

SWOT Analysis



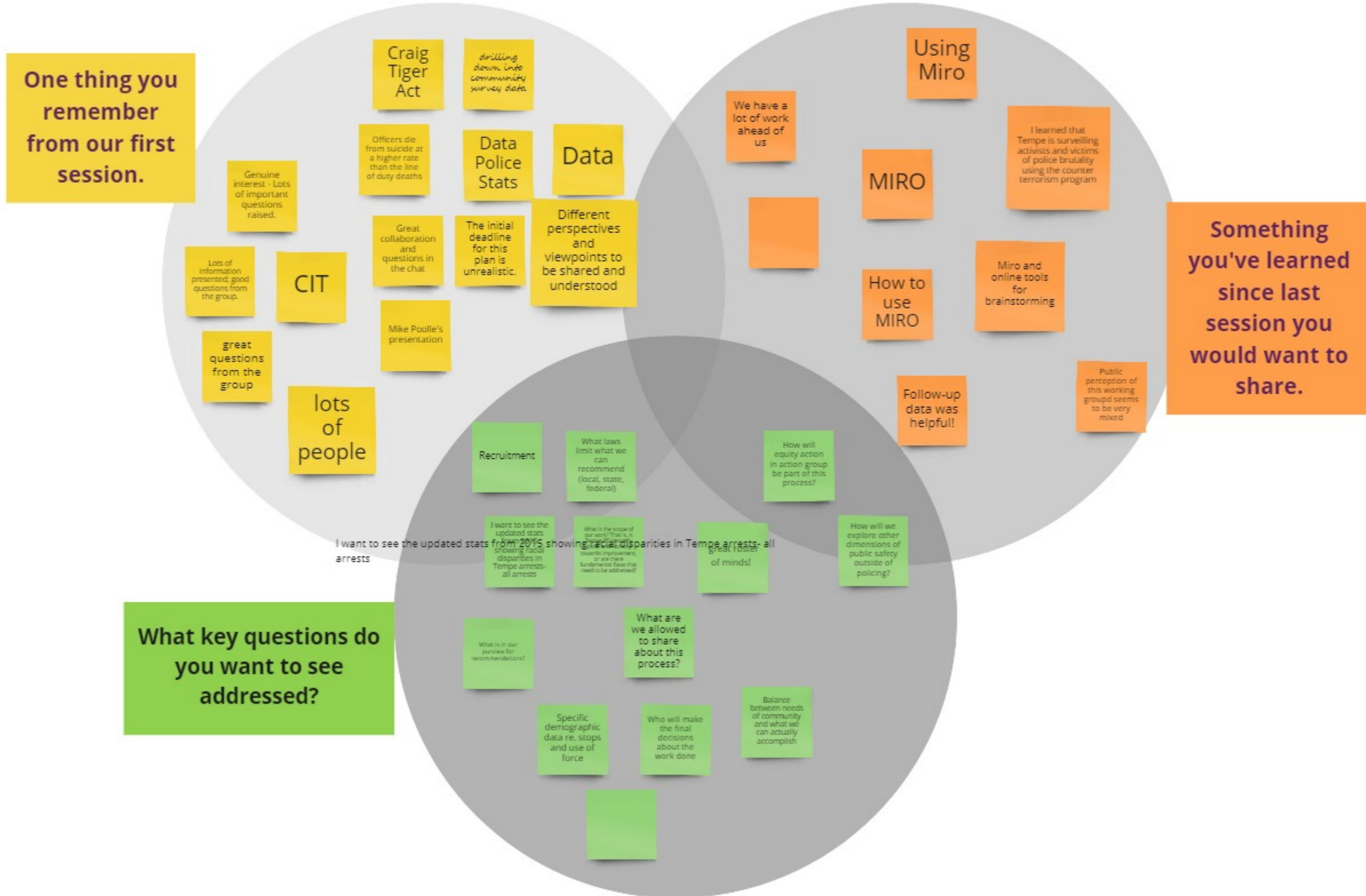
What are our strengths and weaknesses and what are the opportunities and threats to community / police trust?

 PUBLIC SAFETY ADVISORY TASK FORCE

October 28, 2020

Welcome!

Double click on a sticky note to add your thoughts





PUBLIC SAFETY ADVISORY TASK FORCE

A nighttime photograph of the Tempe Mill and Mill Avenue Bridge. The bridge is illuminated with warm lights, and the sky is a mix of orange and purple. In the background, modern buildings are visible, including the CFT Smith Center.

**Corey D. Woods
Mayor**

People • Integrity • Respect • Openness • Creativity • Quality • Diversity

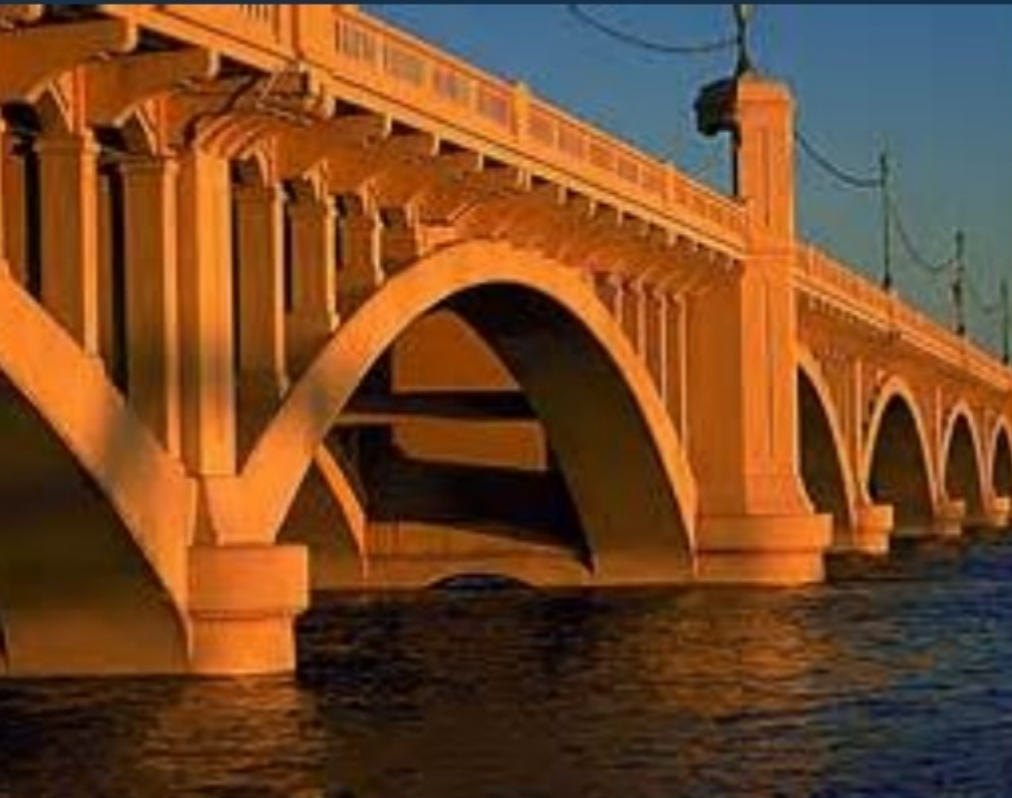


PUBLIC SAFETY ADVISORY TASK FORCE

Public Comment

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SWOT Analysis



What are our strengths and weaknesses and what are the opportunities and threats to community / police trust?



