10/28/20 Public Safety Advisory Task Force Breakout Group Meeting Minutes

Strength, weaknesses, opportunities and threats to the community and police trust; based on personal perspectives from lived experiences and the communities that represent

Individually answer in regards to the specific theme; come up with 2-3 answers per area

SWOT Prompt Questions:

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?

Weaknesses:

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

Opportunities:

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

Threats:

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

Instructions (per Miro):

1 min – choose scribe, timekeeper, reporter

3 min – quick introductions

7 min (optional) – review data and fact sheets

Each 3min share one idea from personal list

5 min – agree on and scribe 3-5 ideas that should inform planning

Breakout Group 1: Police Service Model, Community Engagement, Department Budget, MOU
Members: Dr. Raquel Gutierrez, Janelle Wood, Viridiana Hernandez, Suzanne Durkin-Bighorn, Rabbi Dean Shapiro, Melody Elkin (scribe), Jeffrey Glover, Roy Tatem (time keeper) , Brianne Fisher (minutes)

Notes/Public Record:

Intro

Melody: small business owner perspective

Suzanne: community member, good interactions with PD, a sense that different zipcodes have different experiences and explore why

Wydale: Provides clarity of the process. Asks that the small group discuss and come to a consensus on 3-5 sticky notes to report out on.

Raquel: Asks that the sticky notes that do not get forwarded to the larger group still be noted to ensure all ideas are captured.

Wydale: Confirms that all sticky notes will live on the Miro board for everyone to access.

Raquel: Introduces herself as a facilitator and consultant within the community and her goals to around building process towards equity.

Roy: President of NAACP and an individual that wears many hats. I have worked closely with the Police and joined this breakout group because I believe the budget, budget cuts and budget reallocation is imperative to this discussion and potential change.

Janelle: Black Mothers Forum have done a lot of work with a lot of communities and school districts working with families of individuals who have been harmed by police departments.

Dean: Local Rabbi at Tempe Emanuel

Viri: Podar in Action and wanted to be in this breakout session because I wanted to talk about the lack of accountability and transparency and see if there is an opportunity to solve these issues.

Jeffery: Chief of Police and I am hear to listen and absorb, I appreciate being a part of this and the willingness to have community members engage in this conversation.

Strengths

Roy: We have new leadership in both the Mayor and Chief and I personally have had a history of working together and I believe these new people in this role is a strength.

Janelle: Strengths is a willingness to include that community in this conversation.

Dean: The professionalism in which the PD has taken our synagogue seriously, whenever a threat or a concern, I fee like they are responsive partners.

Questions were brought up for clarification purpose.

Dean: Are we saying there is a strong desire to change or saying there is a strong desire to improve?

Roy: I put strong desire to change because I've seen some things behind the scene and I've seen people die that shouldn't be dead.

Dean seeks further clarification: Tempe PD wants to change or the community wants change in the department?

Roy: IN conversations with Corey and Jeff – they are on the same page when it comes to willingness to change things within the Department.

Viri: I think we can add to that sticky note strong desire for change by the police and city staff.

Melody: I don't think its possible to speak for the community in its entirety since we are speaking from our own perspectives. I have drafted – Strong desire to change from community, policy and city leaders.

Suzanne: I'm not sure if community belongs in there.

Conversation took place about community being included in the sticky note.

Consensus landed on the sticky including "strong desire to change by community, police and city leadership."

Raquel: Can we better define "community" when we include it in strengths portion because community to me is those who have been most negatively impacted by the police.

Melody: Why is it that it should be the most negatively impacted?

Discussion about how to define community including who the conversation is centered on and the goals of this task force being centered on the larger community or those negatively impacted by incidents with the police.

Viri: I would ike to seek clarification in on the sticky note that says professionalism.

Viri: It seems to be that there is a willingness to bring the community in. SO the strength is to include the community that is most directly impacted.

Janelle: We already have the community involved, but the strength here is the concerted effort to bring in voices to these conversations and this space that have been impacted.

Dean: My understand of a SWOT is that strengths are internal, and opportunities are exterior. So to me, the strength is the City and PD being willing to bring in other groups and the opportunity is the community being willing to come to the table.

Weakness

Janelle: A sense of a lack of accountability and timely communities. While there might be some accountability going on, but that might not be seen by the community.

Suzanne: Telling stories, by those that have been negatively impacted and those not known. I have experiences with the PD and others in the community do which is why we need to have more broad

conversations here. I think a weakness is there is a need for stronger story telling. I think this is in line with transparency.

