



CITY OF IOWA CITY MEMORANDUM

Date: October 15, 2020
To: City Council
From: Geoff Fruin, City Manager
Re: Community Policing Public Input Summary

Introduction

On Tuesday, June 16, 2020, City Council adopted Resolution No. 20-159, which outlined seventeen actions to respond to the Black Lives Matter Movement and address systemic racism. Updates on the City Council's progress can be viewed at www.icgov.org/blm. Item number one of this resolution commits to the development of a preliminary plan to restructure the Iowa City Police Department (ICPD) towards community policing, by December 15, 2020. Attached is a summary of the City Council led public input phase which initiated the plan development.

Background

Throughout September and October, the City Council held six listening posts on community policing at various locations. Each listening post emphasized a specific area of focus, although public comment was welcomed on any issue related to community policing. Two or three Councilors attended each event and local community service providers and ICPD staff were invited to provide perspective and respond to questions from the community. Staff from the City Manager's Office also attended all sessions to listen and document the input received.

Listening Post	Councilors in Attendance	Presenting Service Providers*	ICPD staff in Attendance
Focus: Mental health, crisis intervention, addiction Wednesday, Sept. 16 - 5:30 p.m. at Mercer Park	Teague, Bergus, Weiner	CommUnity Crisis Services, Prelude Behavioral Services	Ofc. Fowler Sgt. McKnight
Focus: Special needs population Tuesday, Sept. 22 - 5:30 p.m. via Zoom (virtual)	Mims, Thomas, Weiner	The Village Community, Access 2 Independence	Ofc. Hayes Daisy Torres
Focus: University of Iowa students Saturday, Sept. 26 - 10 a.m. at Hubbard Park	Teague, Taylor, Weiner	University of Iowa Student Government (USG)	Interim Chief Brotherton
Focus: Abuse and victim services Tuesday, Sept. 29 - 5:30 p.m. at Wetherby Park	Teague, Bergus	Domestic Violence Intervention Program, Johnson County Attorney's Office, Nisaa African Family Services, Monsoon Asians & Pacific Islanders in Solidarity	Sgt. Stevens Ofc. Clarahan Ofc. Nieland
Focus: People experiencing homelessness Monday, Oct. 5 - 5:30 p.m. at Chauncey-Swan Park	Mims, Thomas, Taylor	Shelter House, Guidelink Access Center	Ofc. Schwindt Sgt. McKnight Ofc. Fowler
Focus: Youth engagement Thursday, Oct. 8 - 5:30 p.m. at Dream City	Teague, Bergus	United Action for Youth, Dream City	Sgt. Bailey Daisy Torres

**Note: In addition to the presenting service providers, other local service providers attended various meetings and answered questions and shared thoughts and perspective.*

City staff promoted the listening posts using a variety of mediums to inform the public of each event’s date, time, and location. Listening posts details were promoted via:

- Seven separate news releases and news articles (approximately 8,712 reads in total). Many of these news releases or event details were also printed or broadcast by local news media.
- Facebook Events for each listening post (13,606 people reached in total, and 218 responded as going or interested).
- 10 unique Facebook posts (9,208 people reached in total).
- 10 unique Tweets (16,457 impressions total).
- Two Instagram Stories on the days before the listening posts which were targeted towards younger audiences (UI students and youth engagement).
- Four separate Iowa City Update videos (published on YouTube, Nextdoor, Facebook, and Twitter).
- The City’s Black Lives Matter webpage: www.icgov.org/blm (average of 264 page views per week).
- Announcements of upcoming listening posts during City Council meetings and at the end of each listening post for the next scheduled event.

Listening Post Promotion Schedule			
	Facebook	Twitter	News Release
Listening Post #1 (Sept. 16)	Sept. 10, 15, 16	Sept. 10, 15	Sept. 10
Listening Post #2 (Sept. 22)	Sept. 17, 22	Sept. 17, 22	Sept. 16, 22
Listening Post #3 (Sept. 26)	Sept. 24, 25	Sept. 24	Sept. 23
Listening Post #4 (Sept. 29)	Sept. 26, 27	Sept. 26, 27	Sept. 24
Listening Post #5 (Oct. 5)	Oct. 1, 3	Oct. 3, 5	Sept. 28
Listening Post #6 (Oct. 8)	Oct. 5, 6	Oct. 6	Sept. 30
People reached:	9,208	16,457	8,712

In addition to the listening posts, comments were also collected via an online public input form on the City’s Black Lives Matter webpage. This form was made available on August 25, 2020 and closed on October 15. The online form was promoted in each of the seven news releases issued for the listening posts, announced as option by Councilors at the events and during City Council meetings, and included as a link in the Facebook Events.

