **Coalition Effectiveness Survey**
- **Partner Announcements**
- **Quarterly Meeting Evaluation**

CBA  
Recommendations  
Timeline



# DOJ Diagnostic Report

- For gun assaults, the clearance rate average was quite low (26.5 percent) and well behind the national gun assault clearance rate in 2012 of 41.5 percent.
  - The clearance rate was also lower than the rate in the five comparison cities, which had an average of 32.9 percent
- “Witness cooperation is a key factor in whether a shooting is cleared by an arrest.”
- Recommendation: “SLMPD should improve relationships with youth and strengthen community policing goals and practices to increase community cooperation and trust in the police.”

## VPC Action Plan

- **Objective 3: Activate Communities to Strengthen Police Legitimacy**

# Community Policing Engagement

- **4 Listening Sessions w/ Residents**
  - What is working in policing?
  - What is not working in policing?
  - What parts of community policing would you like to see more of?
- **15 Law Enforcement Stakeholder Interviews**
  - 3 questions asked to residents
  - What support or information do you need to make the case for more community policing in your department?
- **Online Police Legitimacy Survey**
  - 24 items, likert scale
  - What is most important for police to do?



Community  
Policing  
Engagement  
Themes

- **Human Resources**
- **Transparency & Accountability**
- **Community Engagement Practices**
- **Alternatives to Police Contact**

## Statement on Policing & Violence Prevention

- **Recommendation 1: Infuse Public Input into the Police Department Collective Bargaining Agreement-** In the interest of transparency, we recommend including public input in the process and suggest that this process be run by a third party rather than the police departments. We believe this is the recommendation that has the greatest potential to be transformative for public safety in St. Louis.



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CBA  
Community  
Engagement

- **Online CBA Survey**
  - Qualitative & Quantitative Questions
  - What would it mean to you to be able to have input on the CBA?
- **Virtual Town Hall**
  - Preliminary Survey Results
  - Additional Qualitative & Quantitative Questions
  - How do you know when a police department is effective?

## County Sergeants' CBA Recommendations

- Create an official process for infusing community voice into this and all future CBA negotiations
- Implement preventative mental health evaluations for all officers at a minimum annually, but more often if they have experienced a traumatic incident like death or a partner or unit member
- Performance evaluation with a community engagement component should be used instead of seniority as the basis for retention and promotion decisions
  - Citizen complaints & compliments
  - Working with neighborhood residents to solve problems proactively
  - Demonstrating positive contact with neighborhood residents
  - How satisfied officers who report to them are
  - Attending community meetings
  - Whether neighborhood residents in their patrol area feel safe

# SLMPD CBA Public Input Report

- **Recommendation 1: We recommend that the City, Police Department, and Police Union develop a formal process for infusing community voice that must include:**
  - A public education component to help residents understand the role of the CBA and its impact on the relationship between community and police
  - A discussion/discussion series with residents facilitated by a third-party group which is not a bargaining party convened in partnership with the Police Department, St. Louis City, and the Union
  - An online survey for residents who cannot or do not feel comfortable attending a discussion session

## SLMPD CBA Public Input Report- HR

- **Recommendation 2:** We recommend that the CBA continue to include the recruitment incentive of \$500.
- **Recommendation 3:** We recommend that the CBA include specific metrics for recruiting diverse officers who represent the communities in which they serve and are under-represented on the Department.
- **Recommendation 4:** We recommend that the City hire a civilian consultant to create a new performance evaluation process that includes community policing metrics as outlined in the full report.

# SLMPD CBA Public Input Report- HR

- **Recommendation 5:** We recommend that the CBA use a 360-degree performance evaluation as defined in this report as the basis for retention and promotion decisions instead of seniority.
- **Recommendation 6:** We recommend that the CBA be amended to include mandatory preventative mental health evaluation by a clinician with specialty recognizing trauma symptoms at a minimum yearly, but more often if the officer has experienced a traumatic event including death of a partner or unit member, use of their gun on duty, or others to be defined by the department.

