AGENDA
Human Relations Commission Meeting
Location: DeKalb Police Department
700 W. Lincoln Highway
Second Floor Training Room
DeKalb, Illinois 60115
July 7, 2020
6:30 p.m.

Having reached Phase 4 of the State of Illinois reopening plan, the HRC July 7th regularly scheduled meeting will be held at 6:30 pm in the Training Room of the City of DeKalb Police Department. Community attendees will have seating set-up for social distancing and be required to wear face masks. The Commission will not be using any remote technologies to link to the meeting. If you would like to make a public comment but will not be available on the day of the meeting please send an e-mail to Jason.Blumenthal@cityofdekalb.com by 4 P.M. on July 7th and those comments will be given to the commission.

A. Roll Call

B. Approval of Agenda – Additions/Deletions

C. Approval of Minutes – June 16, 2020 Special Meeting

D. Public Participation

E. Old Business
   1. Police-Community Relations/Building a Better Community
      i. Review of Community Recommendations
      ii. HRC Recommendations

F. New Business
   1. None

G. Adjournment

For questions regarding this agenda, please contact Jason Blumenthal at 815-748-2396 or jason.blumenthal@cityofdekalb.com.
The Human Relations Committee (HRC) held a regular meeting on June 16, 2020, in the Second Floor Training Room at the DeKalb Police Department.

Chair Larry Apperson called the meeting to order at 6:06 p.m.

Deanna Cada from the DeKalb County Mental Health Board was the facilitator of the Zoom feature for this meeting.

A. ROLL CALL

The following members of the HRC were present: Larry Apperson (Chair), David Barrow, Nadine Franklin, Joe Gastiger, Norden Gilbert, and Lisa King.

Members absent were: Tyrus Wright.

Other City officials/staff present: Mayor Jerry Smith, Alderman Carolyn Morris, Alderman Scott McAdams, Alderman Tony Faivre, City Manager Bill Nicklas, Acting Police Chief Bob Redel, Community Services Coordinator Joanne Rouse, Commander Craig Woodruff, Commander Jason Leverton, Management Analyst Jason Blumenthal, and Management Intern Adam Grubbs.

B. APPROVAL OF THE AGENDA – ADDITIONS / DELETIONS

Motion to approve the agenda was made by Mr. Gilbert and seconded by Mr. Gastiger. Motion was approved by a unanimous voice vote.

C. APPROVAL OF MINUTES

Motion to approve the minutes of March 3, 2020 was made by Mr. Gastiger and seconded by Ms. King. Minutes were approved by a unanimous voice vote.

D. PUBLIC PARTICIPATION

Chair Apperson called for public comment and stated that anyone who would like to speak will have the chance to.

The first member of the public to speak was Maurice McDavid. Mr. McDavid said that he appreciated the ability to join the conversation. He is hopeful that this will be more than a conversation. He wants to make sure we are being active. There needs to be a standing and active citizen police relations advisory board separate from the police department. He wants an opportunity to see the diversity reflected where decisions are being made. He is proud of his former students protesting. There needs to be diverse voices and experiences at the table. Citizens need to be a part of the problem-solving process. There has been mistrust in government for awhile, but he is hopeful that we can build trust.
Next to speak was Sasha Cohen. Mr. Cohen said that simple reform is not the answer. There needs to be a rebuild of our system from the ground up. We should replace Police Officers with Social Workers.

Mr. Mark Charvat brought up finding a new police chief. He talked about continuing the interview panels that have consisted of members of the public to interview for the new police chief. He liked the idea of giving more power to the people for hiring the new permanent Police Chief. He hopes the recommendations of this meeting will go to the City Council. City Manager Bill Nicklas noted that they have been trying to recruit a new Police Chief since John Petragallo retired. The City was planning to have the citizen interview panels, but COVID-19 has stopped the hiring process.

Ms. Dory Berg said she does not want to see helpless people tortured by police officers. No room for tasing, or choking, this is a crime against humanity. As a town we need to work together to solve these problems. We are not Nazi Germany.

Ms. Amber said she went to some of the protests. She said she has seen changes in the last 15 years. She asked some of the protesters what are their suggestions. Some of the protesters told Amber they wanted to suggest the implementation of an oversight Citizen Review Committee, to reallocate funds and provide emotional response training, to have law enforcement and city manager meetings monthly, non-lethal training for police, monthly psychological checks, bias training, be more proactive about finding open positions to push diversity, not hiring police officers with past excessive force complaints. This brings on battery and murder to residents. Be proactive and not hire officers with past excessive force complaints. Hire top candidates. It starts with the officers we are bringing in.

Ms. Sarah Slavenas started with the suspension of Officer Weese. She talked about the training he had to enroll in due to the choking incident. She continued by saying that the chokehold was unnecessary and it left Elonte McDowell unconscious. She found out through FOIA that if Sargent Weese finished the training, his suspension would be reduced by 5 days. She wanted to know if these days were shaved off. If so, why are they being misled. She hoped through the HRC that these questions can be answered. She wanted to know if the police commission did an investigation or which party determined the 30-day suspension for Officer Weese, why he got the minimum punishment he could have received, and why he was not fired. She does not think a man who used unnecessary deadly force should still be working for the Police Department. She is worried how this Police Officer will react with residents with disabilities or other concerns. She does not think police have the proper training.

Mr. Gavin Jackson echoed what Sarah said. He said that the City of DeKalb and DeKalb County are not doing their job. He is disheartened to know killer cops continue to be on the Police force. He said that it is ridiculous the amount of money police officers are paid.

Ms. Shrestha Singh and Reverend Eric said that this time has a lot of opportunities. Ms. Singh stated police reform cannot wait. Even though there are some reforms, there are still problems with police brutality. She wonders what the alternatives could be. The City of San Francisco is replacing police officers with trained social workers to respond to nonviolent calls. She talked about creating safety and security in our community. We need to be proactive to do this. She talked about the money for Community Development and CDBG funds. We are spending roughly ten times the
amount on Police. Public Safety is different from Police, and resources should be allocated in different ways. Reverend Eric said how we spend the budget shows what we value. The budget shows us what we value. Instead of all these categories falling under the police, can these operations be reallocated into different departments. With a process of reprioritizing where the funds in the general fund go. Reimagine how to structure the budget based on serving our community, especially the most vulnerable.

Ms. Shirley Lassiter wanted to raise awareness for Kela Moss. Kela Moss is a woman who lived in DeKalb County that was in an abusive relationship and did not get the help she needed. She said it was the type of situation where it was “kill or be killed”. Kela Moss killed her abuser, she turned herself in at the DeKalb Police Department, she was arrested in 2016, and is still incarcerated. Ms. Lassiter wanted to raise awareness to get Moss’ charges dropped from murder to manslaughter.

