



**Proposed Meeting Agenda
Re-Imagining Community Safety Task Force
May 26, 2021**

1. Roll Call (5 min)
2. Continued Discussion of Task Force Recommendations (75 min)
3. Task Force Member Reflection (10 min)
 - Sharing reflections on recent events, lived experience, etc.

Re-Imagining Community Safety Task Force Recommendations

Focus Areas

Reimagining Public Safety	1
Housing and Homelessness	3
Eliminating Racial Disparities in the Courts	4
Strengthening Recruitment, Training, and the Profession	5
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Highlight = Recommendations Prioritized by Task Force Members at 5/17/21 Meeting (Top 3)

Reimagining Public Safety

Recommendations

1. Restructure 911

- Research and create a website and poster for "alternatives to calling the police" and post it widely, share with businesses. See example from Portland, OR

2. Expand Crisis Counseling

- *Expanding the Crisis Counselor Program and identify metrics and research to support the model*
- Audit and address needs of Crisis Unit and increase Crisis Unit staff by 2-3 in replacement of officers.
- Promote awareness of crisis response and communication between the Crisis Response Team in CHPD with communities.
- *Establish a non-police crisis response team to respond to mental health or other emergencies (crisis unit can't provide wrap around services; separate unit could provide this)*
- *Establish employees to respond to mental health crises*

3. Enhance Mental Health Services

- Create crisis center/mental health center for folks that crisis team have responded to, who need more wrap-around services
- Invest more in mental health awareness and education on related crisis response for CHPD and residents.
- Create a partnership with local mental health practitioners and therapists that would provide no-cost or low-cost therapy for low-income residents, youth, etc.; pilot and then fund in full

- Support and expand therapeutic courts within the jurisdiction.
- 4. Enhance Services and Support for Residents Struggling with Substance Use**
- *Working with young people around the alcohol issue (middle – just past high school; 11 – 20 years old) – duplicate what we do with University students with younger youth*
 - *Invest more money in substance use treatment programs and create jobs for people struggling with substance use disorders*
 - Further discussion about creating a sobering center (short-term detox center). This type of environment/setting would be designed to foster healthy and safe detox and possibly serve as a link to long term recovery for some individuals.
 - Create/Strengthen 24-hour crisis drop in center for individuals experiencing mental health and substance abuse crises.
 - Fire Department respond to calls for Narcan (this may already happen, I'm not sure)
 - We recommend that the council, in cooperation with other government and private organizations, fund and otherwise encourage affordable inpatient and outpatient treatment for any Chapel Hill residents in need of treatment. Drug and alcohol abuse should be treated primarily as a public health and not criminal law problem.
 - We recommend that the council, in cooperation with other organizations, urge the decriminalization of drug possession and use by adults. In the meantime, we recommend that the council instruct the CHPD to deprioritize the use of the criminal law to deal with currently illegal drug use and possession and, whenever possible, to refer persons using or possessing currently illegal drugs for evaluation to see if drug treatment is appropriate. People who commit other crimes, such as DWI, which create a significant danger to other people, should continue to be prosecuted in our court system, but any sanctions should include drug treatment. Persons who are unable to care for their children because of drug use should not be charged criminally, unless the children have been actually harmed, but should be referred to appropriate services so that they can reacquire the ability to care for their children. Persons who commit relatively minor offenses, such as misdemeanor larceny, where it is apparent that drug or alcohol use is the underlying problem, should have any criminal charges deferred and the person should be referred for evaluation and drug treatment if appropriate.
 - We recommend that the CHPD continue its current policy of deemphasizing marijuana enforcement and expand it to include any possession of drugs or paraphernalia that would be punished as a misdemeanor if brought to criminal court. Persons found in possession of misdemeanor amounts of illegal drugs should, absent unusual circumstances, have the drugs confiscated and let off with a warning and referral to an appropriate agency or enrolled in the Law Officer Initiated Deferral program, with referrals to appropriate agencies. This program should not be limited to first offenders.
 - Decriminalize all drug use + possession; incorporate harm reduction programs and funding for rehabilitation as needed

5. Community Safety & Community Policing

- Allocate funds for grassroots community safety outreach efforts to stakeholders such as EmPowerment Inc., MCJC, IFC , RENA, OCRCC and CEF that employ strategies to help communities promote public safety.
- Work with Carrboro and UNC Campus police to adopt community policing philosophies and plans in collaboration with the communities that law enforcement serves.
- Ensure that the University foots its share of the bill and provides resources to the Town for grassroots community safety efforts
- Develop community response model for de-escalation of police interactions.
- Promote community-involved law enforcement (e.g., invite residents, students, and community leaders in community patrol) and build better police-community relationships.