**PUBLIC SAFETY ADVISORY
TASK FORCE**

October 28, 2020

AGENDA

Public Safety Advisory Task Force

October 28, 2020

4:00 pm – 7:00 p.m.



Purpose

To create a strategic plan designed to build trust, accountability, and dialogue between the community and police department.

Workshop 2

Strengths, Weaknesses, Opportunities and Threats (SWOT) Analysis

- | | |
|---------------------------------------|---|
| 1. Welcome | Corey D. Woods, Mayor |
| 2. Call to the Public/Public Comments | Brianne Fisher, Mayoral Aide |
| 3. Session Overview | Wydale K. Holmes, Strategic Management Analyst
Strategic Management and Diversity Office |
| 4. Tempe Police Department | Jeff Glover, Interim Police Chief,
Police Department |
| 5. Strategic Planning - SWOT Analysis | Wydale K. Holmes, Strategic Management Analyst
Strategic Management and Diversity Office |
| 6. Next Workshop Overview | Rosa Inchausti, Director
Strategic Management and Diversity Office |
| 7. Closing | Corey D. Woods, Mayor |

The screenshot shows the Miro interface with several key areas annotated:

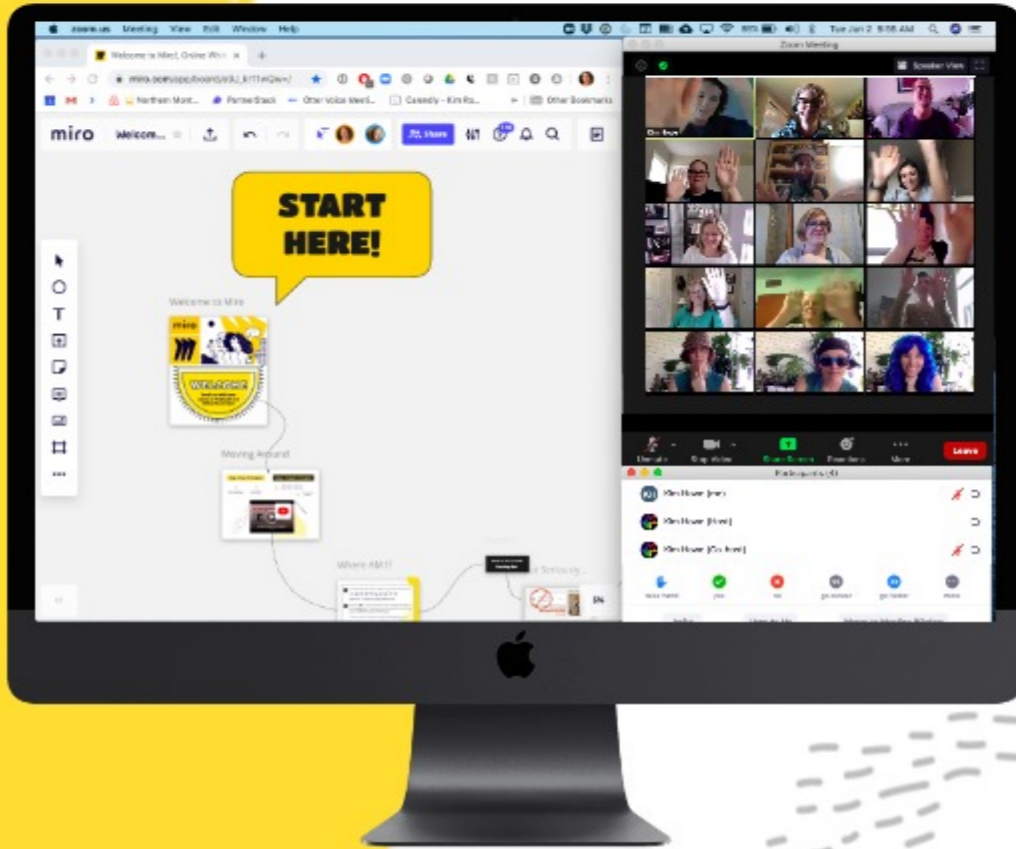
- Top Bar:** Includes the Miro logo, board name "My First Board", and navigation icons for "undo / redo".
- Left Panel:** A vertical toolbar for "content creation" (text, shapes, arrows, eraser, lasso, pan, zoom, camera, grid) and a "collaboration toolbar" with a "see more" button.
- Right Panel:** Contains "collaborators panel" (show/hide collaborators' cursors), "Share the board" button, and "board settings".
- Bottom Panel:** A navigation toolbar with icons for zooming, panning, and a "minimap" view.
- Center:** A callout box with a red prohibition sign over a "Long press to unlock" button, with the text: "Do not unlock anything that is locked. Seriously."

You may need to expand this section.

Use the **navigation** panel "minimap" to zoom in/out, pan around the board quickly, or go to go fullscreen

Prepare for a great session!

Please join with a large screen device, such as a desktop, laptop, or tablet. We will use Zoom for video, audio, and hand raising, so if you have a smaller screen or tablet, you may want to join Zoom on your phone to maximize space.



Desktop or Laptop

- Log into Zoom, then open Miro in your browser.
- In Zoom, choose the video layout you prefer.
- Pop out your participant panel in Zoom so you can access the "raise hand" feature easily.
- Layout these 3 windows however you like.

Two Portable Devices

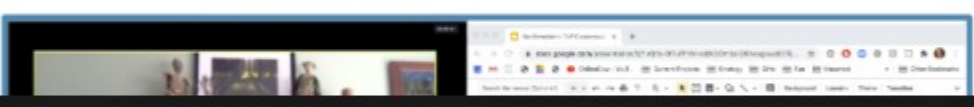
- Log into Zoom on your phone and Miro on your tablet.

On Windows 10:

1. Hold the desired application window with your mouse and drag it to the left or right side of your screen until you see a visual representation of where the window will populate.
2. Let go of mouse.
3. Select the desired application window from Snap Assist to fill the other side.

OR click the window and right or left arrow keys at the same time

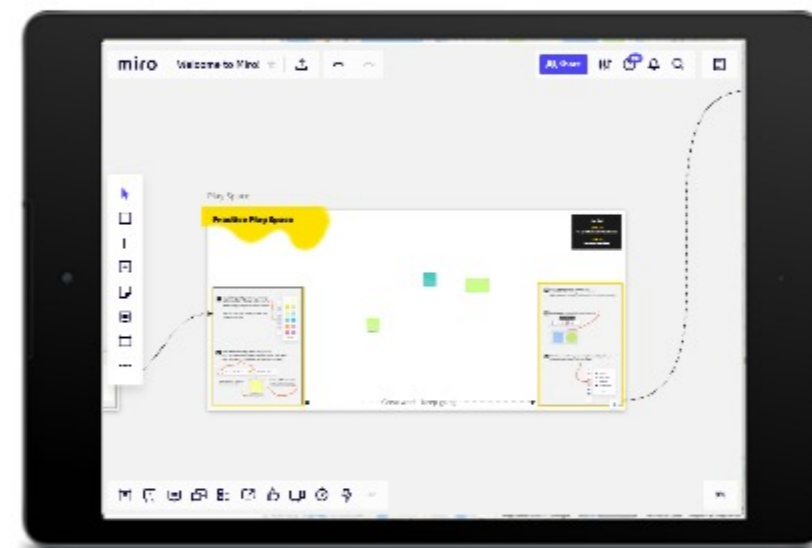
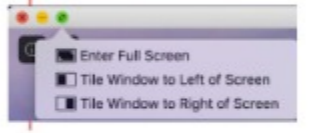
Then release both keys.