Rev. Linda Slabon shared a report from 2019 that promotes and protects civil rights. She thinks we can learn from them. It is from the Citizen’s Community Council, and it speaks on citizens having direct power with leadership. She also noted that psychological and trauma screenings should be required for officers regularly.

Ms. Amber came back and asked if police will commit to the policy of not hiring officers that have had complaints with excessive force because there are officers with past excessive force complaints. We have seen how police sweep complaints under the rug. She asked how the officer got past this process if it is in place, and she wanted to make sure she emphasized recruitment and training.

Mr. Peter Gerlach wrote a letter in which he spoke to the commission and the public. The letter noted that American policing is a racist system. African American officers are conditioned to be biased against black people. Another large problem with the policing system is the continued militarization of the police. We should focus more on de-escalation and non-lethal tactics. There should be no use of excessive force, the officer who performed the chokehold should be fired immediately. Police should wear Police uniforms, not body armor. We also need to get the cops out of school. He also added that DeKalb police officers do not need to carry tactical weapons and do not need to carry the amount of ammunition they do. We need to get rid of the us vs. them mindset. More officers should be on foot and get to know the community instead of just policing it.

Ms. Jen wanted to talk about public safety, and how there should be zero tolerance for excessive force. This should be a policy. Also, before hiring new officers, they should check into their previous employment.

Mr. Tom proposes that there could be an unarmed partner trained in human relations to help take care of the situation if it is a nonviolent call. There need to be measures of supervision and keeping each other accountable.

Mr. Steve Kapitan asked about police collective bargaining and if there are in policies in there about this. He also said Governor Pritzker might introduce licensing officers, or individual liability insurance.
Mr. Peter Lindsay said he has been hearing a lot about reimagining the police. If police are committed to prevention instead of solving crimes, the police department should be getting smaller and not larger.

Ms. Anna Wilhelmi said that we need to address the hiring policy. It is not ok to harass people for small violations. Police need to be a part of building community trust. She thinks it would be valuable to have a tracking system to see where, when, and who the police are stopping and why. She does not think the problem is a lack of training, she believes the problem is in the individual person.

Ms. Jessica Lyon does not want to speak about the police. She wants to talk about having the community hire the Police Chief and revising the hiring process. She says there should be education for everyone, including the City Council. We need to assure accountability. DeKalb, IL has double the poverty rate of the entire country. We need to think about poverty when solving problems. We need to reallocate resources to help the black community.

Ms. Bessie Kronopolus said it is great to see everyone coming together. HRC has a long history of civil rights advocacy. She strongly suggests that the public and commission look at past minutes to look for solutions. She said that policies and practices need to be put into place to resolve these issues, and we as residents need to assure that this happens by staying involved. We cannot be lazy anymore. We should not be trying to reinvent the wheel, let us look at what has been working, and what we can utilize, or create new initiatives to foster trust and change.

Ms. Slavenas wanted to speak again. She said there should be a consideration that none of the other officers were punished in the Elonte McDowell case. She spoke of the George Floyd incident and how Officer Daniel Chauvin was fired. The other police officers involved were disciplined. She suggests policy makers need to consider how to fund police liabilities, residents should not have to do that.

Mr. Tom wanted to speak again. He said when job offers open for police, military receive preference. He thinks this should be abolished because a soldier has a different mentality and different skills than a police officer should have.

Mr. Mark Charvat wanted to speak again, He mentioned the police chief is present and some city council members. He wanted to hear comments from the police chief, the mayor, and the city council members.

Acting Chief Redel stated they are trying to work with the community as best they can and trying to keep everybody safe. There have been points that have been brought up he has not thought about. He will think more about this going forward to make this a better community for its residents, and to make DeKalb a better city.

Chair Apperson said before closing the public comment portion, the public can still send recommendations to City Hall or the Police Department. He asked for comments to be as specific as possible. He wants to use recommendations that are clear, and he thanked everyone that was involved in the Zoom meeting and public participation. He hopes that we can make this a model city for police and citizen relations. We will now go into old business.
Management Analyst Blumenthal told the public that they can send recommendations to his email at Jason.Blumenthal@cityofdekalb.com.

E. OLD BUSINESS

1. Police-Community Relations/Building a Better Community

Mr. Gastiger started by thanking the new Police Chief. He said the Police have been doing a great job with the protesters. Police have been taking a lot of verbal abuse and they have been practicing a lot of restraint. He referenced the video with the looting and stated having the Rev. Joe Mitchell talk to the looters was a great idea. He said the City should try to start a database of excessive force violations. This is not currently in existence. He also wanted to create a policy stating that DeKalb Police prohibit police maneuvers that block oxygen and the use of excessive force, no use of federal programs that militarize police, require counseling services, better education, better mental health services, healthier police officers, and to keep officers accountable.

Ms. King wanted to thank the members of the community for the suggestions. A lot of these ideas and notions are covered now because of the media. It is important to reiterate that police officers have training, racial bias training, culture competency. Officers need to know who they are serving. It needs to be a budget priority to have regular training. There needs to be a public shared value. Officers need to get to know the community. The first interaction a resident of DeKalb should have with the police should be a positive encounter. When officers have a heightened encounter, they need to take a pause. Officers should meet with social workers. We need to have younger people be more involved with the police and get them to know each other.

Mr. Gilbert talked about Campaign Zero recommendations. He said it would be interesting to know what extent the DeKalb Police Department matches the recommendations. Recommendations that are being made should line up with best practices from 2020.

Mr. Barrow thanked Deanna for moderating. He said a police department that succeeds should get smaller and not larger. He talked about reallocation of funds to services as opposed to policing. The best police department would be able to reallocate the maximum amount of funds to fix the root problems that create police calls. The police use a lot of the budget, so how can we relocate funds to make the police department more effective. This could redefine what a police officer is, adding different professional, unarmed officers.

Mr. Gastiger noted from Mr. Barrow that Police are doing a lot of tedious jobs that should not necessarily be done by them. Ms. King mentioned the small amount being spent in community development compared to the police. Mr. Barrow and Ms. King pointed out that there is an imbalance in spending. Ms. King continued saying that a lot of the training is dependent on funding the City does not have. There needs to be way for a better balance. Mr. Barrow talked about having a professional body chosen by the community to oversee actions. Ms. Franklin said that she supports what has been said, but more needs to be done.
Many of these solutions are only band aids. If someone files a report, it needs to go to the end. There needs to be accountability, and there needs to be answers given.

