CITY OF COLUMBIA

CITIZENS POLICE REVIEW BOARD:

STRATEGIC PLANNING SUBCOMMITTEE REPORT

Recommendations Adopted by the Citizens Police Review Board

February 8th, 2017

Strategic Planning Subcommittee Members:

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Over the course of the last year, a Strategic Planning Subcommittee of the Citizens Police Review Board (CPRB) has met to discussing not only the CPRB's role in oversight of the Columbia Police Department (CPD) but more generally policing within the City of Columbia. Our discussions were informed by our review of current trends in both policing and oversight of policing, as well as resources obtained through the National Association for Civilian Oversight of Law Enforcement (NACOLE) and Board members' knowledge acquired at past NACOLE conferences. In addition, the Subcommittee reviewed both the Final Report of the President's Task Force on 21st Century Policing and the Columbia Police Department's response to the President's report, as well as meeting with the representatives from CPD for 4 of the 5 pillars.

A direct result of those discussions are the recommendations below. Although some recommendations may directly affect the CPRB more than the CPD, or vice versa, we feel all recommendations are steps towards creating a more transparent and responsive police department and oversight mechanism in Columbia. The CPRB is committed to working with the Columbia Police Department, the City, and community stakeholders in the actualization of these recommendations as all parties see fit.

- The CPRB recommends that CPD consider instituting a more restrictive use-of-force policy, similar to those instituted in other cities. Such a policy should only be written and instituted after working collaboratively with the community and officers. The CPRB would also be able to lend its expertise if requested, but community and officer engagement are absolutely vital.
- The CPRB respectfully requests that we be included in all future policy or procedure additions, deletions, or changes. We certainly do not want to hold up the implementation of policies or procedures, but do feel that we should be included in the discussion and are happy to serve as the conduit for public comment on these matters.
- The CPRB recommends that CPD look into the creation of additional liaison officer roles (for example, college/university students). We applaud the CPD in their creation of an LGBTQ officer, and advise that liaison officers be designated for other groups that may have been disproportionately affected by policing in the past. Although those liaison officers may not be needed today, we feel it is vital those relationships be established before they need to be called upon.
- Another proactive step we believe the CPD should take would be to establish a Serious Incident Response Team or other system of incident management that is prepared to address critical incidents. While we hope no such incidents are to occur in Columbia, we believe having a group comprised of city employees, citizens, and officers that are able to respond in a timely manner to a critical community incident would help to establish trust at a potentially fragile time in citizen/police relations.
- To help inculcate a culture of community policing at CPD, the CPRB recommends that, wherever possible, hiring and promotion processes be linked to community policing best practices. In addition to implicit bias training that CPD already offers, we believe employees should be familiar with the Final Report of the President's Task Force on 21st Century Policing as well as other best practices texts. Other trainings should be sought out and the department should seek input from officers and the community as to what curriculum is most needed.

Thank you for your consideration of these recommendations. The CPRB is willing to assist in whatever way we can.