On Mac iOS:

1. With your Zoom Window open, open another browser window to the other web content you wish to view.
2. In the upper left-hand side, hover your mouse over the green dot/button until it reveals a drop-menu (see example to right).
3. Select "Tile Window to Left of Screen" or "Tile Window to Right of Screen".

On Mac: Hover over green dot to access split screen options



Download the Miro app!



STRATEGIC PLANNING PROCESS

PURPOSE

Establish a strategic plan designed to build trust, accountability, and dialogue between the community and police department

OUTCOMES

Proactive policies and procedures designed to:

- Build Trust
- Create Accountability
- Assemble Allies

DELIVERABLE

- Strategic Plan



FOCUSED CONVERSATIONS

share diverse perspectives in a diplomatic manner

- Structures clear dialogue and reflection
- Probes to the depth of a topic
- Encourages diversity of perspectives

CONSENSUS

group decisions that respect diverse perspectives, create joint resolve

- Individual participation is honored
- Engages all members
- Organizes ideas, decisions
- Reveals the consensus in large groups

Preparing for Group Work

Group 1

Police Service Model,
Community Engagement,
Department Budget, MOU

Group 2

Mental Health, Care7,
Victim Services,
Engagement with
Vulnerable Populations

Group 3

Policies, Laws and
Accountability

Group 4

Recruitment, Training,
Training Budget and DEI

Group 5

Data Analytics,
Performance Measures

Breakout Room Sign-up

Which working group would you like to be part of today?

Group 1
 Police Service Model,
 Community Engagement,
 Department Budget, MOU

Group 2
 Mental Health, Care7,
 Victim Services,
 Engagement with
 Vulnerable Populations

Group 3
 Policies, Laws and
 Accountability

Group 4
 Recruitment, Training,
 Training Budget and DEI

Group 5
 Data Analytics,
 Performance Measures

Michael Soto

Randy Perez

Dr. Raquel Gutierrez
 Janelle Wood
 Viridiana Hernandez
 Suzanne Durkin-Bighorn
 Rabbi Dean Shapiro
 Scribe
 Melody Elkin
 Jeffrey Glover
 Timekeeper
 Roy Tatem
 Public Minutes (City Staff)
 Brianne Fisher

Keisha Acton
 Sue Ringler
 Alana Chavez Langdon
 David Carey
 Jon Mulford
 Scribe
 Lauren Kuby
 Rob Ferraro
 Timekeeper
 Dr. Robbie Adler-Tapia
 Public Minutes (City Staff)
 Jonae Harrison

Pam Goronkin
 Rosa Inchausti
 Jacob Raiford
 Jacob Moore
 Scribe
 Mike Pooley
 Timekeeper
 Miriam Araya-BLM
 Public Minutes (City Staff)
 Judi Baumann

Hassan Elsaad
 Corey Woods
 Arlene Chin
 Dr. Shereen Lerner
 Kurt Mayer
 Timekeeper
 Andrew Ching
 Public Minutes (City Staff)
 Nikki Ripley

Patti Hibbeler
 Randy Keating
 Scribe
 Dave Humble
 Timekeeper
 Genevieve Vega
 Public Minutes (City Staff)
 Mark Willenburg

INSTRUCTIONS

1. Decide which thematic area you would like to work on today.
2. Determine if there is an empty space under the work group theme. If yes, step 3, if no, choose another theme.
3. Find your name (by first name alpha order) and move your sticky to an empty space within the theme group.



PUBLIC SAFETY ADVISORY TASK FORCE



Jeffrey Glover

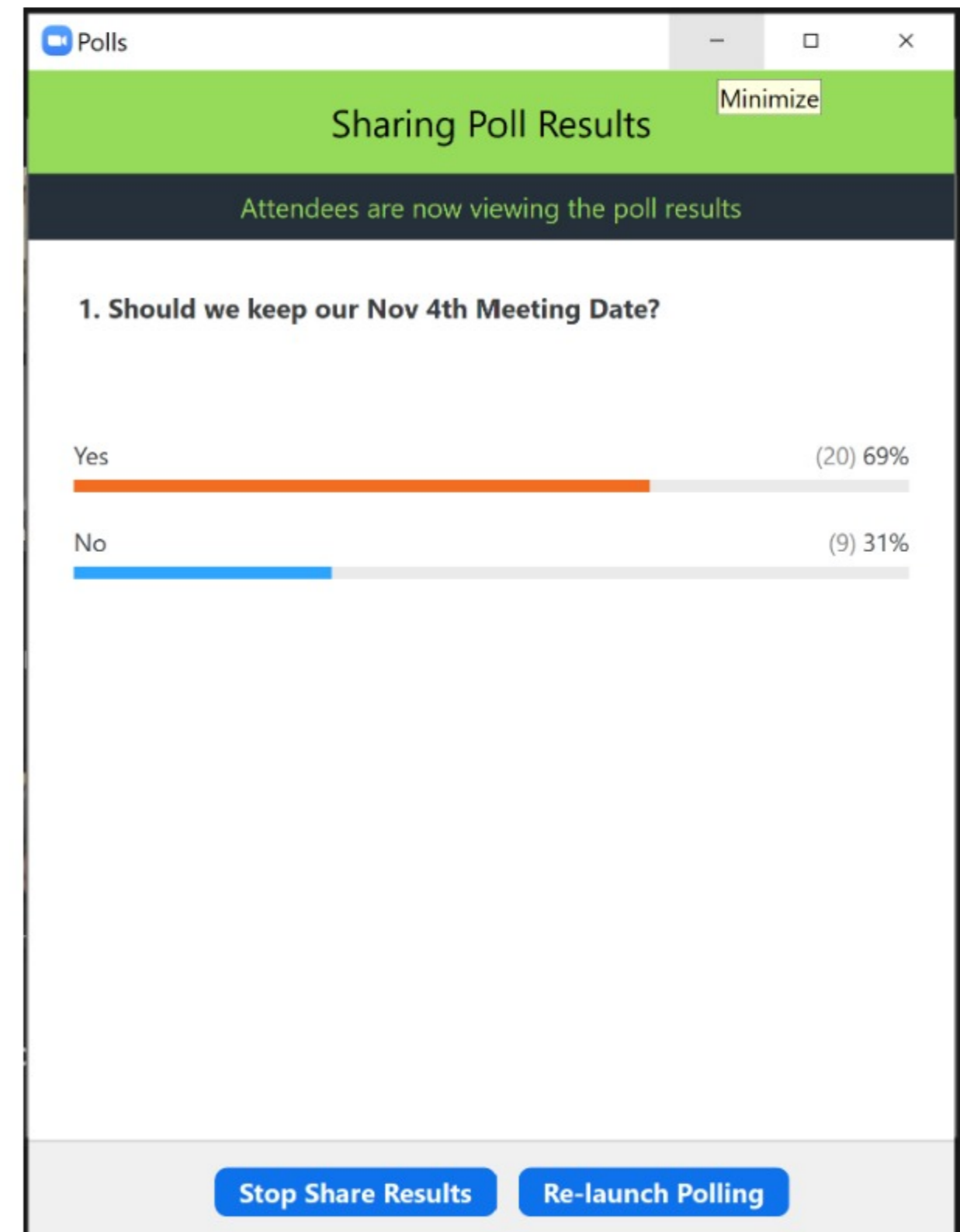
Interim Police Chief

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ZOOM POLL

In being responsive to members' comments, should we keep our November 4th meeting date?