Mr. Gastiger said that he wanted to pass on the tenants of Campaign Zero to City Council. He wanted these tenants approved. Mr. Gastiger moved to pass the Campaign Zero Tenants to be sent to City Council. Chair Apperson said he wants to get all recommendations together and then vote on them. Mr. Gastiger disagreed, saying he wanted to pass something that night to show they have acted. Management Analyst Blumenthal said there is a motion on the floor by Mr. Gastiger. Mr. Barrow seconded the motion to pass the Campaign Zero tenants. Mr. Barrow said he liked the idea of submitting something so the City Council can consider recommendations from the HRC. Mr. Gastiger withdrew his motion. Chair Apperson said he has 10 suggestions made, and some from John Rey. Chair Apperson suggested we go over what we have in writing, then approve the recommendations. Chair Apperson stated the Commission can leave here tonight with concrete recommendations.

Ms. King was concerned that they would not have all the recommendations of public by the next Council meeting. She wants to include the information from the community. She suggests that they should submit the recommendations from both the commission and public at the same time. Mr. Barrow said they should make a recommendation for Council to watch this video.

City Manager Bill Nicklas thanks the commission. He stated that the community is in the middle of an experience we have not seen since the 60’s. We have an opportunity to get some lasting improvements. There will be a townhall meeting on Thursday, June 18, for more recommendations. Manager Nicklas wants to start making change, but also wants to have a comprehensive list of suggestions before the City Council. He suggested to wait for two weeks, and to create a stronger list. He said this is an important topic to take seriously. We need to have a lot of conversations?

Mr. Gastiger talked about creating a Citizen Advisory Board. He sees that things need time, but actions need to be taken. At the very least, he wants a press release saying that they do not condone excessive force. Manager Nicklas talked about the affirmative action and intervention policies they have when at the scene of a crime. Our Commanders and Chiefs are all in support for action being taken. Mr. Gastiger said if this already exists than this is alright. Chair Apperson said that if these things already exist why do residents not know about these, why are we keeping these from residents.

Mr. Nicklas said by the July 13th COW meeting we will get all the recommendations together and go forward with action then. Ms. King agreed that she wants to not just do it and get it over with, but to do it, to take time doing it, and do the best job we can to finding a solution. She wants to take all suggestions and then prioritize them. Manager Nicklas said that everyone needs to weight into this decision. This way all the facts come out.

Mr. Gastiger said if you have been following the feed, the people want us to act tonight. Mr. Barrow confirmed he had been watching the live feed, and that he sees the need to act, but also that we need to consider all actions before going forward. Chair Apperson said
that they want to collect all recommendations, and to have a complete list of suggestions and recommendations, and at the July 7th meeting they will review them, and then pass them on for approval to the City Council.

Chair Apperson said everyone’s recommendation will be reviewed, we just need a more complete list. He wants to still consider the recommendations that will be submitted in writing. Then July 7th, they will vote on the recommendations to pass to city council.

Chair Apperson said he is very appreciative that the public joined for the Zoom meeting. They have accomplished what they wanted to tonight. They have some recommendations, they want to receive more, and then once there is a comprehensive list, the Commission would vote on it.

Ms. Meade said that action needs to be taken now. Chair Apperson confirmed they want to wait for a complete list. Ms. Meade reaffirmed that action needs to be made tonight. Chair Apperson said he sincerely appreciates that; we are going to consider all recommendations. He reaffirmed that they would wait for the rest of the community for recommendations to make a final recommendation.

Chair Apperson said we need to be inclusive going forward with all the recommendations. He thanked everyone for participating, and we will have recommendations soon.

F. NEW BUSINESS

None.

G. ADJOURNMENT

The meeting was adjourned at 8:59 p.m. Motion by Mr. Gilbert, seconded by Mr. Barrow. Motion approved by a unanimous voice vote.

*PLEASE NOTE* That in addition to these minutes are all public comments that were submitted to the HRC for public comment. This includes the chat feature of the Zoom meeting, as well the link to the video of the HRC meeting at: https://www.youtube.com/watch?v=K572sFy5hxM&t=1s.

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Jason Blumenthal, Management Analyst

Minutes approved by the Human Relations Commission on:
City of Dekalb Human Relations Commission
Forum – Ideas for Police Reform
June 16, 2020

To: Larry Apperson, Chair of City of DeKalb Human Relations Commission (HRC)

Thank you for hosting this forum. I want to share my perspective with the commission –

Since moving to DeKalb in 1964, my family and I have been active in various roles, improving community relationships:

- My late wife, Marjorie, served 12 years on City of DeKalb HRC. Mayoral Appointment, 1968-1980.
- I have supported various initiatives to build relations between police and community. Participated in many community forums to lessen tensions between parties – citizens, students and law enforcement (DeKalb and NIU Police.) Volunteer, 1964- Present.

City of DeKalb – FY2020 Adopted Budget
Police Department Introduction

The Police Department is responsible for serving and protecting local residents, local businesses, and visitors to our City. The department is obligated to preserve the peace, enforce laws and ordinances, and protect the constitutional rights of all people.
City of Dekalb Human Relations Commission
Forum – Ideas for Police Reform
June 16, 2020

The Police Department seeks to employ effective policing strategies, develop community partnerships, and engage in the efficient deployment of resources to fulfill our vision and mission statements.

The Police Department’s Vision Statement is: “A city where our families, businesses, and culture prosper in an environment in which all people are treated with dignity, equity, and respect.”

Our Mission Statement is: “The members of the DeKalb Police Department are committed to reducing crime and enhancing the quality of life through an active partnership with our community.”

To realize this Vision and Mission the Department must work in partnership with our community. Therefore, the Police Department embraces Intelligence-Driven Policing, Community Policing, Co-Policing, and the best practices in proactive policing to reduce crime, improve public safety, and enhance our quality of life.

Staffing Levels:

FY2018 – FT = 80 and PT = 15; Total = 95

FY2019 – FT = 80 and PT = 14; Total = 94

FY2020 – FT = 80 and PT = 16; Total = 96

FY 2019 Accomplishments –

Project H.O.P.E. (Heroin/Opioid Outreach Prevention and Education): Project H.O.P.E. has been in effect for approximately one year. Project H.O.P.E. strives to intercept opioid abuse at the earliest point possible by getting opioid users into treatment prior to entering the criminal justice system. The program has helped place 11 people into various addiction treatment facilities in the past year. Additionally, the program has provided information and assistance to numerous others seeking help. In the battle against the opioid epidemic, the Police Department has continued to partner with other organizations including the DeKalb County Health Department, the DeKalb County State’s Attorney’s Office, DeKalb County Probation Office, and Northern Illinois University. The Police Department helps to educate the community about the opioid epidemic by participating in presentations such as the NIU STEM Café and helping the DeKalb County Health Department provide training on the use of lifesaving NARCAN medication. The Police Department plans to expand Project H.O.P.E. throughout the county and will work with area law enforcement agencies to train other officers on how to place those in need into treatment centers.

