



Ohio Collaborative Community- Police Advisory Board

May 12, 2022 Meeting Summary

The Ohio Collaborative Community Police Advisory Board (Collaborative) is a multidisciplinary group consisting of a diverse group of Ohioans including law enforcement, community members, elected officials, academia and the faith-based community. The Collaborative was created by executive order 2015-04k on April 29, 2015, after the Governor's Task Force on Community Police Relations completed its work and produced a report with recommendations on how to improve the important relationship between law enforcement and the communities they serve.

The Collaborative is chaired by Assistant Director Karen Huey, Department of Public Safety. Members appointed by the Governor DeWine, including ex officio members, are identified below:

- Commissioner Lori Barreras— Chair of the Ohio Civil Rights Commission
- The Honorable Michael Bell – Former Mayor of Toledo
- Representative Juanita Brent – Ohio Representative
- Dr. Ronnie Dunn—Cleveland State University, Associate Professor of Urban Studies and Interim Chief Diversity and Inclusion Officer
- Dr. Robin S. Engel—University of Cincinnati, Professor of Criminal Justice and Director of IACP/UC Center of Police Research and Policy
- Officer Anthony L. Johnson—Columbus Police Department and member, Fraternal Order of Police
- BCI Superintendent Joe Morbitzer— Ohio Attorney General's Office
- Reverend Walter S. Moss— Pastor
- The Honorable Melissa Schiffel—Delaware County Prosecutor
- Chief Justin Páez—Dublin Police Department and member of the Ohio Association of Chiefs of Police
- Sheriff Rob Streck – Montgomery County Sheriff's Office and member of the Buckeye State Sheriff's Association

Ex officio members:

- Representative Phil Plummer – Ohio Representative
- The Honorable Tom Roberts—former Ohio Senator and President, Ohio Conference of Units of NAACP
- The late Honorable Louis Stokes— former member of Congress
- The late Honorable George V. Voinovich—former U.S. Senator, Governor of Ohio, and Mayor of Cleveland
- Senator Sandra Williams – Ohio Senator

The purpose of the Collaborative is to advise and work with the Office of Criminal Justice Services (OCJS) at the Ohio Department of Public Safety to implement the Task Force's recommendations, as identified in the Executive Order.

May 12, 2022 Meeting of the Ohio Collaborative Community-Police Advisory Board

The Ohio Collaborative meeting was held on May 12th in the Atrium of the Ohio Department of Public Safety. The following members attended:

- Assistant Director Karen Huey, Ohio Department of Public Safety
- The Honorable Michael Bell, former mayor of Toledo
- Executive Director Nicole Dehner, Office of Criminal Justice Services
- Dr. Ronnie Dunn, Cleveland State University
- Dr. Robin Engel, University of Cincinnati (attended virtually)
- BCI Superintendent Joe Morbitzer, Ohio Attorney General's Office (attended virtually)
- Reverend Walter Moss
- Chief Justin Páez, Dublin Police Department
- Prosecutor Melissa Schiffel, Delaware County
- Meeting presenter: Officer Jeff Futo, Kent State University Police Services
- Meeting presenter: (Ret) Commander Christopher Bowling, Columbus Police Department, Bowling Squared Consulting

The meeting started at 10:06 A.M.

Assistant Director Huey welcomed all attendees.

Assistant Director Huey opened the meeting by discussing the development of standards and groupings of standards over time, and whether we need to rethink the concept of grouping standards.

Ed Burkhammer gave a history of how the standards have been developed. The first two standards—use of force/deadly force and recruiting and hiring—were released at the same time and was the first group created for certification. As standards continued to be developed, they were bunched into other groups based on the timing of when the standards were created. It was unclear then how many standards would be created.

Group 1

- Use of Force, Use of Deadly Force
- Agency Employee Recruitment and Hiring

Group 2

- Community Engagement
- Body Worn Cameras (waiver provided for agencies for whom this does not apply)
- Law Enforcement Telecommunicator Training (waiver provided)

Group 3

- Bias Free Policing
- Investigation of Employee Conduct

Group 4

- Law Enforcement Vehicular Pursuit

Group 5

- Law Enforcement Response to Mass Protests/Demonstrations
- Agency Wellness

In addition, the team has conducted White House certifications on the use of force/deadly force.