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Please return in
5 minutes.



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Sign-up Reminder

Group 1

Police Service Model,
Community Engagement,
Department Budget, MOU

Dr. Raquel Gutierrez	Janelle Wood
Suzanne Durkin-Bighorn	Rabbi Dean Shapiro
Melody Elkin	Jeffrey Glover
Roy Tatem	Brianne Fisher

Group 2

Mental Health, Care7,
Victim Services,
Engagement with
Vulnerable Populations

Keisha Acton	Sue Ringler
Alana Chávez Langdon	David Carey
Lauren Kuby	Rob Ferraro
Dr. Robbie Adler-Tapia	Jonae Harrison

Group 3

Policies, Laws and
Accountability

Pam Goronkin	Rosa Inchausti
Jacob Raiford	Jacob Moore
Mike Pooley	
Miriam Araya-BLM	Judi Baumann

Group 4

Recruitment, Training,
Training Budget and DEI

Hassan Elsaad	Corey Woods
Arlene Chin	
Dr. Shereen Lerner	Kurt Mayer
Andrew Ching	Nikki Ripley

Group 5

Data Analytics,
Performance Measures

Patti Hibbeler	Randy Keating
	Dave Humble
Genevieve Vega	Mark Wittenburg

Purpose: SWOT Analysis

- Your Perspectives
- Community Voice
- Summary analysis - external and internal factors

What are our strengths and weaknesses and what are the opportunities and threats to community / police trust?

Individual Brainstorm

INSTRUCTIONS

1. Individually, answer these four question areas in regards to to your small group theme.
2. Take notes on a sheet of paper.
3. Try to come up with 2 to 3 per category.

Police Service Model,
Community Engagement, Department
Budget, MOU

Mental Health, Care7, Victim Services,
Engagement with Vulnerable
Populations

Policies, Laws and Accountability

Recruitment, Training, Training Budget
and DEI

Data Analytics, Performance Measures

STRENGTHS

- What have we built that we do not want to lose?
- What unique resources can we draw on?
- Where do we have real advantages and momentum?

OPPORTUNITIES

- What opportunities are open to us?
- What are ideas whose time has come?
- How can we turn our strengths into opportunities?

WEAKNESSES

- What are major organizational issues?
- Where do we have fewer resources?
- What do we and others in our community see as our weaknesses?

THREATS

- What could harm our community trust with police?
- What are others communities doing?
- What do our weaknesses expose to us?

Breakout Room Instructions

45
minutes



INSTRUCTIONS

1 min Find the workspace that corresponds to your zoom room number, and choose a

- **scribe,**
- **timekeeper,** and
- **reporter.**

3 min Quick introductions.

7 min [Optional] Review data and fact sheets.

Chose a quadrant to start with ...

3 min Each individual share one idea from your personal list

5 min Agree on and scribe 3-5 ideas that should inform our planning

Repeat for each quadrant.

Group 1

Police Service Model,
Community Engagement,
Department Budget, MOU

Group 2

Mental Health, Care7, Victim
Services, Engagement with
Vulnerable Populations

Group 3

Policies, Laws and
Accountability

Group 4

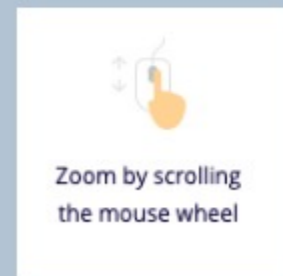
Recruitment, Training, Training
Budget and DEI

Group 5

Data Analytics,
Performance Measures

Data and Fact Sheets

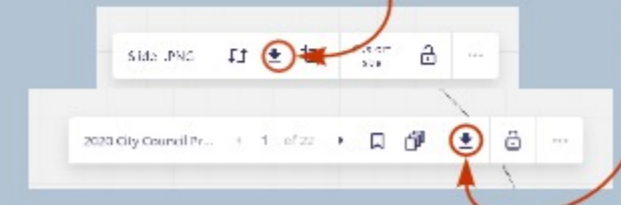
Factsheets are viewable in the board. However, if you would prefer to **download**, click on the image or document in the board until the toolbar pops up. On the toolbar there will be a download icon. Use this to download your own copy.



Zoom in to Read



Zoom by pinching
in and out



STRENGTHS

1 Agreed on
Idea per Sticky

3 to 5 Ideas per
quadrant /
category

WEAKNESSES

Idea

OPPORTUNITIES

Double click to
add idea to
sticky

THREATS

Idea

Group 1: Police Service Model, Community Engagement, Department Budget, MOU

INSTRUCTIONS

Opening:

3 min Quick introductions.

7 min [Optional] Review data and fact sheets.

SWOT Discussion

3 min Choose a starting quadrant and have each individual quickly share one idea from their personal brainstorm in that quadrant.

5 min Discuss and agree on 3-5 ideas / perspectives that should inform our planning. Have scribe write these into pre-provided stickies, 1 idea per sticky.

Repeat for remaining three quadrants .

Finally:

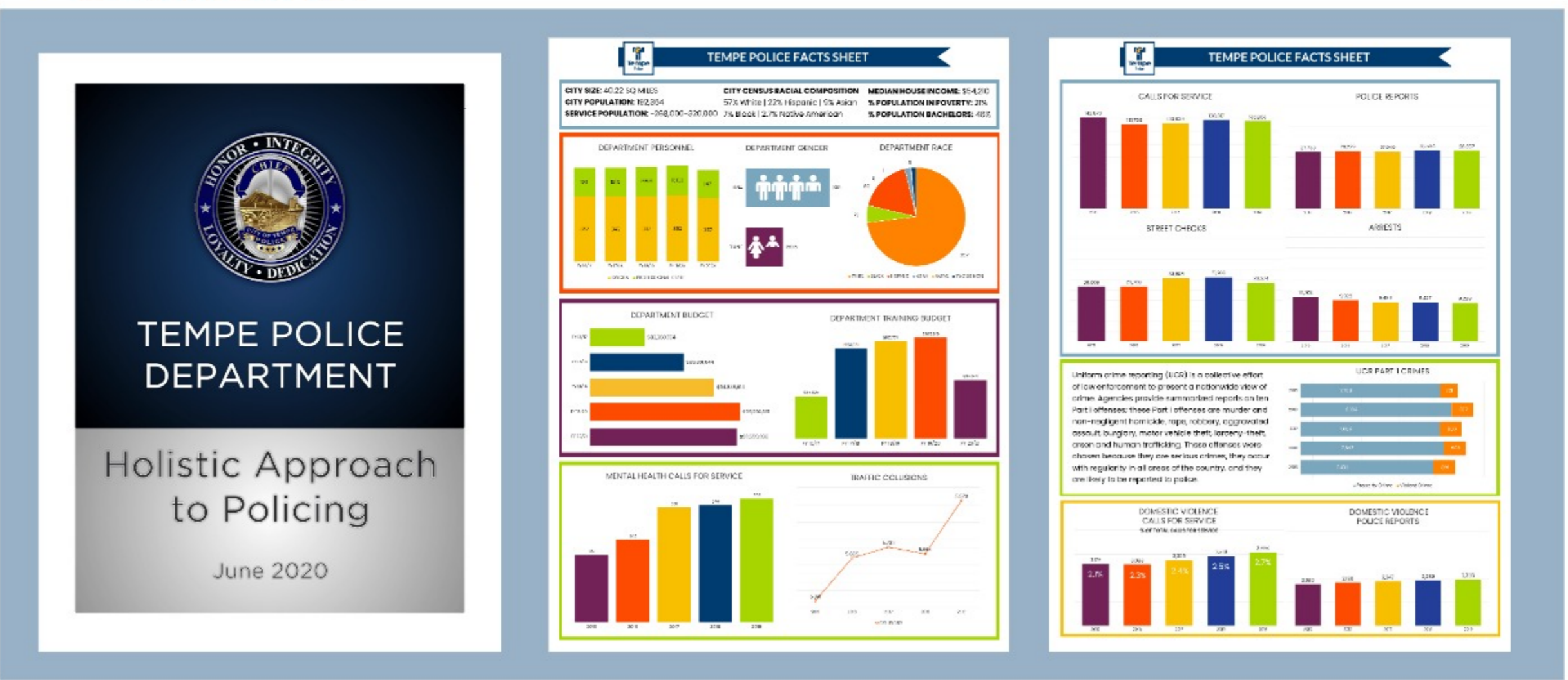
1 min Choose a **reporter** who will share one highlight from your conversation (after the break). *Stickies will be moved to reporting frame for you*