Safe Streets Initiative: In 2018, the Police Department implemented the Safe Streets Initiative to reduce crime and enhance the quality of life in the northwest quadrant of the City. This area, year-to-year, has had the highest call volume, crime, and demand for public safety services in the City. The Safe Streets City of DeKalb 82 Adopted Budget Initiative is a comprehensive policing strategy that combines a variety of proactive policing practices, including enhanced parking regulations. In 2019, the Police Department continued to evaluate the original Safe Streets ordinances and their effectiveness. The Police
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Department held numerous public meetings, door-to-door surveys, and discussions concerning the Safe Streets Initiative in the Ellwood Historic District and other neighborhoods. During these engagement efforts, some residents requested fewer restrictions, while others requested additional restrictions. The program has been modified based on these discussions to ensure that this program is fulfilling its mission. The program will continue to be evaluated on an ongoing basis.

**Crime Reduction Strategies:** In 2019, the Police Department continued to employ a data-driven policing model focusing resources in problematic areas to address quality of life concerns and specific crime problems. Some strategies include Community Oriented Policing and Problem Oriented Policing programs as well as community engagement, and community policing methodologies to reduce crime and enhance public safety. The DeKalb Police and its co-policing partner, the Northern Illinois University Public Safety Department, will continue to work together regarding all aspects of proactive and community policing.

**Co-Policing with the Northern Illinois University Public Safety Department:** In 2019, the partnership continued to grow between the DeKalb Police Department and the Northern Illinois University Public Safety Department. The co-policing program was designed to enhance community safety on campus and within neighborhoods adjacent to the university. From attending each other’s roll calls, training together, patrolling together, and working collaboratively to implement proactive policing measures to reduce crime, this partnership has proven beneficial to our community and the university.

**The COMPASS Program:** In 2018, the Police Department deployed an innovative program to address juvenile crime called “COMPASS.” COMPASS or Changing Outcomes by Making Parents Accountable, Supported, and Successful, is a multi-disciplinary approach involving a variety of community stakeholders. Its purpose is to reduce juvenile delinquent behavior at the earliest stage possible, by engaging appropriate support for juveniles and their families to constructively modify behavior. In 2019, the COMPASS program supported over 20 families in attempts to reduce juvenile delinquency. Additionally, literature was created and provided to parents of children engaged in delinquent behavior. This engagement has been well received and seems to be an effective deterrent. Overall feedback received from parents and guardians has been very positive.

**911 PSAP Consolidation:** The State of Illinois mandated the consolidation of 911 Communications Centers, also known as Public Safety Answering Points (PSAPs), to be completed by July 31, 2019. As a result of this mandate, the DeKalb Police and DeKalb County Sheriff’s communication centers are now the only 911 Centers operational in DeKalb County. The DeKalb Police Department worked collaboratively with the DeKalb County Emergency Telephone System Board (ETSB) and Northern Illinois University Public Safety Department to enable the DeKalb Police Communications Center to handle Northern Illinois University’s 911 calls beginning on June 4, 2019. This resulted in a smooth transition and efficient provision of dispatch services.

**Law Enforcement Agency Accreditation:** In 2019, the DeKalb Police Department successfully met all the criteria required to become a top-tier accredited law enforcement agency by the Illinois Law Enforcement Accreditation Program (ILEAP). The Police Department participated in an on-site assessment of its policies, procedures, operations and facility as part of the accreditation process in May.
2019. The benefit City of DeKalb 83 Adopted Budget of becoming an accredited law enforcement agency is ensuring that the department’s policies and procedures represent the best practices in the law enforcement profession, as determined by a credentialed and esteemed professional accreditation board.

**Community Relations Team:** The Police Department is acutely aware of how important relationships are with the community we serve. In order to create, sustain, and enhance community ties with our department, we have created a new Community Relations Team. The team consists of six patrol officers, one detective, one sergeant, and two members of the command staff that will work together on numerous community relations initiatives. Many of these initiatives were previously conducted, however, this team will engage in a more coordinated effort to better address our community’s needs. When combined with our philosophy of proactive and problem-oriented policing, these community engagement efforts should lead to a reduction of crime in our community, while at the same time increasing public trust, which is crucial to the mission of our organization.

**Cultural Diversity, De-escalation and Procedural Justice Training:** A variety of training initiatives were provided to personnel within the Police Department during 2019. Some of them include Tactical Deescaletion of Nonviolent Encounters, De-escalation and Smarter Policing, Legally Justified But Was it Avoidable?, and Racial Intelligence Training and Engagement. These trainings focus on techniques for avoiding violent encounters, self-awareness and officer wellness, as well as procedural justice pillars of fairness, impartiality, and transparency. The goal of these training initiatives is to enhance public trust and continue fostering relationships between the community and the Police.

**FY 2020 Initiatives –**

**Full Implementation of the Countywide Digital Radio Network:** This project was largely constructed in 2019, with the County building three new radio communications towers throughout the county and installing a new digital radio network as well as reconstruction of an existing VHF radio system. Full implementation is planned in 2020, with the DeKalb Police Department Communications Center featuring new radio consoles, a state-of-the-art communications infrastructure, with a county-wide interoperable radio network to support Police and Fire operations on the street. This combination of public safety resources creates a rare opportunity to have all public safety providers within the county on the same radio platform, working in concert to serve our residents.

**Implementing Crisis Intervention Team Training:** Over the past two years, the Police Department has participated in various mental health initiatives as part of the federal Police-Mental Health Collaboration Program. In 2020, the department will embark on a concerted effort to provide a 40-hour training course in Crisis Intervention Team tactics. Team members will become specialists in intervention with persons experiencing a personal crisis due to behavioral health issues. In addition, an embedded social worker provided through the Northwestern Medicine Ben Gordon Center is expected to begin working full-time within the Police Department in 2020 as part of the Crisis Intervention Team.
Implementing a Proactive Behavioral Health Program: The Police Department, in partnership with the Northwestern Medicine Ben Gordon Center, has developed a strategy to more effectively address the rising demands for service that involve individuals afflicted with behavioral health challenges. The program focuses on two primary goals: additional Crisis Intervention Team training opportunities for Police officers and the embedding of a social worker in the Police Department to work with non-criminal incidents involving behavioral health issues. The program has already started and will be fully operational in 2020.

Police-2-Citizen Website: The Police Department has been working towards a web-based platform for citizens to query Police information. In 2019, the Police-2-Citizen (P2C) website has been implemented and prepared for public release. This site will increase the transparency of the Police Department by allowing residents to query arrests and incidents, and offer a self-reporting application for some low-level incidents. Body-Worn Camera Pilot Study: After years of attempting to budget for body-worn cameras, the DeKalb Police Department will embark on a pilot study in 2020. This study will allow a group of officers to test several models of cameras and select the best option for our technological and operational needs. The program will also examine the best method for video retention and redaction as well as personnel needs. The pilot program is expected to lead to full implementation of body cameras in future fiscal years as funds become available.