General Summary

In total, there was an attendance of approximately 138 between the six listening posts. While this is a very small fraction of our population, the numbers are more or less in line with our expectations based on past outreach events and considering the challenges of the pandemic. An additional 57 submissions were received through the online public input form.

In each listening post it was evident that the Iowa City Police Department has a strong foundation of community partnerships with many local social service agencies. These agencies, along with the Police Department and the attending members of the public all expressed a clear desire and need to expand and invest even more in these relationships in order to best serve those in need and the community in general. As the City now begins the work of drafting preliminary plan toward more community policing, bolstering these already strong partnerships should be a cornerstone of the plan.

Other key takeaways from the public input received is a desire to continue to consider how critical preventative and follow-up care services are to limiting calls for assistance from those in crisis. Examples such as CommUnity's 24/7/365 Mobile Crisis Outreach Program team, Shelter House's Cross Park Place and the soon to open GuideLink Center were referenced by service providers as being key contributors that have or will ensure that the need for police involvement will be minimized for individuals in crisis. The City has been a partner in all of these projects and continues to be a key player that advances these and other critical wrap-around services.

Finally, there was consistent support expressed for making certain that people experiencing a crisis receive care from the professionals who are best-suited to provide a safe initial contact and long-term care and support for their individual situation. This would include an effort to divert calls from law enforcement officers whenever possible through promotion and enhanced utilization of existing civilian mobile crisis teams or civilian staff employed by the City. Secondly, when a law enforcement presence is required for safety reasons, an analysis is needed on how best to maximize the opportunity for crisis professionals to intervene safely and effectively in the presence of law enforcement. Lastly, for calls in which the police are the only suitable responders, the City must continue to make certain that those responding receive frequent training and support to deescalate the situation and safely connect the individual in crisis with professionals that can step in and explore the most suitable follow-up care for each unique situation.

The conversation at each listening post is summarized in the following pages. In some instances, we have added some data that may help the City Council and the public understand the state of current operations. A more detailed account of the listening posts and verbatim online public input submissions are also attached.

Area of focus: Crisis intervention, mental health, and addiction

Presenting Service Providers: CommUnity Crisis Services, Prelude Behavioral Services

Estimated Number of Public Attendees: 40

Discussion Summary

Service Providers in attendance (presenting providers and others):

- Mental health calls for service are complicated by other needs, such as housing, transportation, and food security as well as social obstacles, such as stigma.
- Jail and hospital diversion efforts have proven to be successful & mental health referrals by police increased after law enforcement's Crisis Intervention Training initiative.
- Demand always outpaces supply of social service providers, so incident response times from these agencies are often slower than the pace police can respond.
- Guidelink Access Center will be a valuable new resource for those experiencing crises.

Members of public in attendance:

- Multiple mentions of response models which emphasize mental health and crisis intervention professionals in responding to these types of calls.
- Several supportive of increased funding for social service agencies and more strategic and innovative partnerships to limit when police need to be involved.
- Need to address implicit bias and systemic racism.