Roy: Process and transparency is important to talk to. The broader community is not willing to meet with the PD. Two years ago, Jeff when he was a commander came to a cookout for Black History Month.

Viri: I see communication regarding process as a challenge.

Suzanne: I think communication and transparency is two different things. How the stories are told versus the report or investigation really come out. The Public Information Officer and how they report things can be a weakness especially if it leads to misleading communication which leads to mistrust.

Group comes to consensus on a sticky note in weakness quadrant on misleading communication to the community and combating a bias narrative.

Opportunity

Janelle: Create a safe and supportive environment for people of color.

Melody: An opportunity is then to engage other communities that have been previously excluded.

Consensus around Melody's sticky note.

Viri: I would like to see budget and the MOU process as listed in an opportunity section.

Threats

Janelle: Lack of trust and when you don't have trust it will be a threat to the work

Roy: The ability to forgive – both community and police officers. Both have seen amazing things and we have to be able to discuss the trauma in an informed discussion before making real progress.

Breakout Group 2: Mental Health, Care7, Victim Services, Engagement with Vulnerable Population
Members: Keisha Acton/Miriam Araya, Sue Ringler, Alana Chavez-Langdon, David Carey, Jon Mulford, Sue Ringler (Scribe, Lauren Kuby sick), Dr Robbie Adler-Tapia (Timekeeper), Rob Ferraro (SME)

Notes/Public Record:

<u>Intro</u>

Rob: job is to listen, focus is on mental health, CIT, can answer questions; dispatch, how to direct calls

Sue: TCAA manager of homeless services, was also psych nurse and worked with homeless population

David: Ability 360 as advocate with disability and mental health

Jon: no intro

Robbie: psychologist since 88; was firefighter EMT before nursing and psych; work with child welfare; trauma specialist; was part of creation of Craig Tiger Act and works with first responders; also has book; trained CIT husband started precursor for Care 7, immigrant and on HRC

Keisha Acton: BLM Phx Metro; represent community needs and discuss community investment; Sarra Tekola: BLM Phx Metro; working with Tempe PD since Hollins killing; done surveys and reached out to unsheltered community in Tempe to see how being treated – not happy with results and that's why here

Alana: chose group because undergrad in intercultural organization; studied multicultural social anthropology; long interest in culture and what makes communities who they are; get cultures and communities to understand each other and why can't communicate with each other – not just cultural norms but be relatable; want to study the differences and understanding each other (even how talk to each other, let alone different power structures); still long way to go to have communities understand each other; have 10-year old son in Kyrene district on autistic spectrum – active on parent council; when comes to responding to those on autistic spectrum, need different way to respond especially if don't know how to deal with them

LEGEND: <mark>Group consensus</mark>

<u>Strengths</u>

Robbie: been with <mark>Care7</mark> since 96; it's been incredible but needs to be expanded; other cities (ie. Scottsdale) have MA level counselors dispatched with PD; want to see Tempe Social Services expanded – seen in shrink

Sue: <mark>community is</mark> a strength; have community that historically cares enough about each other that want to look at this and see better solutions than have seen in the past; unique resources with Care 7 and TCAA development over time is unique way to serve those experiencing homelessness, mental health and addiction issues; core services have ability to be resource

David: been in Tempe since 92; with respect to disability community, city is proactive in working with them; progressive over years and tend to be good listeners and do the right thing; progressive city that can make

Sarra/Keisha: not much that have here without caveats; happy that Care 7 exists and is innovative; unhappy that coupled with police; could be strengthen if decoupled with police

Alana: city planted right seeds – has great starts (outlets for disability through mayor's office and social service orgs (ie. TCAA nd TCC with nonprofit orgs dedicated to these populations/communities like mental health); opportunity for more education/partnership/training with PD as well as community engagement for officers to get better understanding of communities when outside of job = sensitizing officers and getting them accustomed to engaging with special needs communities; need greater emphasis and opportunity for multicultural training and intercultural communication

Kuby: lots of nonprofits in the area in addition to Care 7; but funding can't keep up with increasing needs; Care 7 immediately interacts but associated with the police so can hurt the family; 60% of officer are CIT

Jon: care 7 and expansion of care 7 – not yet seen them in action until last weekend

Weakness

Kuby: No victim advocacy center for city that size; CIT trained should be 100%; need dispatch independent of police for buy-in and trust