Crime Prevention Through Environmental Design (CPTED) Assessment Program: The Police Department has assisted community members and businesses with security assessments and recommendations for improved security needs for years. Recently, our department sent a supervisor to be trained and certified in CPTED theories and practices. This concept, although similar to our past practices, is based on the theory that proper design and effective use of the built environment can lead to a reduction in both the incidence and fear of crime while also improving the quality of life. The Police Department will formally offer field assessments and recommendations for schools, businesses, organizations, and other stakeholders upon request. The department believes that working with our community and providing these field assessments can lead to a reduction in crime and an increase in the quality of life for our residents.

Citizen’s Police Academy (CPA): For the first time since 2009, the Police Department will be hosting a Citizen’s Police Academy for our community. We can think of no better way of engaging our community and building citizen-police relationships, as well as fostering trust than to provide this opportunity. Through education, citizens can gain insight and understanding into how Police officers perform their duties while serving the community. CPA participants will attend a 10-week course where they will gain an understanding of the organizational structure of the Police Department, training, recruitment, patrol procedures, traffic and accident investigation, domestic violence investigation, major case investigation, crime scene processing, gang and drug investigation, use of force situations and simulations, the role of the prosecutor, and many other facets of law enforcement.
Total Expenditures (Police Department) – (millions of dollars): FY2017 Activity = $12.8; FY2018 Activity = $13.4; FY2019 Project Activity = $13.4; FY2020 Budgeted = $14.5

Note: The Police Department represents 37.9% of the total city General Fund.

Total City Budget (General Fund Expenditures) – FY2020 = $38.1

Police Reform Ideas –

• Do not gut the programs from the police department that contribute to the quality of life in the community.
• Support the initiatives that are in partnership with other community institutions.
• Continue training of officers in philosophy and techniques of anti-racism, human rights and respect.
• Continue local practice of independent investigation and review of policing discipline matters and keep the Fire and Police Commission as a local appeal board for such matters. (This serves as a local citizen review of the appeals.)
• Support the national Justice in Policing Act, law enforcement reforms:
  – Limit legal protections for police.
  – Create a national database of excessive-force incidents.
  – Ban police choke holds.
  – Revise the federal criminal police misconduct statute (make it easier to prosecute officers who are involved in “reckless” misconduct and change “qualified immunity” protections to more broadly enable damage claims against police officers in lawsuits.)
  – Ban racial profiling.
  – Limit transfer of military equipment to local jurisdictions.
  – Boost requirements for police body cameras.
  – Provide greater transparency of police behavior. Grant subpoena power to the Justice Department to conduct “pattern and practice” investigations of potential misconduct.
  – Help states conduct independent investigations.
  – Create a “National Police Misconduct Registry” – prevent officers transferring from one department to another with past misconduct undetected.
  – A federal anti-lynching bill.
APPENDIX -

Fire Department
Department Introduction –

The Fire Department is committed to seeking innovative and effective ways to protect the lives and property of local residents and businesses through fire suppression, rescue, emergency medical services, education, prevention, and training. The focus of the Fire Department has expanded from responding to fire emergencies to preparing to address an array of hazards to protect the community, including fire investigation, aircraft rescue and firefighting, emergency management, mass casualty response, water rescue, post-fire assistance, and fire and life safety inspections. The depth of our service extends to serving the public with everyday needs such as home safety checks, changing smoke detector batteries, and assisting persons with mobility needs. All these services and resources are available year-round, 24 hours a day.

The Fire Department is comprised of two sections: Operations and Administration. The Operations section is comprised of the boots-on-the-ground Firefighters who respond to everyday emergencies from three fire stations. The FY2020 Budget authorizes 54 sworn firefighters who work a 24-hour on/48-hour off schedule. Minimum daily staffing is thirteen firefighters. When emergency requests outpace available on duty staffing, or when the Fire Department responds to a large-scale incident such as a structure fire, the department relies on “recalls” of off-duty firefighters to staff our fire apparatus.

The Fire Chief, Deputy Fire Chief of Training, and one Administrative Assistant make up the Administration section, which supports every aspect of the Operations side of the Fire Department while also providing full public assistance. The Fire Chief oversees staffing, manages facilities and fleet, implements policies and procedures, monitors budget and payroll, and enforces fire codes. The Deputy Fire Chief is responsible for fire service training, daily scheduling, and emergency medical services. In addition, the Fire Chief and Deputy Fire Chief provide 24-hour administrative support and respond to large-scale emergency incidents in the City and throughout DeKalb County. The Administrative Assistant is a 40-hour employee whose primary responsibilities are customer service, fulfilling Freedom of Information Act record requests, managing documents, billing for services rendered, paying invoices, acting as a liaison to boards, processing reimbursements and grants, and completing projects assigned by the Fire Chiefs. The Fire Chief and Deputy Fire Chief are sworn fire personnel whose primary responsibilities are to provide direction for the Fire Department.

Firefighters must fill vacant positions daily, on an overtime basis, to staff fire apparatus and perform necessary tasks, including vehicle maintenance, public education, event staffing, and special operations. In 2019, three positions were eliminated: Deputy Fire Chief of Operations, part-time Office Associate, and paid part-time intern. The administrative staff was reduced from four full-time personnel and two part-time personnel to three full-time personnel.
City of DeKalb Human Relations Commission
Forum – Ideas for Police Reform
June 16, 2020

Staffing Levels:

FY2018 – FT = 58 and PT = 2; Total = 60
FY2019 – FT = 57 and PT = 1; Total = 58
FY2020 – FT = 57 and PT = 0; Total = 57

Total Expenditures (Fire Department) – (millions of dollars): FY2017 Activity = $10.6; FY2018 Activity = $11.3; FY2019 Project Activity = $11.4; FY2020 Budgeted = $11.9

Note: The Fire Department represents 31.2% of the total city General Fund.

Total City Budget (General Fund Expenditures) – FY2020 = $38.1

Respectfully submitted by –

John Rey 2944 Greenwood Acres Drive, DeKalb, IL
Phone: 815-762-9660
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<thead>
<tr>
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June 14, 2020

To the City Of DeKalb Human Relations Commission:

I would like to take this opportunity to share my thoughts on the problems with policing as currently practiced in the U.S. in general, and how that is reflected in DeKalb.

The situation we now find ourselves in has, as I see it, two main roots. The first is that all American policing, and the philosophies behind it, have evolved from the original American police forces - the slave patrols. This has led to a system of policing that is intrinsically racist, to such a degree that the personal attitudes of individual officers become irrelevant, and even African-American officers are conditioned to equate blackness with criminality and threat, and has led us to the point where (as near as can be figured with no official national tracking of police violence) police in the U.S. kill an unarmed African-American on an average of once every other week, almost always with complete impunity.

