

## **Community & Police Community response session 1-**

**Mission:** Create a safer Lancaster City by building trust, establishing collaboration and fostering understanding among Community and Police.

**Vision:** A safe, just and strong community; A city unburdened by misgivings, misunderstandings and blame.

**Core Values:** Integrity, Courage, Respect, Compassion, Intention

### **Summary of responses**

#### **Mission:**

- Establishing collaboration “We do better when we connect”
- building trust. Police as “guardians”. Dialog as important concept to add. E.g. building relationships through events (kickball tourney). Ways this mission statement can be realized? Community events. People are apprehensive about what will happen if police are called in. Have refused, e.g. in domestic violence/homelessness cases.
- Trust precedes collaboration
- Mission: accountability.
- Clear & Concise
- Wordy; E Create a Safer Lancaster City
- Liked the active verbs
- Trust/Collab/Understanding
- Among Police & Community
- Grounds us in trust. The goal of being safe. Trust Critical in that.
- Not one sided, all parties working/two way street. Like how it is written.
- Like: - fostering understanding
- Like Most: Focus on Building Trust
- Is there room for more trust building after or before something bad happens?
- Like:
  - Everyone liked the statements, however,
  - Would Add:
    - Transparency
    - Establish framework to live out the statements
    - Organize in a subcommunity to address community concerns on a larger scale. Supported by the actual community.
- Like for mission statement
  - Fostering understanding community/police
- Deal w/Diverse population
- How is community identified and communicated with?
- Trust + Respect - going both ways
- Increase trust/respect between comm/police

- Can't accomplish goals without
  - Positive view of police
- Increase trust & respect between police/community (deep relationship is needed, also clear communication)
- 1 & 5 Humanize Police
- #5 Saturday morning T.V. address from police chief.
- How do you measure 1 & 5? Other training besides de-escalation?

### **Vision:**

- says "just". What does community thing that looks like? How can "lofty statement" be made into achievable goals.
- "unburdened" raises questions
- A Safe, just and strong community
- Cannot disagree universal themes
- State community = we are one; should this reflect the mission statement
- What does the broader community thing just is (word?)?
- How do we unburden? Remove unburden - Barry feels unburden just by appearing here tonight.
- How do you define JUST?
- Like: A city unburdened
- Like Most: Everyone wants a safe community
- Like for Vision Statement
  - Like the statement as presented
  - Unburdened
    - How do we get quality of life to the forefront

### **Core Values:**

- what about transparency/accountability?
- Really like intention(?) - related to action
- Courage - good it's to support both Police & Resident
- Like Most: Compassion - Open Mindedness/Humility
- Like for values
  - Trust/Respect
  - How do we infused into the process

### **General response:**

- Are there hindrances? Among some groups, yes. E.g. bad actors, "don't snitch" attitudes.
- CWG has worked on complaint in use of force policy. w/ UoF, union had a lot of leverage.
- Safety - looks different to everyone; safety to everyone is very different
- Where is quality of life into the process
- 7th/5th grade reading level

- Somehow include understanding of radical honesty and maturity
- Accountability being included
- How can residents support the police in communicating justified use of force?
- Recruitment + hiring
- Community awareness about changes
- Changes (Need more communication!)
  - Body cameras
  - Reorganization around community engagement (2 new positions)
  - New chief
  - Use of force policy
- Increase community involvement
  - Residents need to talk to neighbors
  - Work from the ground up
- Themes/Areas of focus
  - recruitment/hiring
  - De-escalation
  - Review and update policy
  - Increase community involvement
- Which are important/omissions?/success metrics - Omissions
  - Police don't talk enough when they do something right. Talk more when you do good and be transparent when you don't.
  - Need a calm voice when crisis incidents occur
  - Need to communicate to people outside 'normal' channels
  - Outreach to surrounding departments
- Success
  - Greater % of informed community
- De-escalation training + anti-bias training that is continuous
- Intention about skill development and accountability to implement/act in accordance
- Trust and respect will naturally follow
- Increase visibility of cadet program
  - Outcomes
    - Decrease in use of force
    - Neighbors being equipped to resolve their own issues/concerns directly with each other
    - More community cooperation with police during investigations, reporting, etc.
    - No question about potential that calling the police would make things worse
    - Increased comfort in communicating with police & mutual respect, a.k.a. Nice
- Reviewing & Updating Policies; tasing incident forced policy changes
  - Are there other policies that need reviewed and changed?