Housing and Homelessness

Recommendations

1. Fully Fund and Expand SOHRAD Program

- Fully support SOHRAD and expand to more people in order to cover broader area of Orange County community
- We recommend support and permanent funding for OCSOHRD and believe it may be a model for similar programs replacing police involvement.

2. Increase support for affordable housing development

- *Town allocate resources to build affordable housing that addresses households at or below 30% of the Area Median Income (AMI)*
- *Make sure affordable housing will be really affordable to Chapel Hill residents in need*
- Create, improve existing and expand adequate affordable housing options. Fully support programs similar to Empowerment, CASA, IFC's PSH program, Housing for New Hope, etc.
- Support home ownership programs for BIPOC residents (funding for down payments, educational programs, etc.); partner with Community Home Trust, EmPOWERment, etc.
- Housing/ Development/Homelessness. We recommend that for all potential development and housing projects, the council consider specifically the positive or negative impact that the project will have on residents of Chapel Hill who are below the median income for the community. The council, for example should seek and support projects that would contribute to more housing for families below the community median income. We understand that by encouraging any new housing the council may be relieving pressure on the housing stock in Chapel Hill and therefore assisting with keeping more affordable housing. For people well below the median income, the council should provide safe attractive housing directly and/or with private partners. Homelessness is inexcusable in a community like Chapel Hill. The town, in cooperation with other governmental and private organizations, should have adequate emergency shelter available at all times. Persons who are discovered in town squatting on private or public property should be assisted by programs like Orange County Street Outreach

and Harm Reduction Program. The police should only be involved if there is a danger of violence.

- Expand affordable housing options and make sure that past criminal records are not allowed to be a barrier to housing

3. Enhance Services and Housing for Residents Experiencing Homelessness

- Create a traditional safety shelter for our homeless population (IFC's shelter has restrictions that are a barrier and prevents access for some individuals).
- Enable those unhoused, those being released from jail and prison facilities with no housing set up, and those fleeing domestic violence situations to inhabit vacant properties across the city, free of charge, and in a long-term capacity.

4. Find new and expanded ways to limit/eliminate evictions

Eliminating Racial Disparities in the Courts

Recommendations

1. Expand Diversion Programs

- *Restorative and diversion programs (justice system)– supporting what's going on & doing more*
- *Expand our Diversion Program within Orange County*
- Expand our county's criminal justice pre-arrest and post-arrest diversion programs for adults. Educate police officers and criminal justice system stakeholders about the benefits of diversion as an alternative to arrest/criminal citation.
- Expand diversion programs to allow even non first offenders to meet diversion criteria

2. Fund expungement and court fee programs

- *Fully fund and expand expungement program*
- Expand the fund that pays for court fees...allow it to pay for more things and simplify the application and requirements
- *Create a companion program to the Orange County Criminal Justice Debt Relief Program – primarily people that can't reinstate their license because they can't afford certain expenses*
- Eliminate predatory towing, creating protections for drivers and perhaps a fund to pay for towing costs or an appeals process

3. Support residents with criminal histories with re-integration into the community

- Bolster "ban the box work" in Chapel Hill community employment so that people with records are not barred from good jobs
- Comprehensive support throughout Orange County for rehab and re entry of folks charged with felonies and recently incarcerated ppl; Housing/counseling/food and basic needs/job coaching/rehab etc.
- We recommend that the town work with other public and private agencies to assist in the restoration of previously incarcerated persons to the community. The town should insure, to the extent possible, that it has no policies or practices that make it more difficult for previously incarcerated persons to establish themselves as positive citizens.

Strengthening Recruitment, Training, and the Profession

Recommendations

1. Employment Pipeline

- *Attracting local youth to employment and service with the Town (public safety professions)*

2. Training

- Continue to require and strengthen implicit bias trainings for police and town staff
- Ensure the front desk staff at CHPD is respectful, and is trained in implicit bias, equity and inclusion; they are sometimes the gatekeepers and can really impact folks' experience in engaging with CHPD.
- We recommend that all members of the CHPD and other agencies involved in public safety continue to engage in anti-racism and implicit bias training and education and recommend that at least some of this include training where the CHPD and other agencies participate with members of the general public. Any training received should be included in the quarterly and annual reports.