The second root is that this basic, underlying problem is exacerbated by the ever-increasing militarization of the police; the disregard of the "Guardian Mindset" in favor of the "Warrior Mindset". There needs to be a massive effort, both nationally and locally, to retrain police attitudes to the Guardian – and remove those who find the transition distasteful from police service. Training should focus far more on de-escalation and far less on armed confrontation. How to go about this basic revamping of police mindset is beyond the scope of this letter – or, I must confess, of my capabilities. I would, however, like to urge the Department to commit fully to a move in that direction – and in the meantime to offer some suggestions for smaller steps that would help ease the department in that direction, in hopes that even small, outward efforts will point the direction to better policing.

First, there must no tolerance of excessive force; to this end, Jeffery Weese should be immediately terminated (as, on a sidenote, should the Deputy who Tased Mr. Mc Dowell while Sgt. Weese had him immobilized with a chokehold), and it should be made clear that like behavior will be met with like – but much more timely – consequences.

Second, police should wear police uniforms, not military-style BDUs. The old saying that the clothes make the man really does apply here. If our officers are so set on playing soldier, there is a recruiting office on Lucinda that I'm sure would be delighted to talk to them.

Also, while I understand the desire, and probably need, for officers to wear body armor, wearing it on the outside of the uniform is a display of aggression and hostility; put it under the uniform. When I was a substitute teacher in D-428 schools, I had contact with two "resource officers": One wore his vest under his shirt, and was invariably polite and helpful. The other wore it outside his shirt, and was arrogant and short-tempered, to the point of manhandling students, and being aggressive toward parents coming for teacher conferences. I don't know whether the hidden vs. displayed (and it isn't "shown" or "visible" it is displayed) armor was cause or effect, but there is definitely a correlation. (And a further thought on "resource officers": get cops out of schools! Their presence serves no end except to escalate what used to be, and should still be, disciplinary matters into criminal ones.)

Then there is the matter of weaponry. First, I do not know what military weapons, such as fully automatic rifles, grenade launchers, and the like, that the department holds, but it must divest itself of all of it.
Also, I have noticed that the common practice of DeKalb PD is to carry a Glock sidearm with 3 spare magazines. Depending on the model of Glock, that is either 61 or 69 rounds of ammunition on the officer's person – and that is just what's openly visible. At the Battle of Antietam, the bloodiest day in American history, the average soldier was issued 50 rounds – and this was for a weapon that an expert could fire 4 times in a minute; just about anybody could run through all 69 rounds in that time. Does the DeKalb Police Department really anticipate facing a stronger threat than the Army of Northern Virginia?

While I understand that adopting the British model of police not carrying firearms is highly unlikely to gain traction in this country, the problem can be easily mitigated. Issuing 6-shot .38 caliber revolvers, and banning reloads and back-up guns, would both lessen the officers' natural tendency to regard the available massive firepower as a main component of their occupation, and like hidden vests, would present a far less hostile and threatening image to the public they are supposed to be serving.

Further, a "civilian" is a person who is not a member of the military; police officers are themselves civilians, and should be forbidden to refer to the public as such. This may seem like a small matter, but every step to decrease the "us vs. them" mentality that permeates policing is a step well taken.

And then there is the manner of patrol. The late Kurt Vonnegut once wrote that most of the problems between police and the general citizenry came with the adoption of the radio car; in his youth, the police officer was just a guy in the neighborhood with a job in the neighborhood – and, by walking a beat, he (at the time Mr. Vonnegut spoke of, it was always "he"; for flow of language I will stick with that convention and hope you will accept it include all officers without the linguistic gymnastics of covering all possible pronouns) was in the neighborhood, building relationships and keeping a finger on the pulse of the neighborhood. With the advent of radio cars, the officer was sealed off from the people he is supposed to be protecting, instead riding through the neighborhood in a manner far more consistent with an occupying army than civil servants protecting the populace, contributing greatly to the aforementioned "us vs. them" mindset.

I recognize that some cars are needed for rapid response in extraordinary situations, but the both relationship between department and community and the quality of policing would be greatly improved if the majority of officer on duty at any time were on foot.

As a final thought, every time I read about an "Acting Chief" in the Chronicle, it crosses my mind that not only should the position be filled on permanent basis as soon as possible, but that the department could do a lot worse than to seek out and recruit Don Grady – one of few police officers I have encountered who seemed to understand that the proper role of police is, as so many patrol cars proclaim, to "Serve And Protect", rather than the far more common attitude of "Confront And Control".

Thank you for your attention to this,

Peter Gerlach

DeKalb
Prohibit police maneuvers that restrict the flow of blood or oxygen to the brain, and treat the use of excessive force as a federal civil rights violation.

Prohibit the use of no-knock warrants.

Withdraw from any federal programs that provide military equipment to law enforcement.

Find ways to divest from policing and instead make meaningful investments into health care, education and counseling services.

Hold police accountable for their actions by ending the qualified immunity doctrine that prevents law enforcement officers from being held accountable when they violate the law.
LGA Recommendations

1. Cultural Competency Training continue for City Staff and Police/Fire personnel
2. That the public be informed of the State of Illinois Police Academy training that details each training component including the diversity and de-escalation training sections.
3. That the City of DeKalb Police dept. receive its own de-escalation training.
4. That the City and Police Dept. review how to add mental health and social workers as on-call professionals to assistant police in responding to domestic disputes and those with mental or emotional disabilities. It is recommended that the DeKalb County Mental Health office be consulted along with agencies such as the Family Service Agency and Northwestern Ben Gordon Mental Health Center.
5. That the City enact prohibitions against police use of military grade equipment in response to peaceful demonstrations/protests. This to include use of grenade launchers, bayonets, tear gas, pepper spray, rubber bullets, skip fire rounds, and concussion sound devises.
6. To review the Police Union Contract to determine if there are sections that shield abusive police officers from public accountability. If such clauses are identified, to work in negotiations to eliminate these clauses.
7. To review the Police Department Policies and Procedures with a diverse citizen’s committee to identify those that may allow or result in discriminatory actions. These identified policies and procedures to be presented in a report to the Police Department and City Council for elimination or changes to best practices.
8. Implement mandatory dashcam and body cameras for officers.
9. Adopt the rules for police that are a part of the Justice in Policing Act of 2020. (choke holds, dashboard and body cameras, national registry that track officers with records of misconduct, end the use of no-knock warrants in drug cases, reduce racial profiling, require training, making lynching a federal hate crime, end qualified immunity for officers personally liable for constitutional violations such as excessive force and require state and local law enforcement agencies to report use of force data by race, sex, disability status, religion and age.
10. The Police Department and City of DeKalb review the “join campaign zero” data informed platform of comprehensive solutions to end police violence in America. This is also recommended as a document that contains community use of successful changes, research organizations with studies of policing and the Obama Administration Task Force on 21st Century Policing. Joincampaignzero.org
BLM: Beyond the Protest

How to Keep Supporting the Black Community in DeKalb County, IL

DeKalb Illinois Black Lives Matter Protest – List of Demands


We the people, solidified by the common goal of creating a more equitable community with trustworthy law enforcement officers, have presented the following list of demands:

EXCESSIVE FORCE PROSECUTION:

1 – Any officer who uses, or has a past history of using excessive force needs to be indicted and fired without severance pay.