## SLMPD CBA Public Input Report- Transparency & Accountability

- **Recommendation 7:** We recommend that the CBA be amended to allow for the release of information on the officer and victim (excluding victim's name) as well as what led to the shooting to increase transparency on use of force cases as soon as the internal investigation is completed.
- **Recommendation 8:** We recommend that the CBA include allowance for release of aggregate statistics on use of force (not just officer-involved shootings) at least twice a year, if not more often.
- **Recommendation 9:** We recommend that the Department work with community groups to establish a way for residents to report officer misconduct to a neutral third party in addition to the Internal Affairs Division and Civilian Oversight Board.
- **Recommendation 10:** We recommend that the CBA be amended to include allowance for the creation of a publicly available database of officers who have been fired for misconduct or wrongfully killing or injuring someone.

SLMPD CBA Public  
Input Report-  
Community  
Engagement

- **Recommendation 11:** We recommend that the Department creating a policy to mandate that police officers perform in community engagement as defined in the full report as part of their regular duties.
- **Recommendation 12:** We recommend the Department create a comprehensive demonstration policy banning the use of teargas and rubber bullets.

## SLMPD CBA Public Input Report- Alternatives to Police Contact

- **Recommendation 13: We recommend that the CBA include definitions of the types of cases to which the police will respond as well as a mandate to coordinate with local service providers to create a co-responder program and a diversion program that connects callers to highly trained social service providers for calls that do not fit those definitions.**



## CBA Report Next Steps

- **Media outreach**
- **Meeting with SLPOA**
- **Outreach to other bargaining parties**

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## Community Engagement Technical Assistance

- **Pivot from in-person workshops**
- **What kind of technical assistance is needed in communities hardest hit by violence?**



Safe Spaces/Youth  
Pop Up Events

Pivot in strategy due to  
**COVID-19**

*“The pandemic has changed the way we gather, but young people still need safe spaces to socialize.”*

To conduct small minimally structured pop up events downtown and & in City Parks

## KEEP IT SIMPLE & FUN

- Teens & Young Adults
- Food & Music
- COVID19 Guidelines (masks, sanitizer)

StitchCast STUDIO  
@\_richtheruler!!  
Open Call to 16-24 year olds!  
1st place \$300  
2nd place \$150  
DJ Ntegrity!!  
Top STL Dance Judges!!! All styles!  
Free Meal for first 50 16-24 year olds to register with Story Stitchers!!  
Friday's  
Oct. 23 & 30  
Rain Date Nov 6  
2:00-6:00pm  
FREE!!  
Strauss Park  
3536 Washington Ave.  
@loutnibejigg!  
@tonypmedia!!