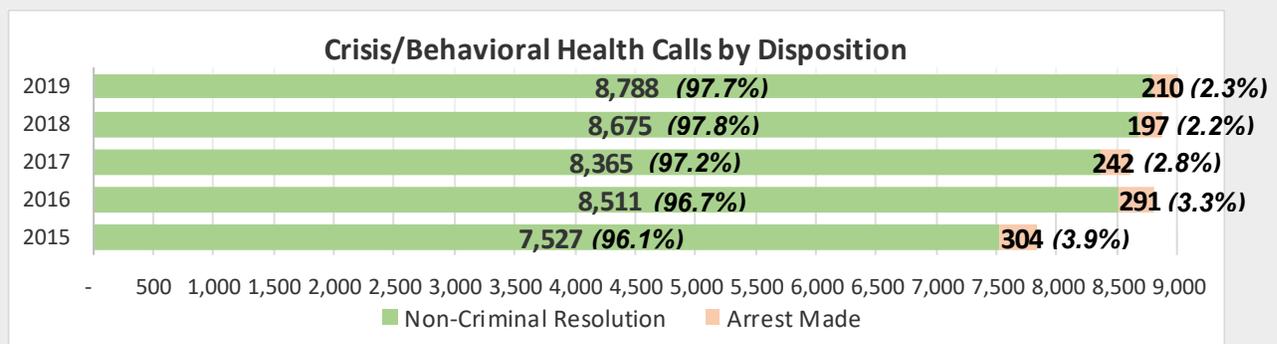
Police officers in attendance:

- Excited about prospect of co-response program and supportive of increased crisis intervention training for officers.
- Prefer to have public health professionals involved and view officer role as de-escalating the situation in order to get individuals to providers and health professionals.
- Need a solution/provider for involuntary patients, so officers do not have to be involved.

Supplemental Information *[The following data may be a helpful supplement to the listening post discussion.]*

Based on calls for service between 2015 and 2019, the ICPD responds to an average of 8,622 calls for service each year that could be considered "crisis or behavioral health" calls.

These types of calls account for approximately 11.97% of all calls between 2015 and 2019. The split by type of these calls includes: 36.1% suspicious activity, 26.5% public assistance, 13.4% welfare check, 7.5% intoxicated pedestrian, 4.2% vagrant/transient, 3.2% suicide, 2.9% mental impairment, 4.5% medical, and 1.8% unknown. Most of these calls result in a non-criminal resolution, such as a referral to a service provider or a verbal warning.



Area of focus: Special Needs Population

Presenting Service Providers: The Village Community, Access 2 Independence

Estimated Number of Public Attendees: 16

Discussion Summary

Service Providers in attendance (presenting providers and others):

- Have partnered successfully with ICPD to proactively expose clients to positive police interactions and continuing to foster these existing relationships is critical.
- Diversity of disabilities prohibits a 'one-size-fits-all' approach, but if police can enter a situation knowing a person has a disability and what their related behaviors/communication styles are, that response is better.
- Currently engaged with ICPD to launch a pilot, voluntary disability identification program.
- Familiar people are important to an individual with special needs experiencing a crisis.

Members of public in attendance:

- Inquiry about the possibility of a CIT unit separate from police that focuses on de-escalation and the relevant trainings provided to ICPD.
- Questions about the most important traits of a successful response to an individual with special needs and how existing services function (i.e. Project Lifesaver).
- Interest in how police restructuring plan will help with other institutional punitive culture.

Police officers in attendance:

- Extensive outreach with special needs population (i.e. Coffee with a Cop) to help these individuals become comfortable with the police and the idea of asking them for help.
- Project Lifesaver and LOST Program are two existing resources for this population.
- Training never stops: "Every day is a training day, with every call."
- If officers can be informed of an individual's disability and related behaviors, they can provide more efficient and better service when responding to the call.

Supplemental Information *[The following may be helpful in addition to listening post discussion summary]*

- [Project Lifesaver](http://www.projectlifesaver.org): An international program that the ICPD participates in which allows caregivers to enroll individuals at risk of wandering, so police can quickly locate the individual if this occurs. [www.projectlifesaver.org]
- [Loved Ones Safe Together \(LOST\) Program](http://www.icgov.org/LOSTprogram): Existing, free program that is a joint-initiative of the ICPD and area caregivers to help locate enrolled individuals who have been separated from their families or caregivers. [www.icgov.org/LOSTprogram]
- Project Blue Able: Pilot project in the planning phase which would provide drivers with disabilities a way to voluntarily identify their disability and communication tips with an officer during a traffic stop.

Area of focus: University of Iowa Students

Presenting Service Providers: University of Iowa Student Government

Estimated Number of Public Attendees: 10

Discussion Summary

Service Providers in attendance (presenting providers and others):

- More resources are always needed for stability and to expand services, especially after-care services (mental health care, drug court, mental health court, etc.) – the call for service is the beginning, not the end.
- There are existing UI staff dedicated to substance abuse and alcohol safety, but more support services from professionals, and training within the community on how to respond/intervene would be beneficial.
- Mobile Crisis Unit cannot respond to situations involving involuntary committals.