3. Incentives

- Offer incentives and training for police officers who would like to transition into a non armed, crisis response training position

Criminal Justice Data Collection and Reporting

Recommendations

1. *Robust data analysis process that helps to inform policing and strategies to address disparities that we see by race (identify what data needs to be collected beyond stop data)*
2. *Research School Resource Officers*

Increasing Public Participation

Recommendations

1. Strengthen Communication and Relationship Building between the Town and Community

- *Expand community conversations with the Police Department (expand to other minority groups)*
- *Communication and the relationship with the Police Department – invest and lead communications with communities of different income levels (community involved in policing)*
- Expand translation and interpretation services and have Town Council, Mayor, and CHPD explicitly building relationships with and understanding of immigrant and refugee communities and communities who do not speak English or for whom English is a second or third or fourth... language; ask them what their needs, concerns are and create living wage jobs for folks within these communities; ensure these folks have affordable housing

- There have been numerous instances of criminal behavior aimed at residents because of their race, religion and immigration status. The town and all private and public agencies should have policies in place to ensure that every person residing in or visiting Chapel Hill is made to feel welcome and safe. The town should engage in regular communication with various communities in Chapel Hill to hear about problems and concerns and to fix those problems that can be fixed.
 - Collaborate with partner organizations for important discussion around public safety.
 - Create a "Chief Storyteller Position" (see example in Detroit) to help create a more accurate narrative of who lives in Chapel Hill and to help build relationships and awareness within underrepresented communities (article: <https://bloombergcities.medium.com/how-detroits-chief-storyteller-is-crafting-a-new-narrative-for-his-city-3c14d0fa559c>)
- 2. Jointly design with the community solutions to community issues and involve residents in key Town processes**
- *Working with community to figure how we address explosive issues*
 - Provide educational programs and opportunities that address the inequities and history of policing both locally and nationally as a means to place ongoing reimagining safety efforts its proper context.
 - Establish and fund transformative justice and conflict resolution programs that organizations and CH residents can access at no/low cost
 - Host a robust community budgeting process with a portion of the Town of CH annual budget; partner with local organizations, faith communities, etc. to ensure equitable, diverse participation; over time, shift policing budget to fund housing, transportation, and living wage jobs.
- 3. Expand parameters of Advisory Board and Council representation**
- Allow Chapel Hill Youth Council liaisons on Advisory Boards to be voting members of the Boards
 - Create a youth position on the Chapel Hill Town Council; set the individuals in this position up for success
 - Compensate Advisory Board members in some way, working to increase representation and diversity of Board membership

Enhancing Accountability

Recommendations

1. Enhance access to video recordings

- We recommend that the Chapel Hill PD, along with other like-minded law enforcement agencies, work together to urge reform of the current law restricting public access to images and sound from devices (for example, body worn cameras) under the control of the police
- Make any video recordings the police have available to public

2. Create a Citizen Review Board

- We recommend that the council request our local representatives to submit a bill in the general assembly to permit the council to create a citizen review board for the police department. This board may be in place of or in addition to the current Community Policing Advisory Committee.

3. Enhance Police Reporting and Communication with the Community

- We recommend that the town post notices in public places stating that the CHPD intends that every officer treat the general public with respect and courtesy and does not tolerate rude, intimidating, prejudiced or other inappropriate behavior by its officers. The notices should also state the process for making complaints about any police misconduct.
- Publicly acknowledge CHPD mistakes to foster trust and transparency
- We recommend that the police department continue to publish quarterly reports. We recommend that these reports be published no later than one month after the end of the quarter. Further, we recommend that the chief present, in person, an annual report to the council in a public forum, where members of the public may also offer questions and comments about policing in Chapel Hill.

Improving Policing Practices

Recommendations

1. Staffing and armed response

- *We recommend to the council that it, with the active advice of the citizens, work with Chief of police to determine methods and timeline for “downsizing” the armed, uniformed portion of the police force and determine how to provide services that do not require armed police to be provided by other government employees or private agency employees. These functions may include parking enforcement, traffic enforcement, traffic accident response and investigation, routine patrols of downtown and neighborhoods, routine school security presence, responding to family crises that do not involve the threat of immediate violence, responding to substance abuse or mental health crises that do not involve the threat of immediate violence, responding to people who are homeless and other functions as determined by the council and the chief. We recommend that our system for 911 calls be reorganized so that appropriate referrals can be made to non-police agencies.*
- *Figure out parameters for when police officers would not need to have an armed response*
- No armed police response to protests
- Hire non-armed security for town festivals and events

2. Traffic Stops & Searches

- *We recommend that the CHPD continue its current policy of not making stops or issuing citations for non-safety related regulatory traffic violations. We recommend that this policy be made permanent and written.*