Some Questions and Comments that Informed this theme:

- "Is there a breakdown of Black, Latino sworn officers.? What percent of staff are women?(% female sworn officers/professional staff?)"
- "What are we willing to fund in relation to social / community services that we are now asking police officers to do?"

Please note in the information below:

- Some Department Demographics
- Calls for Service and Types



Group 2: Mental Health, Care7/Victim Services, Engagement with Vulnerable Populations

45 minutes 

INSTRUCTIONS

Opening:

3 min Quick introductions.

7 min [Optional] Review data and fact sheets.

SWOT Discussion

3 min Choose a starting quadrant and have each individual quickly share one idea from their personal brainstorm in that quadrant.

5 min Discuss and agree on 3-5 ideas / perspectives that should inform our planning. Have scribe write these into pre-provided stickies, 1 idea per sticky.

Repeat for remaining three quadrants.

Finally:

1 min Choose a reporter who will share one highlight from your conversation (after the break). *Stickies will be moved to reporting frame for you.*

Some Questions and Comments that Informed this theme:

- "What would it take to fund Tempe Care 7 to have fully trained professionals and not use mostly interns?"
- "Is it possible to expand Care7?" in light of the rising number of suicides, what mental wellness education/practices are mandated?

Please note in the information below:

- Mental Health and First Aid Training

Group 3: Policies, Laws and Accountability

INSTRUCTIONS

Opening:

3 min Quick introductions.

7 min [Optional] Review data and fact sheets.

SWOT Discussion

3 min Choose a starting quadrant and have each individual quickly share one idea from their personal brainstorm in that quadrant.

5 min Discuss and agree on 3-5 ideas / perspectives that should inform our planning. Have scribe write these into pre-provided stickies, 1 idea per sticky.

Repeat for remaining three quadrants.

Finally:

1 min Choose a reporter who will share one highlight from your conversation (after the break). *Stickies will be moved to reporting frame for you.*

Some Questions and Comments that Informed this theme:

- "Comparison between use of force and de-escalation training?"

Please note in the information below:

- De-escalation: Model of Command and Control
- Use of Force that Results in Serious Injury or Death

Group Members

- Pam Goronkin
- Rosa Inchausti
- Jacob Raiford
- Jacob Moore
- Scribe
- Mike Pooley
- Timekeeper
- Miriam Araya-BLM
- Public Minutes (City Staff)
- Judi Baumann

Group 4: Recruitment, Training, Training Budget and DEI

INSTRUCTIONS

Opening:

3 min Quick introductions.

7 min [Optional] Review data and fact sheets.

SWOT Discussion

3 min Choose a starting quadrant and have each individual quickly share one idea from their personal brainstorm in that quadrant.

5 min Discuss and agree on 3-5 ideas / perspectives that should inform our planning. Have scribe write these into pre-provided stickies, 1 idea per sticky.

Repeat for remaining three quadrants.

Finally:

1 min Choose a reporter who will share one highlight from your conversation (after the break). *Stickies will be moved to reporting frame for you.*

Some Questions and Comments that Informed this theme:

- "What would it take to fund Tempe Care 7 to have fully trained professionals and not use mostly interns? Is it possible to expand Care7?"
- "What is the City of Tempe's policy for Craig Tiger? Where is it written? How is it shared with Officers?"

Please note in the information below:

- Minimum Requirements for police employment
- Continuing Training (Behavioral Health, Dementia, Deaf Awareness)



TEMPE HIRING FACTS SHEET

DEPARTMENT HIRING NUMBERS

Year	Recruits	Resignations	Retirements	Transfers	Reinstatements
2016	100	10	5	2	1
2017	110	12	6	3	2
2018	120	15	8	4	3
2019	130	18	10	5	4
2020	140	20	12	6	5

REQUIREMENTS / DISQUALIFYING REQUIREMENTS - CRUCIAL OFFICER EMPLOYMENT

DISQUALIFYING REQUIREMENTS FOR POLICE OFFICER EMPLOYMENT

DISQUALIFYING REQUIREMENTS FOR POLICE OFFICER EMPLOYMENT

DISQUALIFYING REQUIREMENTS FOR POLICE OFFICER EMPLOYMENT

TRAINING

BASIC

- Pre-academy (2 weeks)
- Academy (34 weeks)
- Post-Academy (3 weeks)
- PFA (15 weeks) in RMI Training - Each taken by the PFA before the Training Job
- Probation (12 weeks)

PROFICIENCY - TRAINING ON TECHNIQUES, TOOLS AND EQUIPMENT OF POLICE WORK

- General fitness and firearms (light training, dry training, range training)
- Firearms skills on this job (live fire)
- Firearms and knife training
- Non-lethal (baton, taser) (live and dry training, live training, live training)
- Survival and self-defense (live and dry training, live training, live training)
- PFA (15 weeks) in RMI Training - Each taken by the PFA before the Training Job
- Technology (radio, computer, radio, radio)

CONTINUING - PROFESSIONAL DEVELOPMENT AND CURRENT FIELD TRAINING

- Recruit training (30 days) (live and dry training)
- Live and dry training (live and dry training, live training, live training)
- Live and dry training (live and dry training, live training, live training)
- Live and dry training (live and dry training, live training, live training)
- Live and dry training (live and dry training, live training, live training)

ADDITIONAL

- Supervisory training (live and dry training, live training, live training)
- Live and dry training (live and dry training, live training, live training)
- Live and dry training (live and dry training, live training, live training)
- Live and dry training (live and dry training, live training, live training)
- Live and dry training (live and dry training, live training, live training)

TRAINING

2016 (100 HOURS) (PROFICIENCY 6 HOURS)

2017 (110 HOURS) (PROFICIENCY 6 HOURS)

2018 (120 HOURS) (PROFICIENCY 6 HOURS)

2019 (130 HOURS) (PROFICIENCY 6 HOURS)

2020 (140 HOURS) (PROFICIENCY 6 HOURS)

STRENGTHS

police as partner in process

Compensation and benefits package

continuing interest-recruits

competitive/selective process

community relations for recruitment

OPPORTUNITIES

increase diversity/broaden our candidate pool

implicit bias testing

review recruitment process and data about candidate pool

identify ways to better prepare candidates in the recruitment pool

partnerships with other cities/ASU

training modified by current trends

WEAKNESSES

general curriculum; outside training

getting at implicit bias

inability to have our own training standards

automatic disqualifiers of AZ POST

can't embed Tempe culture into training

what is demographic of our pool? who are we disqualifying?