Members of public in attendance:

- Questions about the roles USG and UIPD play in responding to various public/student safety issues.
- Interest in response models which involve trained mental health professionals.
- Inquiry into current mental health calls received by police – including types of calls received and ICPD's existing workload.
- Focus on systemic issues and address existing, non-police related gaps in services such as housing and food insecurity.

ICPD in attendance:

- Existing partnership with Mobile Crisis Unit has yielded good results, and a need to focus on aftercare services and an expansion of resources remains.
- Officers enjoying helping others and want everyone to feel safe asking the police for help.

Area of focus: Abuse and victim services

Presenting Service Providers: Domestic Violence Intervention Program, Nisaa African Family Services, Monsoon Asians and Pacific Islanders in Solidarity, Johnson County's Attorney Office

Estimated Number of Public Attendees: 40

Discussion Summary

Service Providers in attendance (presenting providers and others):

- Existing partnerships have been beneficial and continue to improve, but opportunities remain to strengthen these even more and increase use of referrals.
- Need to further consider how personal characteristics, demographics, language, and cultural experiences impact an individual's trust in systems & ability to reach out for help.
- Important to confront biases, challenge systems, and have tough conversations.

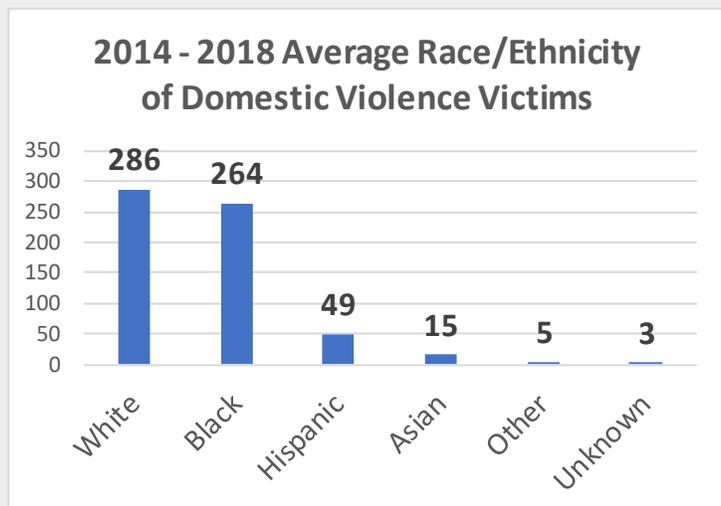
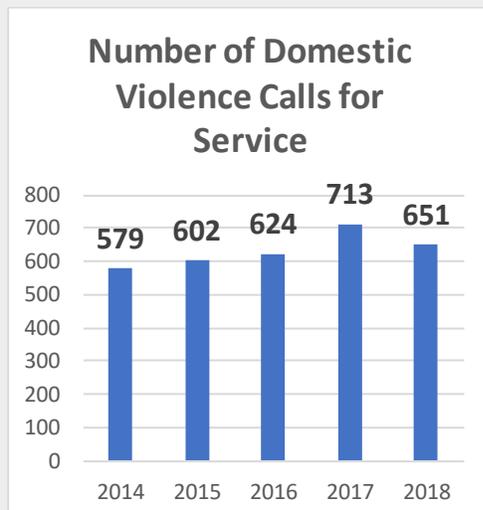
Members of public in attendance:

- Inquiries about ICPD's use of social workers and increasing this type of assistance.
- Discussion of how to support victims dealing with trauma or who are uncomfortable reporting abuse.

Police officers in attendance:

- Important to remain culturally humble and work to understand biases.
- Partnerships are critical and valued by ICPD and hope to expand and strengthen these.
- City has had domestic violence position since 1997 + dedicated sexual assault detective – ongoing efforts include better partnerships, a social work intern program through UI, and victim services position, but continual improvement is so important.
- Policing is more than just law enforcement.