- Bolster work already being done by CHPD to ensure no "pretextual stops" of residents (aka using a traffic violation to pull someone over and search vehicle)
- Eliminate the "I smell marijuana" claim used by law enforcement as a probable cause for searches.
- End no-knock warrants (not sure where things stand on this already)
- We recommend that the police department continue its current policy of dealing with minor violations of the law by preferring to issue warnings, and if more than a warning is deemed appropriate, to issue citations and only to arrest in unusual circumstances. We recommend that this policy be written if it is not already. We recommend that the police refer persons to appropriate government and private agencies where appropriate. People should only be cited or arrested and referred to the criminal courts if there is no other appropriate referral.
- We recommend that the CHPD not execute searches of homes or execute arrest warrants at homes on people at a time when the people are likely to be asleep in bed. We recommend that the CHPD not execute so-called no knock or quick knock searches of homes that are occupied except under circumstances where life or liberty of a person is at stake. We recommend that these policies be written.
- "scoop and go," officers to drive gunshot victims to a hospital if waiting for an ambulance would cause a delay

3. Arrests and Citations

- Find new and expanded ways to limit/eliminate arrests; warnings, citation and summons in lieu of arrest?
- Eliminate all parking tickets
- We recommend that when questioning, detaining or arresting persons that the CHPD use the minimum amount of force necessary to safely question, detain or arrest. CHPD should not use deadly force or any other methods likely to endanger the safety of others against a fleeing or resisting arrestee unless allowing that person to flee creates a likelihood of danger to the officers or members of the public. High speed pursuits of suspected traffic offenders should be discouraged by policy and not attempted unless the pursuing officer reasonably concludes that not pursuing the driver creates more risk of immediate harm than the high-speed chase.
- Never partner with ICE--do not provide any information or cooperation; support (legal assistance, family support for lost wages, etc.) Chapel Hill residents who are in detention centers and help them in being released ASAP

4. School Resource Officers

- Consider permanent removal of SRO's from schools, or consider ways to make sure students are NOT being policed by SRO's. If there is concern that SRO presence is needed to protect from outside threats, then that should be clearly delineated as their role. IF interacting with students, they should serve a purely diversionary purpose to prevent arrest.

5. Collaboration and Coordination

- Effective public safety programs should involve nearby jurisdictions, including but not necessarily limited to Carrboro, Orange County, Hillsborough, Chatham County, Durham

and Durham County. Cooperation and coordination should be attempted in all cases and joint jurisdictional programs should be encouraged where appropriate. We recommend that as a first step the town, on its own or in cooperation with other local agencies, train “guides” that would be available to town residents to advise them how to engage the current services available through the town, school system, private agencies, county, state and federal government.

- CHPD to engage with other local law enforcement agencies to advocate for more progressive policing policies and practices

6. Other

- Expand protections for LGBTQ residents, and create a hiring pipeline, especially for Trans folks; create a hotline for folks to anonymously report hate crimes or groups
- We recommend that the CHPD expand its current policy of Law Enforcement Initiated Deferrals and make deferrals, with appropriate referrals to other agencies the preferred action for misdemeanors where simply a warning is not sufficient.
- We recommend that the council cause the CHPD to perform a formal review of its policies concerning carrying weapons during routine performance of duties to determine whether current policies are appropriate. Happily, the CHPD very rarely has had to resort to weapons in the performance of their duties, but that does beg the question of whether they are over armed given that experience.

Additional Recommendations

1. *Hire staff to support the Town’s Diversity, Equity, and Inclusion Officer*
2. **Pay Living Wages:** As one of the largest employers within the Town, Council should engage with the University to ensure that ALL UNC workers are making minimally a living wage that fosters access to healthy safe living conditions for ALL residents
 - Over time, require that all businesses in town pay a living wage; support businesses that want to move in that direction but need help
3. Partner with CHCCS to close the gap between BIPOC and white students - training/community resources/meeting basic needs; Student affinity groups, community based professional development and contracted equity related services; partner closely with newly hired Chief of Equity Affairs & Engagement within CHCCS and hold him accountable to promised changes
4. Set up community pantries/fridges all around town where residents can donate food items and folks in need can take items at no cost to themselves and create a map of where the fridges are; See Portland free pantry program here: <https://www.instagram.com/pdxfreefridge/?igshid=1qhg6lcc6e56g> OR here: <https://sites.google.com/view/pdx-free-fridge> and the ones in Atlanta, GA here: <https://free99fridge.com>
5. Pay all interns
6. Create paid pipeline programs that train youth and young adults (especially ones for whom college is not an option) to have jobs in the arts, town positions, etc.