THREATS

Money/budget

External perception issues

Internal concerns about change

Transparency

How to continue to attract quality recruits

Group Members

Hassan Elsaad

Corey Woods

Arlene Chin

Scribe

Dr. Shereen Lerner

Kurt Mayer

Timekeeper

Andrew Ching

Public Minutes (Cit)

Nikki Ripley

Group 5: Data Analytics, Performance Measures

INSTRUCTIONS

Opening:

3 min Quick introductions.

7 min [Optional] Review data and fact sheets.

SWOT Discussion

3 min Choose a starting quadrant and have each individual quickly share one idea from their personal brainstorm in that quadrant.

5 min Discuss and agree on 3-5 ideas / perspectives that should inform our planning. Have scribe write these into pre-provided stickies, 1 idea per sticky.

Repeat for remaining three quadrants.

Finally:

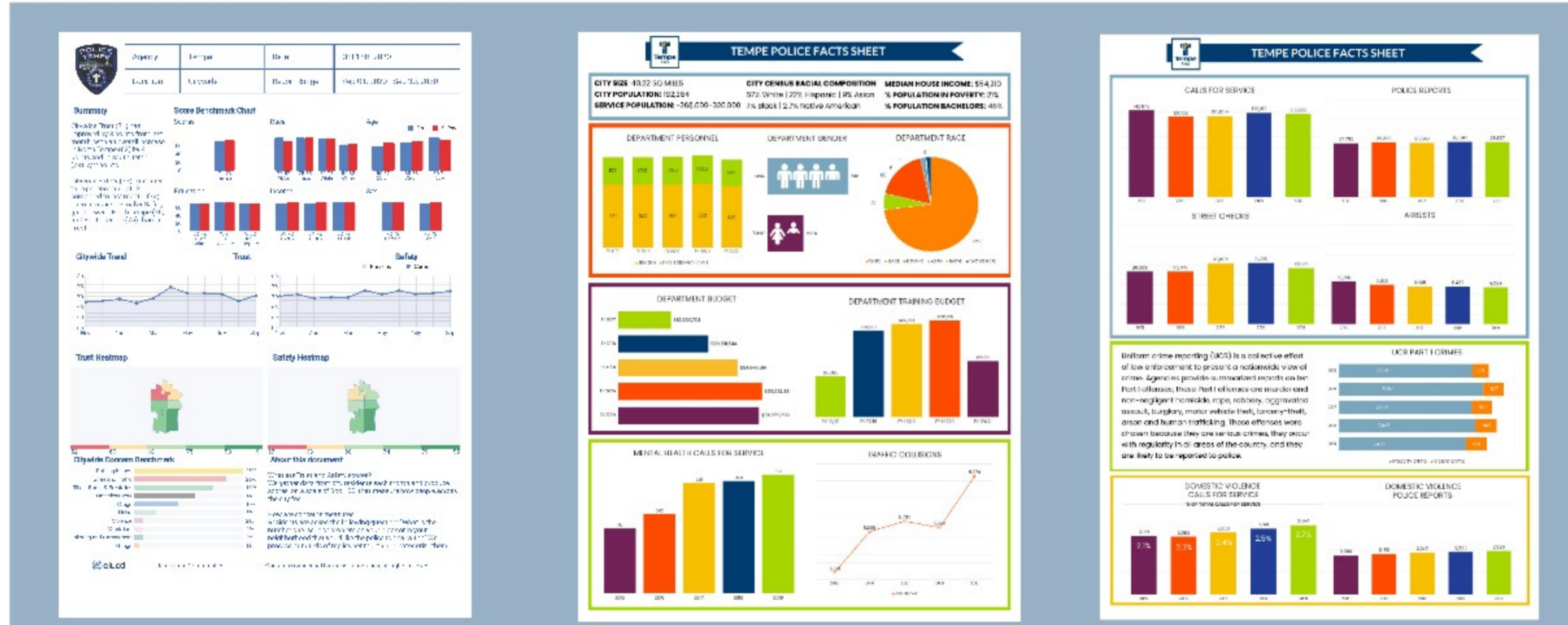
1 min Choose a reporter who will share one highlight from your conversation (after the break). *Stickies will be moved to reporting frame for you.*

Some Questions and Comments that Informed this theme:

- "How was this information broken down based off demographics. Disaggregate the data?"
- "Can we see heat maps of types of crime by zip code and/or neighborhoods throughout the city?"

Please note in the information below:

- Police Trust Score Performance Measure
- Domestic Violence Calls for Service



STRENGTHS

- Clearly a moment where the political environment where reforms are possible
- Open Tempe Data Academy
- Ahead of other cities
- Willingness to change
- Culture of data in the City
- Activity level
- Crime data collected
- Spark Unit tech has a good analytical unit
- Well defined open data policy and process for publishing data
- Acceleration model - departmental analysis of acceleration for goal attainment and budget planning. Aligned to priorities.

WEAKNESSES

- Demographic data availability (by hand today)
- Data transparency - what gets published and how is that determined?
- Cost and lag time on improving data collection
- Incomplete Data
- Not timely
- Missing outcomes
- Automation for real-time results

OPPORTUNITIES

- Show progress
- Document mitigation plan
- Measure Success
- Predictive Analytics
- Better data will lead to better policy over time
- Use of force data for public awareness
- Share data and information to help frame solutions
- Use data to drive Police policy
- COVID lessened opportunity to speak to the community
- Potentially refocus performance measures to prioritize efforts in PD
- Ensure we're appropriately framing the problem so a data solution can be implemented - to help move to the next level of data collection and reporting

THREATS

- Not being able to reach consensus that data collection is a very important part of this process
- Lack of transparency
- Dismissive to plan
- Culture Change
- Willingness to Change
- If people believe PD is not transparent/hiding or manipulating data
- Bias in collecting the data
- Difficulty providing context to the data
- Cost to invest in and implement a solution

Group Members

- Patti Hibbeler
- Randy Keating
- Scribe
- Dave Humble
- Timekeeper
- Genevieve Vega
- Public Minutes (City Staff)
- Mark Wittenburg



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Please return in
7 minutes.



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One Reporter from Each Group:

Please share *one* thing you appreciated about your conversation.

(We will read through your group's SWOT answers in the next frame)

Report Out: Strengths

New Leadership

Willingness to include community who has been most negatively impacted and previously excluded

Strong Desire to Change by Community / Police / City Leaders

Care7: already doing good in services

Community: willing to do the work and cares

police as partner in process

Compensation and benefits package offered to Police

continuing interest-recruits

competitive/selective process

community relations for recruitment

Clearly a moment where the political environment where reforms are possible

Open Tempe Data Academy
Ahead of other cities
Willingness to change

Culture of data in the City

Activity level
Crime data collected
Spark Unit tech has a good analytical unit

Well defined open data policy and process for publishing data

Acceleration model - departmental analysis of acceleration for goal attainment and budget planning. Aligned to priorities.

Open line of communication between Community and TPD, allowing information regarding reasonable and actionable changes

Working directly with elected officials.