Supplemental Information *[The following may be helpful in addition to listening post discussion summary]*



Area of focus: People experiencing homelessness

Presenting Service Providers: Shelter House, Guidelink Access Center

Estimated Number of Public Attendees: 7

Discussion Summary

Service Providers in attendance (presenting providers and others):

- Service providers do more than just provide shelter: wraparound services such as mental health care, rehousing/stabilizing housing, meals, and job training and placement are all ongoing and have continued need for expansion.
- The ICPD position created to focus on community policing in the downtown district helped improve relations with those experiencing homelessness and helped provide the data and perspective needed to move forward Cross Park Place and Guidelink.
- Significant (and unique) collaboration occurs in Johnson County between law enforcement and service providers to divert individuals from jail and hospitals.
- Situations in which agencies may ask for police assistance include involuntary committals, violent situations, and for de-escalation until care providers can respond.

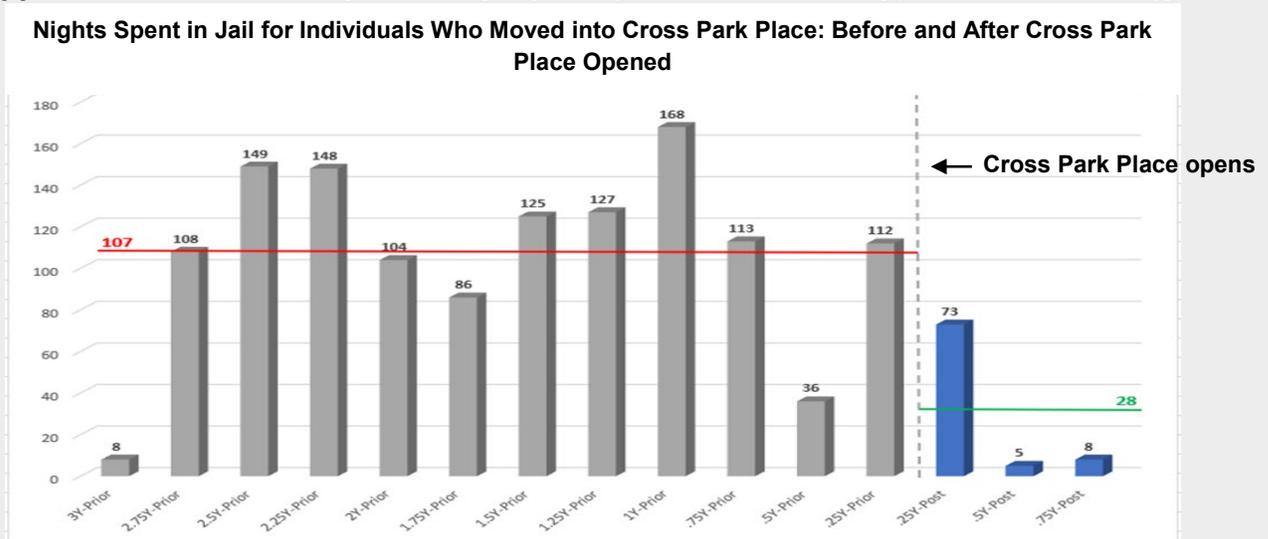
Members of public in attendance:

- Discussion of police officer's role in responding to these crises and determining what type of care/referral the individual needs. How would alternative response models work?
- Questions about how existing resources operate (Cross Park Place, Mobile Crisis Unit, Shelter House, etc.) and how the Guidelink Access Center will work as a new resource.

Police officers in attendance:

- Downtown liaison position was critical to improving trust with these individuals, and data shows the success of Cross Park Place in providing an alternative to jail or the ER.
- Meeting with other cities who have co-response models to learn more; police prefer mental health professionals respond to mental health calls, but often these providers do not want their staff to go without police when safety concerns are present.

Supplemental Information *[The following may be helpful in addition to listening post discussion summary]*



The number of nights spent in jail was tracked for residents who moved into Cross Park Place for the 3 years before Cross Park Place opened (indicated by dotted line), and in the nine months after it opened.