7. Continue to expand public art in Chapel Hill and financial support for artists in the area; create partnerships between artists and schools
8. Provide guaranteed PAID sick and a minimum of 12 weeks of parental leave for Town staff; over time, require businesses in town to provide these types of leave for all employees
9. Allow residents in the rural buffer zone to receive trash services
10. Host free legal aid services for Trans folks who wish to formally change their sex on formal documents
11. In collaboration with CPAC, revise CPAC charge and rename (CPAC) from Community Police Advisory Committee to (CSAC) Community Safety Advisory Committee
12. Decriminalize poverty – deprioritizing sex work, possession, selling; expanding fund that's available for the Criminal Justice Debt Fund; not only creating more affordable housing but for what available housing we have, making sure they are used
13. Suggestions about the ways we do public safety - increasing diversion; are there things our armed police are doing that someone else could do better?
14. Things that go beyond the police department – housing, mental health, addiction services (crime prevention)
15. Most of the serious crime in Chapel Hill is financially motivated. Larceny, burglary and robbery make up the great majority of serious crimes reported annually in Chapel Hill. Providing better jobs, affordable housing, accessible public transit and affordable food for all in need will make us a safer community.
16. Jobs/Industry. We recommend that for all potential business and industrial projects the council consider specifically the positive or negative impact that the project will have on residents of Chapel Hill who are currently unemployed or employed at below a livable wage. The council, in cooperation with the Chamber of Commerce and other organizations, should emphasize encouraging new employers who would raise the current wage level for persons currently making less than a livable wage.
17. Health Care, Including Mental Health Support. We recommend that the council examine the problem of inadequate access to medical care and take steps with other government and private organizations to ensure that all residents have meaningful access to regular health care, including mental health care. Mental illness is another significant driver of criminal conduct and effective and accessible mental health treatment for all Chapel Hill residents would make us a safer community. Severe mental or physical health problems can lead to joblessness and homelessness and the town, in cooperation with other governmental and private organizations, should have emergency support available for people in need due to health emergencies and extended support available for people and families with chronic mental or physical health problems.
18. Foster collaboration across community providers to address issues such as homelessness, hunger, addiction to ensure resources are coordinated and reach the widest possible number of people.
19. Provide funding and recognition to the QTIPOC Mutual Aid COVID-19 Survival Fund:
<https://qtipocfundchcbro.weebly.com>
20. Decriminalize sex work and deprioritize policing of sex workers; learn about the differences between sex work and human trafficking

21. Incorporate all recommendations from the state task force for Racial Equity in criminal justice
22. Allow residents in the rural buffer zone to vote for Mayor and Town Council or to have a specific seat on Council

RICS Task Force Top Three Recommendations – Draft

From 5/17/21 Meeting

1. Reorganizing the way we do 911 – alternate number that people call
2. Suggestions about the ways we do public safety – increasing diversion; are their things our armed police are doing that someone else could do better?
3. Things that go beyond the police department – housing, mental health, addiction services (crime prevention)
4. Restorative and diversion programs – supporting what’s going on & doing more
5. Expanding the Crisis Counselor Program & matrix and research to support the model
6. Attracting local youth to employment and service with the Town (public safety professions, etc)
7. Robust data analysis process that helps to inform policing and strategies to address disparities that we see by race (identify what data needs to be collected beyond stop data)
8. Now that we’ve hiring a Town DEI officer, it’s imperative that person has staff to carry out the work
9. Town allocate resources to build affordable housing that addresses 30% AMI
10. Working with young people around the alcohol issue (middle – just past high school; 11 – 20 years old) – duplicate what we do with University students with younger youth
11. Working with community to figure how we address explosive issues
12. Research around School Resource Officers
13. Establish a non-police crisis response team to respond to mental health or other emergencies (crisis unit can’t provide wrap around services; separate unit could provide this)
14. Figure out parameters for when police officers would not have to have an armed response
15. Companion program to Criminal Justice Debt Relief Program – primarily people that can’t reinstate their license because they can’t afford certain expenses
16. Expand our Diversion Program within Orange County
17. Expand SOHRAD Program
18. Restructure 911

19. Decriminalize poverty – deprioritizing sex work, possession, selling; expanding fund that's available for the Criminal Justice Debt Fund; not only creating more affordable housing but for what available housing we have, making sure they are used
20. Fully funding and expanding SOHRAD
21. Restructuring 911

22. Establish employees to respond to mental health crises
23. Affordable housing
24. Restructure 911

25. Restructure 911
26. Fully fund SOHRAD Program
27. Expand community conversations with the Police Department (expand to other minority groups)

28. Affordable housing – make sure affordable housing will be really affordable to Chapel Hill residents in need
29. Communication and the relationship with PD – invest and lead communications with communities of different income levels (community involved in policing)
30. Drugs – invest more money in drug programs; create jobs for people with drug issues