SAINT LOUIS STORY STITCHERS ARTISTS COLLECTIVE



**MOVE  
SWEAT  
HEAL**  
GATEWAY REGION YMCA

# Cure Violence Update

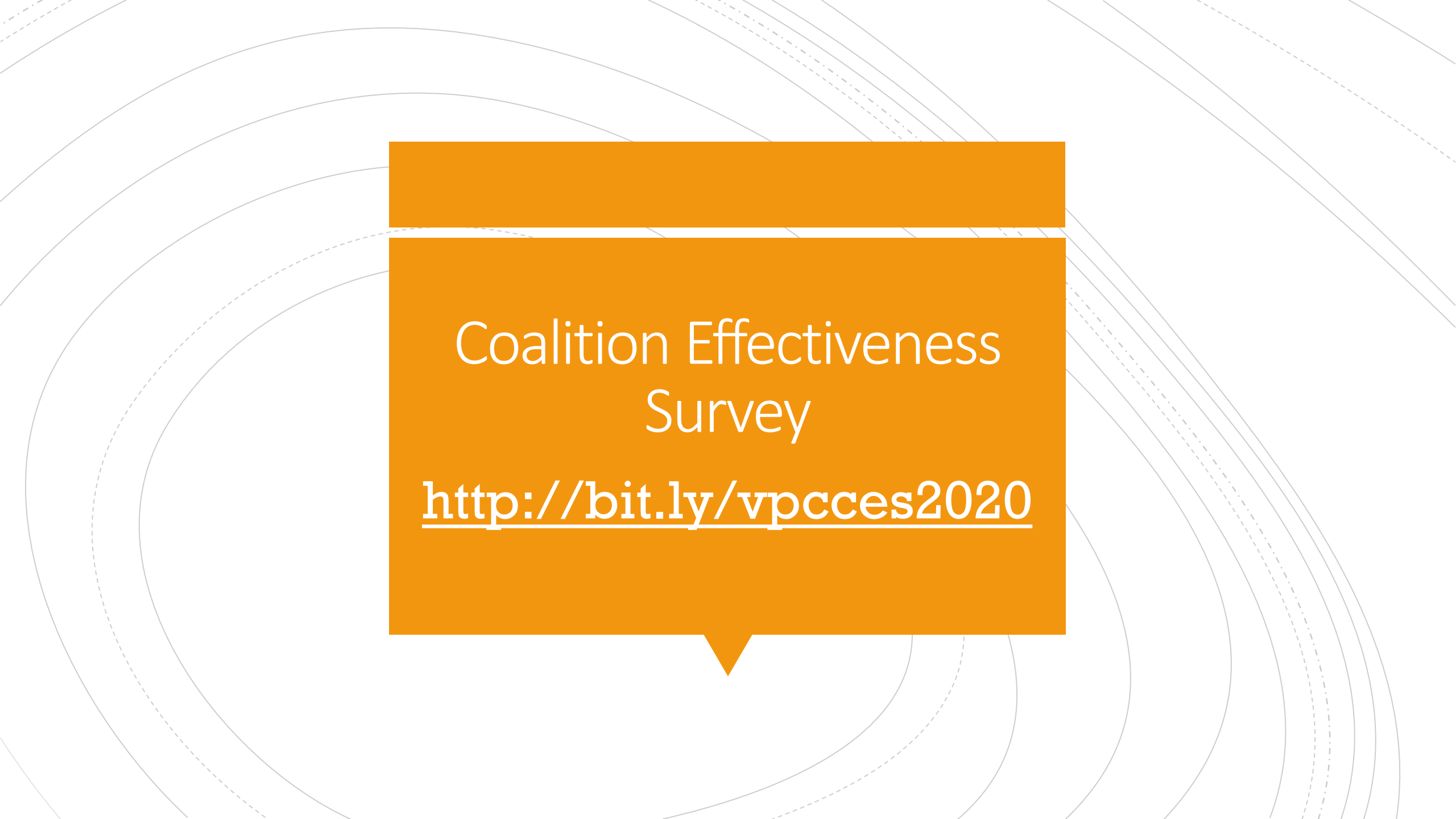
- **Progress**
- **Timeline**
- **Steering Committee Youth  
Recruitment**

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Gun Violence Response  
Network  
**211 Intake**

# VPC Strategic Planning

- Objectives:
  - [http://www.thinkhealthstl.org/tiles/index/display?alias=Violence Prevention](http://www.thinkhealthstl.org/tiles/index/display?alias=Violence%20Prevention)
- 2020 Priorities
  - Police Legitimacy Recommendations
  - Trauma Informed Care/ Safe Spaces for Youth and Young Adults
  - Response to Nonfatal Shooting
  - Supporting Evidence Based Program Implementation: Cure Violence and Readi Chicago
  - Community Engagement and Leadership Development
- Sign Up:
  - <http://bit.ly/vpcstratplan20>



Coalition Effectiveness  
Survey

<http://bit.ly/vpcces2020>





▼ Partner  
Announcements

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# Quarterly Meeting Survey

<http://bit.ly/vpcOctober20>