2 – Any officer who uses, or has a past history of using a chokehold needs to be indicted and fired without severance pay.

3 – Any officer who does not intervene and de-escalate police use of excessive force must be indicted and fired without severance pay.
4 – Press charges against and fire Sergeant Weese for his use of an illegal chokehold without severance pay.

5 – Prosecute officers privately, under a state’s attorney subcontract, to prevent people who work with the police from prosecuting the police.

POLICE ACCOUNTABILITY:

6 – Mandatory, public reports for any time an officer unholsters a weapon, lethal or less lethal, as well as any use of force, which includes justification for the action.

7 – Mandatory, public reports for any case that requires or received medical treatment as a result of an arrest, unless the arrested individual requests that information remains private.

8 – Publicly display officer records and information about all complaints filed against officers.

9 – All officers in DeKalb must have full body camera coverage any and every time they interact with citizens, and must immediately be indicted and terminated in the event they tamper with, disable, or obstruct the camera.

10 – Require police to present a clear and understood warning before firing any weapon.

DE-ESCALATION PROGRAMS:

11 – Adopt a community-led public safety model.

   – 11a – Replace officers with social workers as first responders for non-violent mental health, drug, and domestic cases.

   – 11b – Police response to non-violent mental health, drug, and domestic cases should only be considered as a last resort.

12 – Current and future police officers must complete crisis intervention training and de-escalation training.

13 – Require police, or any other party aiding in de-escalation, to exhaust all other alternatives of de-escalation, starting from least to most invasive, before firing any weapon.

14 – Cut the Police Department’s Patrol Division’s budget by 50%, and divert those funds to hiring social workers, providing de-escalation training for officers and social workers, investing in the DeKalb County Community Mental Health Board, and the Annie Glidden North Revitalization Project.

COMMUNITY GROWTH:
15 – Police need to be banned from any school that serves children under 18 years of age.

16 – The city of DeKalb will partner with the DeKalb Tenant Association to establish and enforce a common lease.

17 – Ban the city of DeKalb from working, or collaborating in any way, with Immigration and Customs Enforcement (ICE).

CREATE A FREE WEBSITE OR BLOG AT WORDPRESS.COM.
HRC Categorization of DeKalb Community Input on Improving Police and Community Relationships

This document compiled by the Human Relations Committee (HRC) lists: 1. All the recommendations stated at the DeKalb County Community Forums on June 4 and June 25, 2020; HRC Special Meeting on June 16, 2020; Black Lives Matter Town hall Meeting on June 18, 2020; the June 22, 2020 City of DeKalb Committee of the Whole Meeting; and the Black Lives Matter Lists of Demands reported in the June 25, 2020 Daily Chronicle and 2. All those recommendations that were received in a written format.

The HRC Recommendations to the City of DeKalb are attached to this listing of community recommendations.

Note: The HRC categories were selected by first grouping similar themed recommendations together and then selecting a title that encompassed all the similarly grouped recommendations. Category titles also tried to incorporate some words from nationally reported categories. This was done to allow for anyone to search the main title words and locate more information on the category title topic.

Note: The HRC regrets any errors in accurately reflecting the verbal recommendations as they were turned into written ones.

Mental Health Personnel to Respond to Non-violent Calls

1. Have Social Workers go to non-violent calls.

2. Decriminalization of mental illnesses. (taking those with mental illness, charging and jailing vs mental health treatment & care.)

3. Armed officers should be partnered with an unarmed individual (community professional) when respond to a call where there is a danger of violence.

4. Replace officers with social workers as first responders for non-violent mental health, drug, and domestic cases. Police response should only be considered as a last resort.

5. The City and Police Dept. review how to add mental health and social workers as on-call professionals to assist police in responding to
domestic disputes and those with mental or emotional disabilities. It is recommended that the DeKalb County Mental Health and other local mental health agencies be consulted.

Transfer of Dollars to Increase Support of Social Services

1. More social services
2. Increased social services.
3. Find ways to divest from policing and instead make meaningful investments into health care, education and counseling services.
4. The system should be rebuild from the ground up by dismantling the municipal police and start over (3 similar)
5. Cut the police department’s budget by 50% and put it into community services.
6. Re-allocating funds to more social services specialized in areas of abuse, rape, drug abuse, and adolescence, etc. will relieve some of the burden on police as the catch all responders.
7. Defund does not mean unfund, but allocate to services to help police and citizens.
8. Cut the Police Department’s Patrol Division’s Budget by 50% and divert those funds to hiring social workers, providing de-escalation training for officers and social workers, investing in the DeKalb County Community Mental Health Board, and the Annie Glidden North Revitalization Project.
9. Do not gut the programs from the police department that contribute to the quality of life in the community.
10. Support initiatives that are in partnership with other community institutions.

Limit Use of Force/De-militarization of Police/Increase Community Policing

Limit Use of Force

1. Ban use of excessive force
2. Prohibit police maneuvers that restrict the flow of blood or oxygen to the brain, and treat the use of excessive force as a federal civil rights violation.
3. Adopt the rules for police that are a part of the Justice in Policing Act of 2020 (choke hold use, dashboard & body camera use, national registry that tracks officers with records of misconduct, end the use of no-knock warrants in drug cases, ban racial profiling, require training, make lynching a federal hate crime, end qualified immunity for officers personally liable for constitutional violations such as excessive force and require state and local law enforcement agencies to report use of force data by race, sex, disability status, religion and age).(2)

4. An increased amount of transparency of the police force.

5. Continue the review of the Police Department Policies and Procedures with a diverse citizen’s committee to identify those that may allow or result in discriminatory actions or excessive use of force.

6. Mandatory, public reports for any time an officer unholsters a weapon, lethal or less lethal, as well as any use of force, which includes justification for the action.

7. There must be no tolerance of excessive force; to this end, Jeffery Weese should be immediately terminated. (1) Press charges against and fire Sgt. Jeffery Weese for the use of an illegal chokehold without severance pay.(1)

8. Look into hiring police with non-traditional police backgrounds.


10. Implement mandatory dash-cam and body cameras for officers.

11. All officers in DeKalb must have full body camera coverage (on) any and every time they interact with citizens, and must immediately be indicted and terminated in the event they tamper with, disable, or obstruct the camera (view).