Alana: lack of funding for expanding ideas and the need to increase capacity of understanding across the board and community and police

Sarra/Keisha: bad racial disparities; 2014 data said Tempe had more disparities than Ferguson; Chief removed but Tempe saying data not correct; need correct and up-to date data on racial disparities; courts and jails are primarily BI; addressed through tokenization – doesn't matter if black chief; what matters is how black people who have no title are treated; Tempe terrible to homeless population – get woken in middle of night and told have to go but Tempe has no homeless shelters and buses aren't running; Use of Force policy says de-escalation if have time or reasonable belief = problem with caveats that let them get away – need better laws; Tempe most violent police force for activists and BLM protests with no de-escalation tactic; no police liaison for community to community with

David: don't have all details so try to be fair to officers and see what they have; don't want ot come to conclusion before know what they're training is

Sue: independent dispatch center so not everything is police

Robbie: communication and information misunderstanding

Jon: homelessness needs to be addressed in different matter; community needs to be aware of what agencies exist to help people and way for police to communicate to community wahat exist

Opportunity

Jon: strengthen police capability to deal with non-police issues; examine scoreboard of things the police respond to and take opportunity to figure out how doing differently

Alana: segment deescalated responses to nonviolent community needs, especially nonviolent; response strike team that consists of community partners and professionals to be called on; mechanism to filter to comm org that should respond

Keisha/Sarra: decoupling care 7 and first responders in general from the police; another number to call or separate institution ; Maricopa County wait time is 3-4 hours

> Rob: Maricopa County

Robbie: Care 7 staffed by intern but need more training for high level issues; better staff and training with own hotline; focus on on how Care 7 is enacted to make it better

David: bringing task force together shows there's opportunity = itself an opportunity to have dialogue to make task force effective

Sue: build on already good system and community services, giving them the focus to get to them directly

Kuby: CAHOOTS as model for expanding Care 7

Threats

Kuby: departments have to compete with other departments on supplemental funding – breakdown siloes for common operations

David: lack of resources because of COVID, individuals entrenched in their own thinking and don't want to accept change

Sue: doing nothing things will get worse

Keisha/Sarra: community trust – Tempe making national headlines for police brutality; until stop brutalizing POCs and terrorizing Homeless populations; appropriately fund mental health

Alana: discomfort with change

Robbie: not shared vernacular; laws must be changed by citizens not police; change juvenile correction system

Jon: expansion of homelessness and mental problems; not being able to recognize growth in those areas because don't respond to it adequately; continued

Breakout Group 3: Policies, Laws, and Accountability
Members: Jacob Moore, Jacob Raiford, Asst. Chief Mike Pooley, Asst. Chief Sherry Burlingame, Pam Goronkin, Rosa Inchausti Director of SMDO, BLM Phoenix Metro (initially Keisha Acton and Sarra Takola, replaced by Phyllis Tyson, Miriam Hurriah, and Tatiana Hassan), and Judi Baumann. Visited by Facilitator Wydale Holmes.

Notes/Public Record:

Intro

AC Pooley: Asst. Tempe Police Chief. Here to get the group's thoughts and ideas on Tempe Police Department, and on laws and accountability. Here to listen, support and answer questions.

5:07 p.m. BLM members going to Group 2. 5:13 p.m. BLM members Tyson, Hurriah and Hasson arrived.

Moore: Associate Vice President of Tribal Relations at Arizona State University. Consultant and facilitator, as well as liaison for tribal relations. Agreed to act as Group 3 facilitator/moderator.

Raiford: with W.E. Rising Project. Facilitates nationwide protests and joined this Group in part to ask why policies are not upheld. Agreed to act as Group 3 spokesperson.

Goronkin: Former Tempe City Councilmember, former President and Executive Director of the Downtown Tempe Community, and served the Working Group on Finance and Diversity. Joined Group 3 to review laws and policies to guide and lobby for change. Agreed to serve as Group 3 scribe.

Inchausti: Director of Strategic Management and Diversity for the City of Tempe. Here to listen and support the members of the PSATF. Intends for this not be a staff-led discussion.

Baumann: City Attorney for the City of Tempe. Here to listen and support the members of the PSATF.

AC Burlingame: Asst. Tempe Police Chief. With Tempe for approximately one year. Oversees the Professional Standards Bureau and has 24 years in law enforcement.

Tyson, BLM Phx Metro: coming together to discuss reasonable and actionable changes in Tempe.