Mr. Burkhammer noted that recertification occurs after a 3-4 year time frame, where assessors work with agencies to ensure they are still abiding by the standard.

Pastor Moss asked if statistics exist on the hiring of minority officers since the development of the Recruitment and Hiring standard was developed. He referenced the presentation that Sarah Shendy provided to Canton Police Department's chief.

Next, Assistant Director Huey introduced Nicole Dehner as the new Executive Director of the Office of Criminal Justice Services.

In response to Pastor Moss' question on recruiting and hiring, Executive Director Dehner discussed the Law Enforcement Recruitment Office and the grant opportunity for agencies to work on recruiting. She also discussed summer recruiting events taking place across the state. She noted that we are looking at how to best capture information on recruiting and hiring staff.

Dr. Dunn pointed out concerns he has about officer retention, particularly in Cleveland, where they are under a consent decree. They are down to 244 officers, and current officers are being recruited away by other agencies, including Columbus Police Department. Dr. Dunn wonders what, if anything, can be done about this, as the community is making a substantial investment in training these officers. In response, Executive Director Huey talked about the ARPA grant that allows for retention bonuses to help keep officers in place. Chief Páez noted that it is a delicate balance, as agencies strive to be professional (such as through their development of policies) and appealing to officers. He pointed out that as we move forward, we should revisit the standards and look at the progress that has been made to see if they are achieving expectations. Dr. Engel commented that this issue of recruitment and retention is happening all over the country, and that the use of laterals provides a level of competition that requires agencies to 'up' their game by developing progressive standards, promoting officer wellness, etc. to sell their strengths. As agencies compete against one another, the profession rises, and results in higher wages, encouraging individuals to enter the field. While Dr. Dunn appreciates these comments, he pointed out that not all agencies have such resources. Superintendent Morbitzer stated that these difficulties in recruitment is a law enforcement issue, not a city-specific issue, and that we need to look proactively to our schools, our faith-based community, and to others in the community to cultivate future officers.

Going back to the standard groupings, Assistant Director Huey noted that the internal team will come up with some recommendations as to how to eliminate the group categories and make it a forward-thinking process that allows for growth. The team will also investigate how to revisit standards. She is personally interested in seeing the vehicle pursuit standards—the one standard that is required by state law.

Next, Assistant Director Huey moved to a discussion on the law enforcement youth standard. This standard is a long time coming, and the Collaborative has heard several presentations on its importance

and value, as youth are not mini-adults—their brain and emotional development is different. A small group was formed to specifically provide feedback on this standard.

The standard was formally adopted by the group.

Superintendent Morbitzer suggested that we work with OPOTA to develop training related to this standard. Assistant Director Huey agreed, and pointed out that when OPOTA identified the required law enforcement trainings, they looked to the standards to help them identify topics to cover.

Assistant Director Huey moved on to the next topic of discussion—crisis intervention training and crisis intervention teams. She introduced Jeff Futo and Christopher Bowling. Each provided an overview of how they became involved in CIT. The main takeaways of the presentation are as follows:

- CIT is a model, a program. Take CJ and MH systems and have them work together to divert people from CJ to MH. Specifically, how do we get LE to work within this model.
- Futo referenced the CJ CCOE and how they coordinate CIT around the state. Two of the major things they do: 1) develop partnerships to have conversations, commit to the initiative; 2) provide technical assistance. They bring together experts in the field.
- Goals: Improve the safety of all, improve outcomes, increase access to crisis response in the community and divert persons in crisis, only use law enforcement as first responders when needed
- Important to develop policies and procedures to understand the roles each system has and how to work together.
- Key elements of crisis intervention policy:
 - Training to respond to calls
 - What reports are taken and who is responsible for sharing/aggregating info
 - Diversion of people in crisis to treatment when possible
 - UOF differences
 - How the agency handles emergency hospitalization/jail
- Crisis intervention team policy elements
 - Who the agency plans to train and how often training will occur
 - Selection process and distribution method for CIT officers
 - Establishment of a CIT coordinator and the duties, responsibilities, and chain of command of that coordinator.
 - Training of public safety telecommunicators to understand their role in CIT
 - CIT officers as the primary responders to persons in crisis calls
 - Use of an internal data collection method
 - Support of the CIT within the agency and ongoing collaboration with stakeholders
- Crisis intervention training is taught to understand people in crisis, and crisis intervention policies are more general in scope and can be used by any agency with minor modification, whereas crisis intervention team training requires very specific training and programming, and is tailored to a county and the county's crisis services.
- 988 national suicide prevention lifeline
 - 988 will kick off in July. This is supposed to be the '911 of mental health'
 - NAMI's 3-part training.
 - Someone to call—211 for resources, 911, 988

- Someone to respond—LE, mobile crisis team, telehealth
 - Somewhere to go—this needs major improvement. Emergency departments take the brunt; state hospitals are limited in size; behavioral healthcare is spotty.
- Prosecutor Schiffel: Is the Ideal that each agency has CI training (base level of training), but agency works toward having a CIT. (yes)
- Strategies for smaller agencies—hire people who have this experience, desire; find a person who can be a champion of this and let that energy spread; the culture will start to change and it results in a change in policies.
- Dr. Engel noted that in national circles, everyone showcases Ohio. Nationally, a survey showed a movement toward community responder models. Mr. Bowling suggested that communities need to understand what models they have access to and what decision-making tree is utilized to determine whether a person in crisis is best served by law enforcement or mental health responders.
- There is a concern about how dispatchers are trained and how calls for service are coded.
- CIT training is different than de-escalation training, because de-escalation training is just one component of the overall training that an officer utilizes: engagement, assessment, resolution are other big pieces.
- BJA has invested over \$5M to update CIT training—crisis response intervention training. It’s being piloted now. It adds intellectual/developmental disabilities and other components. BJA has funding solicitations out right now for locals to get TA/training for any type of response model: community model, CIT model, co-responder model.
- Superintendent Morbitzer noted that the multi-disciplinary approach worked well, especially on follow-up visits. There has to be follow-up and aftercare b/c it reduces future calls for service.
- Prosecutor Schiffel pointed out that we are already asking officers and dispatchers to code a lot for collecting data--is there a way to collect data that doesn’t overwhelm officers? Mr. Futo and Mr. Bowling discussed how information is collected via a contact sheet when an officer encounters a person in crisis. Officers are willing to collect the data if it is meaningful and provides a favorable outcome for officers. Data collection should be built into policy.
- Assistant Director Huey thanked the presenters and stated she would like to bring in representatives from the community to talk about how they perceive **crisis** intervention.

Certification report

- Ed Burkhammer provided a brief overview of contents of the 2022 annual report.

Additional business

Pastor Moss pointed out that we need to keep finding ways to engage the community, and asked whether we are collecting data that shows the result of the Collaborative's efforts on the community. Assistant Huey added that we need to bring more community representation into these meetings as a step. Dr. Dunn added that we are 7 years in, so it is an opportune time to assess the impact on community. Establishing some metrics would be helpful. We have made great success in certifying but we need to measure to what effect? Use of force might be one place to start, as well as body worn cameras. Dr. Dunn suggested we consider conducting a community survey in those agencies that have been certified to get a sense of community-police relations. Mayor Bell stressed the importance of hearing the community's perspective. The perspective that the community has may not be what we think it is.

Dr. Dunn turned back to our discussion on the youth standard. He stated that he had retracted some of his initial objections on the data collection piece of the standard after looking at some of the data collection requirements for the bias-free policing standard. However, he noted that we need to revisit the standards at some point. Policing is an ever-evolving field and we want to make sure the standards are keeping up. We need to establish a process for review and revisit the bias-free policing standard as a start.

Next meeting Thursday, August 11, 2022.

The meeting adjourned at 11:54 A.M.