Area of focus: Youth

Presenting Service Providers: Dream City, United Action for Youth

Estimated Number of Public Attendees: 25

Discussion Summary

Service Providers in attendance (presenting providers and others):

- UAY has found success in partnerships with ICPD such as the shoplifting diversion program; Dream City is interested in exploring ways to partner that give both youth and police an opportunity to reconstruct their perspectives of one another.
- Community input is essential for service providers to understand what resources, support, and programs the public want and need.
- Increased education for the community is critical – black voices have been asked to come to the table for years, but fear of people of color persists. Cops are part of the conversation, but so are the people who are calling the police on persons of color.

Members of public in attendance:

- Discussion of Iowa City Community School District's role in addressing systemic racism.
- Expression of the need for white people to educate themselves and confront implicit biases – Why are white people calling the police on persons of color?
- Discussion of community-driven solutions, such as the active South District Neighborhood Association and informal mediation options, healthcare and crisis worker response models.

Police officers in attendance:

- Calls about “suspicious” persons of color are a real phenomenon. Officers respond to all calls for service, but if supervisors hear this type of call, they will often direct the officer to just drive by and assess if there is a threat and not make contact.
- Gaps: Only supervisors can give this direction, and they aren't able to hear every call that comes in. Impossible to know the perspective or motivation of the caller, therefore it can be difficult to make a judgement call about how to respond.

Councilors in attendance:

- This is a unique opportunity Councilors are committed to – not just ‘checking a box.’
- Public input is first step and there is a lot of work left to do, mistakes might be made and coming back to the table again and again is likely. Public participation is key.

Supplemental Information *[The following may be helpful in addition to listening post discussion summary]*

In 2019, the Southeast & Grant Wood neighborhoods had the highest numbers of juvenile calls for police department service. While four of the five top neighborhoods showed a decline between 2018-19 the Southeast neighborhood increased by almost 100%.

Top 5 Neighborhoods for Juvenile Related Calls for Service (2014 – 2019)							
Neighborhood	2014	2015	2016	2017	2018	2019	% change from 2018 to 2019
Southeast	23	55	50	34	32	63	+96.88%
Grant Wood	32	75	79	87	71	60	-15.49%
Downtown	40	47	30	58	57	53	-7.02%
Wetherby	42	63	79	71	58	46	-20.69%
Lucas Farms	16	22	37	50	47	45	-4.26%

Input Summary

Individuals had the opportunity to submit input through an online form, with no restrictions on the number of submissions and the option to submit anonymously. The submissions included a variety of opinions and ideas about policing in Iowa City. Ordered by an approximation of frequency, the most common sentiments are summarized below:

- Support for a shift of responsibilities to social service providers and the corresponding investment needed to support this shift.
- Support for maintenance of existing policing levels, citing crime and public safety.
- Support for various alternative response models, including those which involve mental health and crisis professionals, peer response methods, and co-response models which emphasize a mental health-first response and optional police support.
- Increase informal, non-enforcement outreach and engagement by police officers to build relationships in neighborhoods and spend more time outside the vehicle.
- Avoid a dichotomized approach and address both the value of good policing and the need to re-imagine new strategies to find a fit unique for our community.
- Address policy and procedure issues such as hiring practices, broadening training, de-emphasizing weapons, and ensuring options other than use of force.

All online responses received are included at the conclusion of this memo.

Next Steps

Upon review and consideration of the public input received, the City Manager's Office is prepared to develop a preliminary plan for City Council and public review. Prior to staff starting work on the plan, the City Council should discuss and express to staff any specific expectations for the plan.

The recommended next steps include:

- October – November 2020: Staff acts under City Council direction and in response to public input to develop a preliminary plan.
- December 2020: Preliminary plan presented.
- Winter 2021: Additional public input solicited on the preliminary plan that is presented, and any corresponding refinement of the plan.
- Spring 2021: Adoption of final plan.