Strengths

Raiford: two organizations in the room that are already responsive to the Black and Brown communities. Already engage in community outreach. Looking for the ability to draw the temperature of the community and how they conduct themselves.

Moore: support from elected officials and organizational support. We have an engaged community.

Goronkin: Citizens' Review Panel; Care 7, which performs crisis counseling and goes on calls with Tempe Police Department and Tempe Fire Medical Rescue.

Tyson: Coming together to work toward resolution and change, or get from step one to steps two and three for long term changes in Tempe.

Discussion was held with regard to combining seven strengths listed to five. Also, on use of marginalized community in addition to describing serving the Black and Brown communities.

Consensus around: Grassroots advocacy and participation/community engagement that is inclusive to the Black and Brown, and marginalized communities; support from elected officials; Citizens' Review Panel; Care 7; Reasonable and actionable change to open lines of communication with the Tempe Police Department.

Weakness

Raiford: lack of true accountability for use of excessive force and profiling.

Tyson: lack of extensive training on use of force, and narrative such as use of terms, "reasonable belief". Also needs up to date statistics on arrests of Black and Brown people, referencing data from 2014.

Moore: national mood and discourse; current state of the nation due to upcoming election.

Goronkin: negotiation of Tempe Police Memorandum of Understanding (MOU) is a secret process and lacks transparency. The Tempe Officers' Association funds and supports candidates and is political. There are not enough funds for Care 7 and mental health.

Tyson: would like marginalized to be used with reference to the Black and Brown communities, as it should include marginalized persons and LGBTQ and transgender persons.

Group gave consensus.

Opportunities

Raiford: reframe response to the Officers' Bill of Rights, prevent issues like overburdened officers by offering training in vital areas. Include community focus groups instead of involving the police department itself. Assist PD with the inability to assess situations they are dispatched to.

Goronkin: properly train officers who are sent into situations for specific subject matters, such as drug related or mental health issues.

Moore: what we are doing now; opportunity for public engagement. Create a better approach.

Goronkin: expand the role of Care 7.

Tyson: independent facility for reviewing police actions. Reframe the role of the Citizens' Review Panel outside of the Police Department and provide it more authority and power. Would give the Citizens' Review Panel investigative powers like the City of Phoenix model as well as the power to administer oaths. Also, would like a separate city office for review, such as the Office of Accountability under the Phoenix model.

Group gave consensus.

Threats

Goronkin: community generalized sense of distrust of police as well as from the marginalized communities. Also, laws such as qualified immunity and the police officers' Bill of Rights, threaten the ability to make changes.

Raiford: counterterrorism unit is a threat to the Black and Brown communities and to other organizations. This unit makes those persons in certain organizations feel unsafe.

Goronkin: other communities have taken action such as banning chokeholds and no-knock warrants.

Tyson: police should protect society versus looking at what is done to society.

Moore: fallout from the election. The community and PD's response can be healing or bring us farther apart.

Group gave consensus.

Return to main session at 5:58 p.m.

Breakout Group 4: Recruitment, Training, Training Budget, Diversity, Equity & Inclusion

Participants: Mayor Corey Woods (reporter); Arlene Chin ; Hassan Elsaad; Shereen Lerner (scribe); Andrew Ching (timekeeper); and PD resource: Sgt. Kurt Mayer.

Notes/Public Record:

Quick introductions: Group elects to bypass this step because they know each other.

Optional review of data: Ching suggests that during this portion they have Sgt. Mayer talk about the information that is in the fact sheet. Mayer is personnel services bureau sergeant and he is in charge of hiring. He assists with training. Reviewed Tempe hiring fact sheet. Total number of applicants are there, along with the totals tested and hired. As people progress through the process, there is a breakdown of the number of academy hours required. Chin asked how many hiring periods per year – five.

Elsaad asked how long does it take to go through the process – Mayer said it depends but average 3-9 months to hire someone. Hassan asked if they wait – Mayer said applicants tend to understand the time it takes and that it's similar to other cities.

Lerner asked about difference between academies – Mayer said there are three different academies. Lerner asked about whether there are similar curriculums. Mayer said Mesa and MCSO have similar curriculum. One thing those two do more of are practical exercises to allow practice through scenarios. Tempe does two-week pre-academy training and post-academy training where Tempe-specific content is taught to recruits so they get more than just AZ Post curriculum.