Citizen Review Panel exists

Care 7

Tempe acknowledges the need to be inclusive with the Black and Brown Community

INSTRUCTION: Place your dot on the 'strength' we best can build on to improve community trust with police.

Notes:

- Questions about language of "black and brown" communities, needing clarifier of 'vulnerable' populations.
- How do we know we have a good benefits package for Police? Benchmark ourselves in comparison to other cities - at one point we were highest starting salary in E Valley. Also competitive with other agencies. Including tuition reimbursement and health care.
- How do we benchmark in training dollars?

Report Out: Weaknesses

Lack of transparency related to holding police accountability

Lack of public acknowledgment about the other dimensions of public safety other than policing

Funding priorities - the militarization of policing

Lack of true accountability for excessive force and racial profiling.

Lack of up to date data on arrest/use of force on black and brown subjects

Lack of transparency i negotiation of MOU with Union

Demographic data availability (by hand today)

Data transparency - what gets published and how is that determined?

Cost and lag time on improving data collection

White fragility

Lack of acknowledging the role of structural racism

Use of force reform regarding language such as "reasonable belief" and "if there is time".

Insufficient funds for mental health response

Incomplete Data
Not timely
Missing outcomes

Automation for real-time results

Disproportionate funding priorities

Lack of transparency in MOU process

Funding: lack of funding or funding that can be collaborated with other de

general curriculum; outside training

getting at implicit bias

inability to have our own training standards

A sense of a lack of accountability/timely communications

Dispatch: dispatch associated with police but not all police calls; needs to be independent

Data: needs to be available and updated

automatic disqualifiers of AZ POST

can't embed Tempe culture into training

what is demographic of our pool? who are we disqualifying?

INSTRUCTION: Place your dot on the 'weakness' that could derail our efforts if we don't pay attention to it.

Notes:
Comments or questions?

Report Out: Opportunities

Understand public process of MOU and budget

Hear From a Broader Community

Business outreach and collaboration

Immediately implement best practices

Care 7: expanded models

Decoupling Care 7 from the police completely

Create a safe and supportive environment for communities of color/marginalized communities

Creating a model for other Police Septs

Involve reps from the Equity in Action group

Acknowledging trauma - police AND community

Focus needs to be driven directly to those needing services

Opportunity to reframe responsibilities of TPD to prevent issues with officers lacking training in vital areas..

Opportunity to look into TPD using excessive force to suppress peaceful protests.

reframe the responsibilities of officers

increase diversity/broaden our candidate pool

identify ways to better prepare candidates in the recruitment pool

Opportunity to ensure the Police Panel is given full powers and independent of TPD.

Opportunity for public engagement

implicit bias testing

partnerships with other cities/ASU

training modified by current trends

Show progress
Document mitigation plan
Measure Success
Predictive Analytics

Share data and information to help frame solutions

Ensure we're appropriately framing the problem so a data solution can be implemented - to help move to the next level of data collection and reporting

review recruitment process and data about candidate pool

COVID lessened opportunity to speak to the community

Use of force data for public awareness

Use data to drive Police policy

Potentially refocus performance measures to prioritize efforts in PD

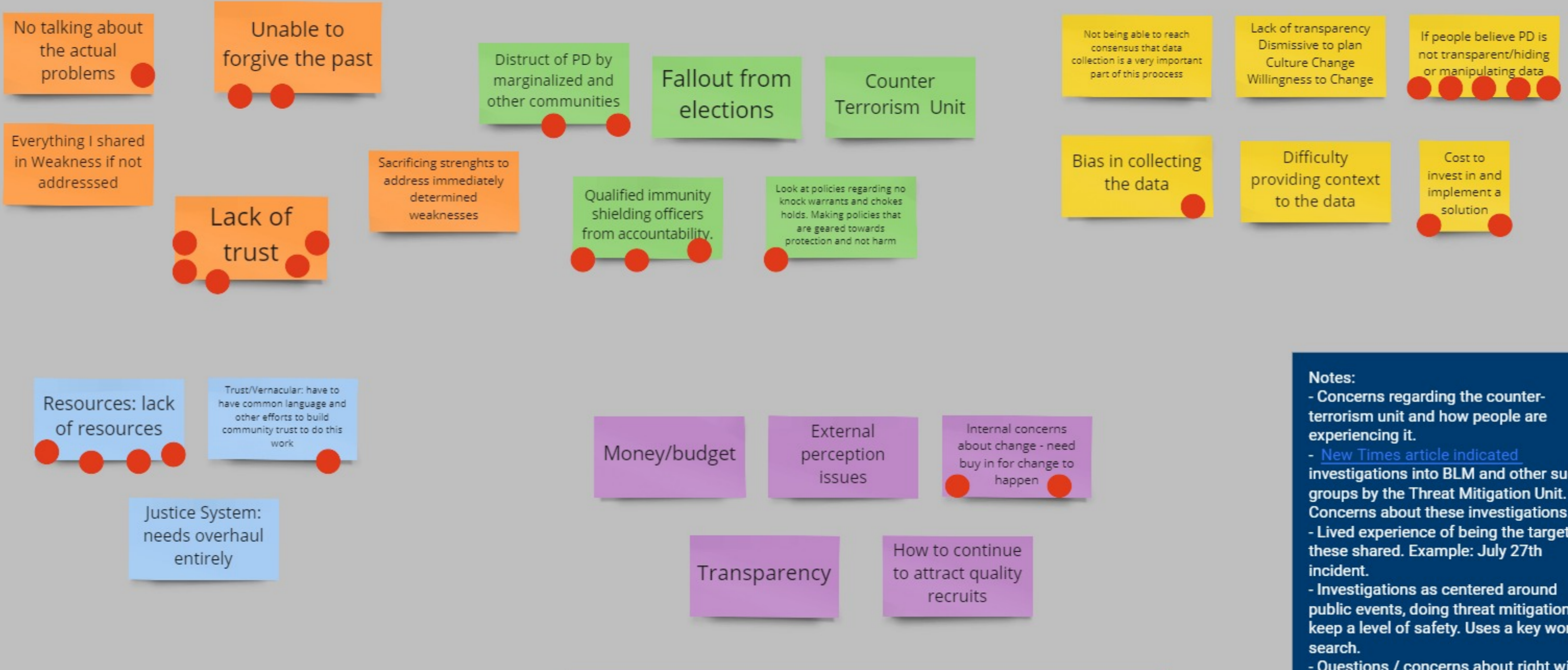
Better data will lead to better policy over time

INSTRUCTION: Place your dot on the 'opportunities' we might leverage to for community trust in police.

Notes:

- Wider spread of dots, more variety of opportunities to pursue.
- The power of "better" data.
- What makes data "better"?
- Idea of reframing responsibilities, and what is the responsibility of Care7, may result in different responses for officers.

Report Out: Threats



INSTRUCTION: Place your dot on the 'threat' that demand our focus in our planning?

Notes:

- Concerns regarding the counter-terrorism unit and how people are experiencing it.
- [New Times article indicated](#) investigations into BLM and other such groups by the Threat Mitigation Unit. Concerns about these investigations.
- Lived experience of being the target of these shared. Example: July 27th incident.
- Investigations as centered around public events, doing threat mitigation, keep a level of safety. Uses a key word search.
- Questions / concerns about right wing groups NOT being surveilled.

What further understandings do we want to seek out before describing what success looks like in our next session?