LISTENING POST #1 NOTES: Sept. 16, 2020 at 5:30 p.m. at Mercer Park

LISTENING POST TOPIC: Crisis Intervention/Mental Health/Addiction

COUNCILORS IN ATTENDANCE:

TEAGUE SALIH MIMS THOMAS TAYLOR BERGUS WEINER

CITY STAFF IN ATTENDANCE: Geoff Fruin, Officer Fowler, Sgt. McKnight

SERVICE PROVIDERS IN ATTENDANCE: CommUnity Crisis Services, Prelude Behavioral Services

ESTIMATED TOTAL NUMBER OF PUBLIC ATTENDEES: 40

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK "**")
 ("PUBLIC" REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
<u>SUMMARY OF LISTENING POST CONVERSATION:</u>				
CommUnity Staff* - Overview of Crisis Intervention Service, including suicide hotline.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CommUnity Staff* - Explanation of Mobile Crisis Services.				
Prelude Staff* - Overview of Prelude Behavioral Services.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CommUnity Staff* - Description of crisis Intervention Services, including emotional services support.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Public: For Mobile Crisis Unit – what is going well and what are structural obstacles? CommUnity Staff* - Obstacles include that mental health resources are complicated by housing, transportation, food insecurity, etc. and promoting service to the community is difficult. What works well is that jail/hospital diversion rates are good and follow-up services are strong & effective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public: What are mental health services for people in the judicial system? Prelude Staff* - Description of jail alternatives program.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Public: What about prevention services? Prelude/CommUnity Staff* - Overview of 40-hour Crisis Intervention Training provided to law enforcement, which includes role playing. After training – mental health referrals went up Prelude* - One structural obstacle is stigma from families and friends. Provided example of CIT training being used with good	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK "**")
 ("PUBLIC" REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
outcome. Talked about Iowa Youth Survey and improved outcomes due to prevention services.				
Public: If officers are getting training, why are there still lack of resources? Prelude Staff* - Guidelink center will help by providing more options to police and more services to the public.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Public: Can 911 dispatch other services rather than police? CommUnity Staff* - Incident response rate can be slow because counselors are often on call and not ready for action. Guidelink Center will help and need to make sure that operation is adequately funded. There always will be a mental health counselor at that facility.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Is the city looking at co-response model? Ex: CAHOOTS program in Oregon.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Based on personal experience with both non-profit and law enforcement, individuals are more willing to work through issues with non-profit than law enforcement.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Can we set a limit on how many officers can respond to a call? More officers leads to escalation. What type of force needs to be used?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public: Lack of funding is a problem. Funding needs to be redirected from ICPD to non-profits.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: 40 hours of crisis training per year is not enough.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public: Has experience as counselor and educator (With Nisaa). Make sure African immigrants are represented, Nisaa did not get invited to tonight's event. Need to work harder to improve relationships with marginalized population.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public: Barriers are at the state and federal level. People need to advocate at state and federal level. Locals are supportive. Personal positive experience with local police during crises with son.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Help us understand legal implications of changing dispatch system.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Funds should be reallocated from police to mental health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Issue with public intoxication arrests -- discuss with law enforcement and county attorney on how to reduce those charges and use Guidelink Center instead.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Pursue innovative programs here even if numbers don't fully meet criteria to launch program. Be a leader.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK "**")
 ("PUBLIC" REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
Public: Can prelude and mobile crisis work together and not call police?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: New police chief should support co-responder plan and bring forward restorative justice programs. City should communicate with community on those issues.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Society's problems shouldn't all fall to police. Sympathizes with the police, people need to call who is most responsible for the issue.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Students have been drugged against will. Need better options than jail or hospital.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Upset with different response in judicial system and/or police for people with different color skin. Need to solve implicit bias.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public: Did police contact Prelude with crack epidemic or just meth? Systemic racism exists.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sgt. Mcknight* : Involved in implementation of the CIT program for ICPD. Personally has 200+ hours in training. More training for officers is always better. Supportive of a co-responder model and the department is excited about the possibility of a co-responder program. Law enforcement can be overwhelmed and want to provide the public with better service. Officer Fowler* - Officer's job is not be a counselor. Our job is to de-escalate and get people to providers. We don't want to criminalize mental health.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fowler* – Involuntary patients have to involve PD. Can that obstacle be removed and another service provider work with involuntary patients?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: What level of force is needed? Fowler* - Always as little as necessary.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public: Officers don't want to escalate, but that may be unavoidable in cases. PD needs more training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CommUnity Staff* - Public can volunteer with Crisis Center. You don't need to be a professional to have an impact.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prelude Staff* - Guidelink Center overview: includes sobering unit, detox services, crisis stabilization/observation, and winter shelter.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Councilor Weiner* - Offer to be French translator for African immigrants.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>8:00 p.m. Meeting Concludes. One on one conversations with elected officials, service providers and police representatives</i>				