Chin question about hiring – if someone wants to become a police officer how do we help those who want to do that by helping them build skills and learn more even before they apply. How do you enhance the pool of applicants to make the pool more robust? Mayer said we have an explorer, cadet and volunteer programs. They can also do law enforcement training academy at Chandler-Gilbert Community College where you can get certification. We are looking for people who have disciplines and skills outside of law enforcement. We tell people to think about what they want to do after their law enforcement career – major in that in school rather than criminal justice.

Mayer continued review of information sheets.

The group discussed their individual thoughts about the Strengths/Weaknesses/Opportunities/Threats quadrants (relative to recruitment and training) that they devised during their solo brainstorming.

Strengths:

Woods: Having PD in the process is a strength. Chin said it's a competitive process. Elsaad said the PD had a strong community relationships and asks if PD has an outreach program to inform people about what PD does – Chin said that could be an opportunity. Lerner said communication from PD about recruitment; during Tempe Leadership day they were open. Chin said people continue to want to join Tempe PD. Ching said benefits and salary are competitive.

Weaknesses:

Ching said having academy curriculums outside of Tempe control is a limitation, and state standards might disqualify people we otherwise would have looked at for hiring. Woods said values of people in Tempe might be different from elsewhere; we might not be able to incorporate as much as we want that's Tempe specific. Ching said we're still sending people to an MCSO academy and those weeks don't have a Tempe touch; might have to unlearn things that Tempe wouldn't want done.

Lerner said diversity of recruits. How do we reflect our community better with ethnicity, etc., to guard against implicit bias. Ching said we don't have a demographic breakdown of who's being weeded out and why; are we dropping people more often in certain demographic groups. Are AZPost standards such that people who are diverse are eliminated because of background checks or automatic disqualifiers, etc. Does our process have structural factors that are filtering out people. Lerner said how do we get an implicit bias in our recruiting – do we give people that kind of test at the beginning; that could be an opportunity too.

Opportunities:

Ching said collect data we need to understand where we might be falling short in recruitment and screening people out. Chin said review our recruitment to enhance it to get more ideal candidates in the pool in the first place. Lerner said are we advertising in areas where we can increase our diversity. Lerner felt that having implicit bias tests is an opportunity – all agreed. Ching asked Mayer what correlation do uses of force have to guiding our training; Mayer said training unit is very mindful of trends in customizing training. Implicit bias and mental health training are in response to their constant analysis of these things. Woods said what about Tempe doing its own academy in conjunction with others, like with ASU PD. ASU has access to all the latest info about implicit bias. He recognizes that there would be tremendous startup costs but wanted to introduce for consideration. Mayer added that Tempe does have an embedded Tempe officer in each academy; Gilbert is looking at starting an academy at its new training center. Ching said maybe that's an opportunity for examination is partnering with Gilbert. Elsaad asked if an opportunity would be to modify the regional curriculums. Ching said an opportunity could be working with the state legislature to change AZ Post standards. Woods said an opportunity could be figuring out financial incentives to officers who live and work in Tempe.

Threats:

Budget is something all agreed to. Perception in the community is a threat to being successful, according to Lerner; how do we communicate differently. Chin agreed; anytime you change anything there will be internal resistance which is a natural human reaction. Lerner said lack of transparency, even just perceived, is a threat to being successful. Ching said numbers of applicants are down significantly – does that affect the profession in attracting and retaining high-quality candidates. Mayer said when the economy is good they get fewer applicants; COVID and national climate have had an impact though good recruits are continuing to step forward.

SWOT Analysis – consensus that was put on sticky notes

Strengths

- Police as partner in process
- Compensation and benefits package
- Continuing interest from recruits

- Competitive/selective process
- Community relations for recruitment

Weaknesses

- General curriculum; outside training
- Getting at implicit biases
- 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

Opportunities

- Increase diversity

Breakout Group 5: Data Analytics, Performance Measures

Members: Genevieve Vega (Timekeeper), Randy Keating, David Humble, Mark Wittenburg (scribe), Patricia Hibbeler

Notes/Public Record:

<u>Introductions</u>

Randy Keating: City of Tempe Vice Mayor. Whatever we come up with we'll need to show measured success. Agencies are sometimes behind the ball with technology to bring results. Important to come up with data analytics and measured goals.

Patricia Hibbeler: CEO at the Phoenix Indian Center. Build strong partnerships with non-profits and school districts serving youth and American families in the City of Tempe.

Mark Wittenburg: CIO for City of Tempe. IT handles the data and analytics, open data portal, and partners with Office of Strategic Management on performance measurements.