Further Understanding Needed On

- Are we all working from the place that there are a lot of problems, and we are coming together to solve the disproportionate brutalization of black, brown and indigenous people. Are we centering that experience and trying to make sure that police violence from Tempe no longer exists.
- How is decision making happening and what is the process that we are engaging in?
- How to ensure there is space to share direct stories.
- How to have muscle on handling resistance within City Staff, and the ability to move through discomfort.
- Need further agreement on group norms, and how we talk about things. How do we disagree and how do we come to consensus.
- Clarity on the core problem that we are here to solve together. What are our parameters? How can we put things on the table? How do we measure effectiveness of recommendations? How do we hold people accountable to recommendations?
- What's the baseline for what we can agree on, and what are the buckets of change that we are working in.

Additional notes:

- Appreciation for the candid and open conversations. Direct experience and direct questions.
- Need to come to this conversation willing to be challenged and willing to be made uncomfortable, recognizing the legitimate concerns shared and being willing to address these.
- Potential for exponentially moving us forward and build relationship, as well as to blow up in our faces.
- Given different lived experiences, agreeing that we recognize the need for change.
- Recognizing that there is a lot of work to do, a lot to be unpacked, and the need for some processes that will move us forward to accomplish this.

Questions Pad

Use a post-it to drop any questions you have here.

Will you be engaging volunteers on the committee to help craft future agenda's and to further inform the process?- RDG

In reference to Expenses, where do settlements and lawsuits fall in the budget?

Agree that we need data on use of force/arrests/complaints with TPD. Also claims against the city for same, especially how much such claims have cost Tempe over the last decade.

Technical Questions - do the open meetings law apply this group - participants meeting outside of this group

Recommendation: If we are hear to discuss how the city and PD can do a better job of working with and supporting the most impacted members of the community, there needs to be space for the community to discuss their lived experiences for those who do not have that same frame of reference...HOW can we make space for that in the next meeting?

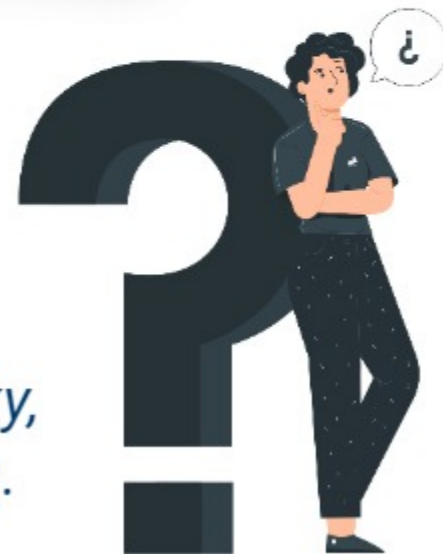
can we create a "portrait of Tempe PD"? A mosaic, including a range of experience, understanding, and data that, to a certain extent, describes the organization we're considering?

Other than the public comment section of our meetings, will there be any other public outreach prior to a plan being submitted?

PD needs to explain why you might have to do what you do. I think there is a great deal of misinformation about policing.

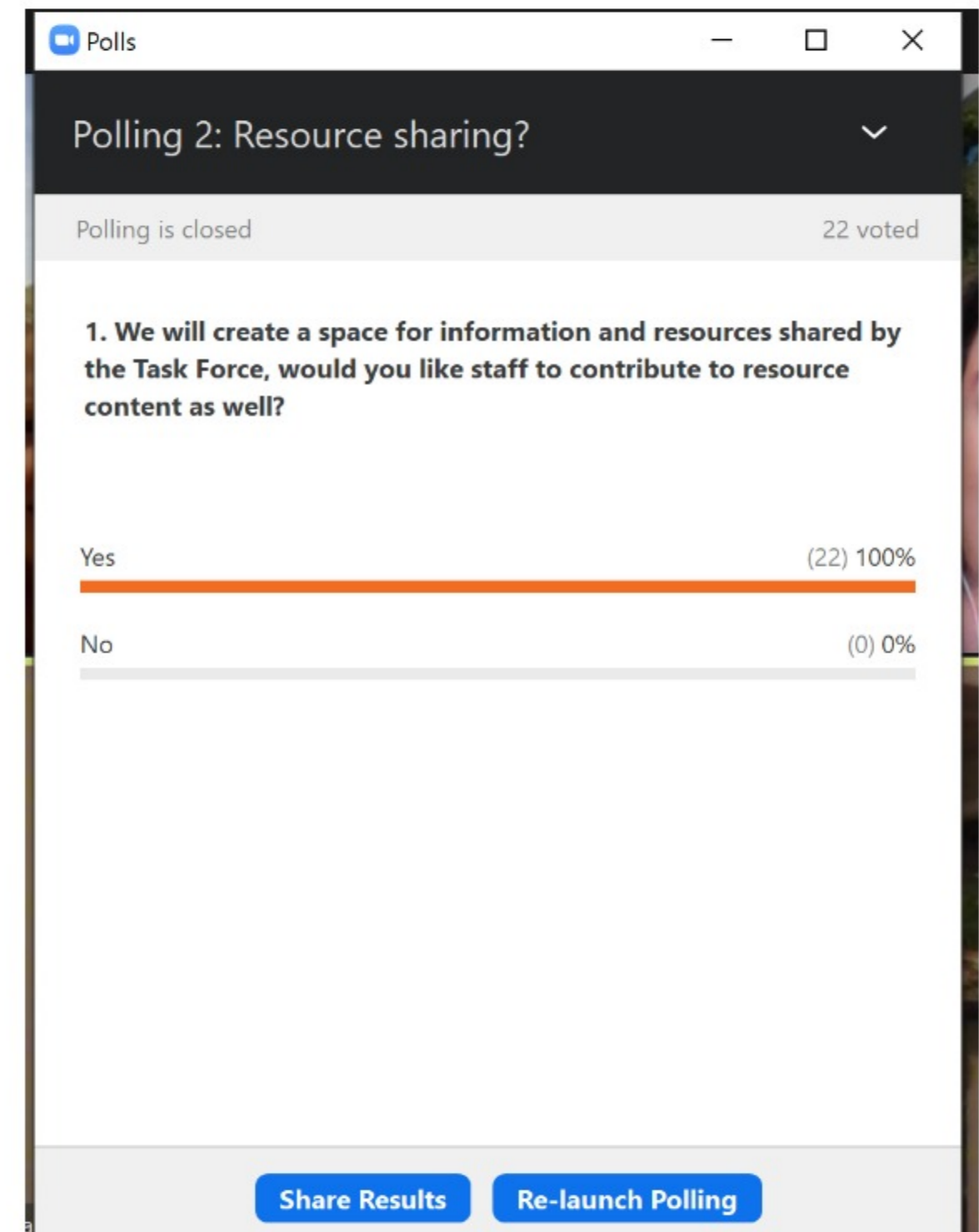


Please use this space to share lingering questions by adding a sticky, and someone will respond to each question before the next session.



ZOOM POLL

In preparing a shared space for information and resources for the task force, would you like staff to contribute to the resources content?





PUBLIC SAFETY ADVISORY TASK FORCE

Rosa Inchausti

Director, Strategic Management & Diversity Office

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PUBLIC SAFETY ADVISORY TASK FORCE

A photograph of the City of Tempe skyline at sunset. The sky is a mix of orange and purple. In the foreground, a large, multi-arched bridge spans across the frame. In the background, several modern buildings are visible, including a prominent one with a curved facade. The overall scene is illuminated by the warm light of the setting sun.

**Corey D. Woods
Mayor**

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