12. Police need to be mandated to report any police use of force and be required to intervene if a fellow officer is applying excessive force.
13. Mandatory, public reports for any case that requires or received medical treatment as a result of an arrest, unless the arrested individual requests that information remains private.

14. Require police, or any other party aiding in de-escalation, to exhaust all other alternatives of de-escalation, starting from least to most invasive, before firing any weapon.

15. Any officer who uses, or has a past history of using excessive force needs to be indicted and fired without severance pay.

16. Retroactive firing of police officers with records.

17. Any officer who uses, or has a past history of using a chokehold needs to be indicted and fired without severance pay.

18. Any officer who does not intervene and de-escalate police use of excessive force must be indicted and fired without severance pay.

19. Require police to present a clear and understood warning before firing any weapon.

20. Ban the City of DeKalb (or its police) from working, or collaborating in any way, with Immigration and Customs Enforcement (ICE).

**Demilitarization**

1. Change the police culture from one of the “Warrior Mindset” to that of a “Guardian Mindset”

2. Prohibit the use of no-knock warrants

3. Withdraw from any federal programs that provide military equipment to law enforcement.(2)

4. Make police less paramilitary.
5. The police should divest themselves of all military type weapons.

6. Police should carry less ammunition.

7. Issuing 6-shot, .38 caliber revolvers to police, banning reloads and back-up guns would both lessen the officers’ natural tendency to regard the available massive firepower as a main component of their occupation and would present a far less hostile and threatening image to the public ....

8. No additional points for hiring in regard to military experience.


10. Police need to be banned from any school that serves children under 18 years of age.

11. The City enact prohibitions against police use of military grade equipment in response to peaceful demonstrations/protests. This prohibition to include use of grenade launchers, bayonets, tear gas, pepper spray, rubber bullets, skip fire rounds, and concussion sound devices.

12. Police should wear police uniforms, not military-style BDUs.

13. Body armor (protective vests) should be warn under the uniform to avoid the appearance of hostility or aggression.

14. Changing the name of the Police Headquarters to something not as intimidating.

**Move to a more community-based policing strategy**

1. Move to Fuller Use of Community Policing (Guardian culture, etc.)

2. Require police officers to live in the community they serve.

3. Police should be out walking a beat more often with less use of the police vehicle.(2)

4. More officers participating in events in non-uniform.
Independent Investigations & Prosecutions

1. Hold police accountable for their actions by ending the qualified immunity doctrine that prevents law enforcement officers from being held accountable when they violate the law.

2. Hold police accountable for what they do and treat them the same as civilians. No slap on the wrists.


4. Prosecute officers privately, under a state’s attorney subcontract, to prevent people who work with the police from prosecuting the police. (*likely means use of non-DeKalb County State’s Attorney office*)

Training

1. Continue Cultural competency training for City Staff and Police/Fire Personnel.

2. Education and training on implicit bias.(3)

3. The city to require de-escalation training (2).


5. A review of the State of Illinois Police Training Academy that details each training component including the diversity and de-escalation training. Lobby appropriate state authorities to make changes, if necessary.

6. Current and future officers must complete crisis intervention training and de-escalation training.
## Community Oversight & Representation

1. A standing citizen advisory board on citizen and police interaction and relations.

2. Public input into the hiring of the new police chief and quickly.

3. Database of photographs and a system of all police officers so the community can identify them.

4. Not allow the Mayor to pick people for committees.

5. Continue local practice of independent investigation and review of policing discipline matters and keep the Fire and Police Commission as a local appeal board for such matters.

6. More diversity reflected in the decision-making room.

7. Have equal opportunities for minorities to become officers.

8. Rebuild community trust with police.

9. Look into hiring *(for police force, those)* with non-traditional police backgrounds.

10. Possibly licensing police officers.

11. Publish all complaints filed against officers.(2)

## End of Police Involvement in Creating Revenue or Costing Cities for their Violations of Constitutional Rights.

1. End For-Profit Policing *(refer to Campaign Zero for further info.)*

2. End the Cash Bail System. *(at County Jail and locally)*

3. Settlements of use of force should come from police pensions as opposed to through taxpayer’s *(funds).*
4. Requiring officers to have their own liability insurance.

5. Take fines from the police department and put it in the community.

6. Revisit the NIU/DeKalb Co-policing agreement. Work on specificity of liability claims that leave the city open for liability. (*payments*)

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**Investment in Social Services, Recreational, Housing-Leases, Economic Improvement for Those in Poverty Conditions, Jobs, Education, etc.**

1. Reallocation of funds to root problems of poverty, education, and topics that solve the problems of crime.

2. Spending more money on preventative measures to minimize the police force.

3. Restructure the allocation of the money throughout the city and reimagine how a different set up could serve the community.

4. Community members are losing possible hires due to DeKalb having a stigma that it is a racist community.

5. The poverty level is how we should allocate resources.

6. Implement a common lease.

7. The City of DeKalb will partner with the DeKalb Tenant Association to establish and enforce a common lease.

8. Demo 912 Edgebrook Housing

9. Demo Campus Cinema and turn it into a community center (1) or food center (1).

10. More parks in the AGN area.

11. Rent Control

12. Build more affordable housing
**Police Contract Changes**

1. Extensive vetting of officer and not allowing (*hiring individuals with*) any excessive force background.

2. Get rid of any clause for the deletion of records after three years in the collective bargaining agreement.

3. Consequences for actions individuals (*police*) take.

4. Mayor will re-open police contract regarding firing officers.


6. Recruits should have a psych and trauma evaluation. Then have a support system in place for police during their tenure.

7. More vigorous temperament screening.

8. The law MUST apply police too, there MUST be appropriate justice for their victims.

10. Hold police accountable for their actions by ending the “qualified immunity” doctrine that prevents law enforcement officers from being held accountable when they violate the law.

11. Review the Police/City Union Contract to determine if there are sections that shield abusive officers from public accountability. If such clauses are identified, to work in negotiations to eliminate these clauses.
Statements of Concern & Others

The following statements either stated a general concern without indicating a specific recommendation or were unclear in the wording/intent and/or could be a part of every recommendation.

Consequently, these statements were not able to be placed under one of the above categories. However, several state important issues that are worthy of addressing as a community.

1. Distrust of police by the black community.
   (Yes, a fact that could apply to the entire category recommendations. If most of recs. under all categories implemented, then the distrust likely be reduced.)

2. We need to not have a quick solution. We need a permanent solution.
   (Amen!)

3. Needs to be taken more seriously.
   (Unfortunately, not specific to an action, but all recommendations need to be taken very seriously!)

4. Address the white supremacy groups in the area.
   (Yes, an issue. Benefit from knowing how this individual believes this issue could be addressed.)

5. Sentencing is whole another issue. (Unequal sentencing of POC.)