David Humble: Assistant chief with Police department for the support services bureau. Here to listen and observe. Took over for Brenda Buren.

Genevieve Vega: Work in technology but focus on change management. Working on a new data warehouse for integrating two companies. Build trust with data and transparency. Outcomes and measures are critical to success and why I picked this group.

<u>Data Brief from PD and IT</u>

Group decided to spend 7 minutes to receive a brief from Chief Humble on Police data challenged on data availability and how it's collected.

David: Feel PD does a good job with "street checks" data, when an officer contacts someone but it's not a crime. Document that PD helped someone as part of a call for service. Good job with workload indicators. Feels PD could do a much better job of sharing and documenting use of force along with what that means. We need to create context with the data so there is a shared understanding and explanation.

Currently Tempe have a handwritten citation system and not collecting good data. Moving forward on an electronic citation system but going to take a year. With the existing system, unable to pull data that would be of interest to the group.

PD has a great relationship with the Police union and Rob. A good offshoot conversation would be how to hold bad cops accountable and the public would want to know what that means.

Mark: Electronic citation system is on Information Technology's schedule for January 2021. Data and officer efficiency are two key components to a successful implementation. PD has a data warehouse, working with PD to improve the data and information on the open data portal. Tempe's open data policy states that data should be open by default unless there is solid reason for securing the data such as personal information or jeopardizing city security. Citation system would provide useful demographic data to this task force.

Strengths

David: Crime data is one of our biggest strengths. Technology with SPARK (data) unit has a strong process.

Patricia: Tempe has a strong public-school system, great scores, and people gravitate to Tempe for this reason. Every school has diversity. Strength for people moving to Tempe and data the city should be tracking, linking to crime data.

Genevieve: Moment and circumstances where we can have this conversation. Tempe in a great position with data and process for publishing data. Willingness to change and having a culture of data.

Mark: Tempe utilizes Tempe Accelerates to identify goal, cross cutting data themes, and idea to accelerate toward meeting the goals earlier. Mature program around thought process of performance measures and improving services. Budget must be related to a performance measure. Information Technology meets with each department to evaluate performance measure data and how the data is collected with a goal of automating the updates and get as close as possible to real-time on the open data dashboards.

Weakness

David: Data lacking and done by hand for ethnicity and demographics. Feel like we have too many performance measures. Through discussion, performance measure should be more important and measurable. Create focus around three or four areas and that would be more achievable.

Mark: Frame the goal/problem and are we collecting the data to measure the solution. Where are we today and where do we need to be? Tempe has an open data policy, but it is interpreted by humans/staff. Data governance committee must evaluate data transparency with risk of publishing private.

Genevieve: Demographic data is done by hand today. Data transparency is a data governance conversation that will take multiple discussion and is not an easy topic. Have discussions to define what data should be available internal and external to the organization. Incomplete data and missing outcomes, many of the performance measures on Open Tempe are missing or incomplete. Many related to a point in time survey, updates not occurring on a regular basis.

Opportunity

David: Working very hard to share use of force data with public.

Randy: Better data will lead to better policing/policy over time. We'll be able to identify situations that cause problems for city and Police, use collection and visualization to avoid those problems. It will show us good and bad policing.

Genevieve: Use the data to drive policy, share data, use data to find the solution, use data for public awareness. Use data to show progress on performance measures and goals. Utilize predictive analytics to predict causation and correlation. If everything is important than nothing is when it relates to performance measures.

David: Provided an example of accidents and how data sets can often be confusing to citizens, must provide context.

Threats

David: If the community believes the Police is not transparent and hiding data in trying to get people to talk about the threats to the community. Tempe is a progressive police department and must take the lead. Unable to meet with the community with GAIN and national night out due to COVID. Include the leaders of the organization in the solution, explain why we're changing the process.

Patricia: Tempe needs the data and organized process for releasing the data. Create community advocates to help push information and data out to the grass roots level.

Randy: From a policy point, collecting the right data and providing the technology could be an expensive process. We need to get a number we can work with and then find a way to implement analytical, data driven solutions. Provide dashboard to public with real-time data. Create a working committee to investigate. How do we start the process of identifying costs and creating data solutions? Data needs to be an important part of the process, collecting the data is a long-term goal.

David: Had bike theft performance measure that was easy to measure; however, as we talk about more complex measures that matter, the collection of that data will also become more complex.

Genevieve: Willingness to change and the fact we're having this conversation. Change must be embraced internally for the culture to change and the plan to be implemented.