## **All responses**

### **GROUP #1**

#### Mission Statement

- Establishing collaboration “We do better when we connect”
- Are there hindrances? Among some groups, yes. E.g. bad actors, “don’t snitch” attitudes.
- Goal: building trust. Police as “guardians”. Dialog as important concept to add. E.g. building relationships through events (kickball tourney). Ways this mission statement can be realized? Community events. People are apprehensive about what will happen if police are called in. Have refused, e.g. in domestic violence/homelessness cases.
- Vision says “just”. What does community thing that looks like? How can “lofty statement” be made into achievable goals.
- CWG has worked on complaint in use of force policy. w/ UoF, union had a lot of leverage.
- Trust precedes collaboration
- Mission: accountability.
- In Vision statement, “unburdened” raises questions
- Values, what about transparency/accountability?

### **GROUP #2**

#### A.

- a. Clear & Concise
- b. Wordy; E Create a Safer Lancaster City
- c. Liked the active verbs

#### B. A Safe, just and strong community

### **GROUP #3**

#### Mission:

Abi: Trust/Collab/Understanding

Melissa: Among Police & Community

Danene: Grounds us in trust. The goal of being safe. Trust Critical in that.

Abi: Not one sided, all parties working/two way street. Like how it is written.

#### Action

#### Vislon:

Melissa: Cannot disagree universal themes

Abi: State community = we are one; should this reflect the mission statement

#### Values:

Melissa: Really like intention(?) - related to action

Abi: Courage - good it’s to support both Police & Resident

Safety - looks different to everyone; safety to everyone is very different

Question: What does the broader community thing just is (word?)?

How do we unburden? Remove unburden - Barry feels unburden just by appearing here tonight.

Rick: Where is quality of life into the process

Tim: Intentions not working for him.

7th/5th grade reading level

Rev. Forbes: How do you define JUST?

#### **GROUP #4**

Like: - fostering understanding

- A city unburdened

#### **GROUP #3**

A. Like Most

- a. Focus on Building Trust
- b. Compassion - Open Mindedness/Humility
- c. Everyone wants a safe community

B. Questions?

- a. Somehow include understanding of radical honesty and maturity
- b. Accountability being included

#### **GROUP #3**

Questions:

- How can residents support the police in communicating justified use of force?
- Is there room for more trust building after or before something bad happens?

#### **GROUP #3**

Like:

- Everyone liked the statements, however,

Would Add:

- Transparency
- Establish framework to live out the statements
- Organize in a subcommunity to address community concerns on a larger scale.  
Supported by the actual community.

#### **GROUP #5**

Like for mission statement

- Fostering understanding community/police
  - Deal w/Diverse population
  - How is community identified and communicated with?

Like for Vision Statement

- Like the statement as presented
- Unburdened
  - How do we get quality of life to the forefront

Like for values

- Trust/Respect
- How do we infused into the process

## **GROUP #4**

Most Important

- Trust + Respect - going both ways
- Recruitment + hiring
- Community awareness about changes

Changes (Need more communication!)

- Body cameras
- Reorganization around community engagement (2 new positions)
- New chief
- Use of force policy

## **GROUP #5**

- Increase trust/respect between comm/police
  - Can't accomplish goals without
  - Positive view of police
- Increase community involvement
  - Residents need to talk to neighbors
  - Work from the ground up

## **GROUP #1**

Themes/Areas of focus

- Increase trust & respect between police/community (deep relationship is needed, also clear communication)
- recruitment/hiring
- De-escalation
- Review and update policy
- Increase community involvement

Which are important/omissions?/success metrics

Omissions

- Police don't talk enough when they do something right. Talk more when you do good and be transparent when you don't.
- Need a calm voice when crisis incidents occur

- Need to communicate to people outside 'normal' channels
- Outreach to surrounding departments

#### Success

- Greater % of informed community

#### **GROUP #2**

- De-escalation training + anti-bias training that is continuous
  - Intention about skill development and accountability to implement/act in accordance
  - Trust and respect will naturally follow

#### Increase visibility of cadet program

- Outcomes
  - Decrease in use of force
  - Neighbors being equipped to resolve their own issues/concerns directly with each other
  - More community cooperation with police during investigations, reporting, etc.
  - No question about potential that calling the police would make things worse
  - Increased comfort in communicating with police & mutual respect, a.k.a. Nice

#### **GROUP #4**

- Reviewing & Updating Policies; tasing incident forced policy changes
  - Are there other policies that need reviewed and changed?
- 1 & 5 Humanize Police
- #5 Saturday morning T.V. address from police chief.

#### **GROUP #3**

- Recruitment
- How do you measure 1 & 5? Other training besides de-escalation?