

## Community & Police Community Response Session 2:

**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:

- Like:
  - Create Safe
  - Foster Understanding
  - Aligns with what Community Wants
  - Respect
  - Create Safe
  - Foster Understanding
  - Building Trust
  - Safer
  - Collaboration
- Questions:
  - How do you define building trust or measure it?
  - Accountability (How have drugs impacted this?)
  - Promote vs. Create
  - Maintain vs. Create
  - How do we unify “Community and Police”?
  - Building Trust
    - How do you that?
      - Meetings?
    - How do you implement it and how can the community take part “many feel left out”

Vision:

- Like
  - Just
  - Unburdened
  - Misunderstandings

- Strong Community (Unified)
- Safe
- Unburdened by Blame
- Strong Community
- Brings Hope
- Shows Initiative
- Unburdened
- Optimistic & Positive
- Idealistic
- Strong
- Missing
  - Love and Respect
  - Positive Messaging
- Questions
  - How do you fix it?
  - What is the process? Mediation?
  - Expose those things; transparency

Values:

- Likes
  - In favor of all values
  - Compassion – helps build towards resolving issues between police/community
  - Intention – with effort (moral compass)
  - Courage – conversational/action/vulnerable
  - Respect = trust built
  - Create mutual understanding and respect
  - Courage, step up without being told
  - Compassion; Lacking between police and community
- Discussion
  - How can everyone learn compassion? (Focus Areas)
    - Be empathetic
    - Encourage each other
    - Finding connections
    - Communication
    - Cultural differences

- Questions
  - Can accountability (ownership) be a value?
  - What do the values mean to you?
  - What will these values produce?
  - How do we translate/impart the values to the broader community?
  - How/What behaviors will demonstrate the values?
  - How do you plan to implement the values?
  - How do we know the values are working?
  - Who holds people accountable on both sides?
  - Will these values extend to the community? Where to the values extend to?
  - How do we create a more unified message?
  - What/ How are these values realistic?
  - How do we bridge the gap from where we are to where we want to be?
  - What system reinforces the values?

## **Marketing and Communication**

Challenges in many of the other areas point to marketing and communication

- List of steps in process for interested parties
- Highlight needed and wanted traits; multilingual, cultural diversity

Plan

- Marketing specifically for police bureau
- Promote civilian police academy
- High School/University Recruitment (especially within CJ programs)

## **Race Relations; All Relations**

- How do we get more community members here?
  - Spread the word, know the audience, report out
  - Show diversity within CPWG
- Have to be willing to have honest conversations (both/all sides)
- Willingness to listen regardless of the topic/conversation (Manage emotions)
- Willingness to confront problems
- Knowing who to call/who will listen
- Work with communities most affected
- Address existing Bias (on both sides)
- CPWG More Visible fostering conversations, building bridges, community policing,
- Open door policy to discuss concerns & needs of community & police

## **Recruitment, Training, & Hiring**

1. Scrutiny during hiring process
  - Are there 2<sup>nd</sup> chances? (i.e. residents with possible records)
  - Look deeper past credit or report/ where is the person TODAY vs. PAST
  - Why not second chance to society?
  - Why 30 year olds in life transition
  - Change recruitment
  - Career Transition tactic
2. Training – Understanding
  - Use of force
  - De-escalation
  - How to approach community during various situations
3. Creative solutions towards de-escalation/similar to (illegible) who is the person?

## **Role of CPWG**

- Be a safe place to field concerns
- Emergency response group
- Help to bridge and communicate with the community
- Role to react/respond to policies and processes
- More community feedback loops
- Organic/less formal
- Website/page to communicate with group – online suggestion box
- Build onto already existing events
- Better attendance at community events
- Fewer complaints
- Creating a system to mobilize suggestions

## **Community & Police Engagement**

- Customer Service
- Self Defense – Course
- Gun Safety – Course
- After school programs /tutoring boys & girls club
- Resources
- How to get background checks
- Promote community/police relations
  - Coffee with a cop
  - “pick up” sports/activities
  - Showing up while ‘off duty’ to community events
- Wait times at police stations

# Group 1

## Mission

### Like:

- Create Safe
- Foster Understanding
- Aligns with what Community Wants

### Questions:

- How do you define building trust or measure it?

## Vision

### Like

- Just
- Unburdened
- Misunderstandings
- Strong Community (Unified)

## Mission

- Respect
- Accountability (How have drugs impacted this?)

## Values

In favor of all values

### Discussion:

- How can everyone learn compassion? (Focus Areas)
  - Be empathetic
  - Encourage each other
  - Finding connections
  - Communication
  - Cultural differences

## Group 2

### Mission

#### Like:

- Create Safe
- Foster Understanding

#### Questions:

- Promote vs. Create
- Maintain vs. Create
- How do we unify “Community and Police”?

### Vision

#### Like

- Safe
- Unburdened by Blame
- Strong Community

#### Missing

- Love and Respect
- Positive Messaging

### Values

#### Like:

- Compassion – helps build towards resolving issues between police/community
- Intention – with effort (moral compass)
- Courage – conversational/action/vulnerable
- Respect = trust built

#### Questions:

- Can accountability (ownership) be a value?
- What do the values mean to you?
- What will these values produce?
- How do we translate/impart the values to the broader community?

## Group 3

### Mission

#### Like:

- Building Trust
- Safer
- Collaboration

### Vision

#### Like

- Brings Hope
- Shows Initiative
- Unburdened

### Values

#### Like:

- Create mutual understanding and respect
- Courage, step up without being told
- Compassion; Lacking between police and community

#### Questions:

- How/What behaviors will demonstrate the values?
- How do you plan to implement the values?
- How do we know the values are working?
- Who holds people accountable on both sides?
- Will these values extend to the community? Where to the values extend to?
- How do we create a more unified message?
- What/ How are these values realistic?
- How do we bridge the gap from where we are to where we want to be?
- What system reinforces the values?

### Mission

#### Building Trust

- How do you that?
  - Meetings?
- How do you implement it and how can the community take part “many feel left out”

## **Vision**

Like Most

- Optimistic & Positive
- Idealistic
- Strong

Questions:

- How do you fix it?
- What is the process? Mediation?
- Expose those things; transparency.