LISTENING POST #2 NOTES: Sept. 22, 2020 at 5:30 p.m. via Zoom

LISTENING POST TOPIC: Special Needs Population

COUNCILORS IN ATTENDANCE:

TEAGUE SALIH MIMS THOMAS TAYLOR BERGUS WEINER

CITY STAFF IN ATTENDANCE: Daisy Torres, Officer Hayes, Geoff Fruin, Rachel Kilburg

SERVICE PROVIDERS IN ATTENDANCE: The Village Community, Access 2 Independence (A2I)

ESTIMATED TOTAL NUMBER OF PUBLIC ATTENDEES: 16

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK "**")
 ("PUBLIC" REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/QUESTION/CONCERN
<u>SUMMARY OF LISTENING POST CONVERSATION:</u>				
A2I Staff*: Overview of A2I functions, including independent living training/transitions, advocacy, and resource center.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Prelude Staff* - Overview of Prelude Behavioral Services.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
The Village Community Staff*: Overview of The Village Community services: disability advocacy and service organization focused on community living and residential services. Also is the parent of adult children with autism disorders, who had several interactions with ICPD due to autism disorder behaviors. <ul style="list-style-type: none"> ○ What has worked: Village Community interactions with law enforcement have been positive, with many successful proactive efforts: clients participate in Coffee with a Cop, Officer Hayes has done extensive outreach, and the ICPD is heavily involved with the Special Olympics. ○ Areas for improvement: Continuing to foster these existing relationships as they have been is important. CIT Training should be continued, and disability-specific training opportunities are available if additional training needs exist. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A2I*: Working with Torres and Officer Neeld on Project Blue Able, which would create a disability ID card to help individuals self-identify with a disability and help officers understand better how to interact with the individual. Received positive feedback for this type of program from the community, but the pandemic has halted the project for now.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK "**")
 ("PUBLIC" REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
Torres* (ICPD Public Outreach Assistant): Project Blue Able idea sourced from the State of Connecticut’s Blue Envelope Program and felt it would be a positive proactive action to implement a similar project locally. Also important for the Police Department to have frequent, friendly, and informal interactions with these populations.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer Hayes*: Served as Community Relations Officer for 4 years and developed a good relationship with The Village Community. Coffee with a Cop was very popular with clients -- they became comfortable approaching officers, trusting officers, and understanding that an interaction with an officer in uniform is not something to fear. All police officers continue to participate in trainings which help officers identify triggers and behaviors and how to respond to these crises. Also helps families understand programs like PLI and LOST.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public: (Intern at Successful Living) What are efforts to respond to mental health crises in the community? Hayes*: All officers have gone through 40 hours of initial CIT training and have ongoing trainings & talks about what a crisis can look like and what appropriate behavior is during a crisis for both the officer and the individual. Officers also conduct proactive outreach and informal conversation and relationship-building in the community, so that a crisis isn’t the first-time people have contact with a uniformed officer. <ul style="list-style-type: none"> ○ CIT training focuses on: listening to the individual in crisis and caregivers, developing a longer-term plan to help recurring individuals get to a stable place without having police contact every day, and learning effective referral strategies and resources. Mims*: Guidelink center will be opening in 2021 and be a place for adults experiencing a crisis to get the care, treatment, and attention they need; diverting them from the ER and jail. A2I Staff*: Police currently has a robust jail diversion program, specifically for individuals experiencing mental health and substance abuse issues, in which a social worker is assigned to recurring individuals so they can get the health and treatment they need	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
The Village Community*: Experience with the CIT training that police receive is that it is very robust and covers the needs of this population.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK “*”)
 (“PUBLIC” REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
<p>Public: Is council considering a CIT unit/team separate from police that focuses on de-escalation? (root problem: intersection b/t mental health and race. Personal experience: son has mental illness and sight of police during a crisis can invoke panic).</p> <p>Mims*: Interested in the idea. There is an existing Mobile Crisis Unit (through CommUnity) and wants to learn more about how could that be expanded or better integrated with the ICPD. Improving the categorizations of 911 calls at dispatch phase is important, so the data can help us understand needs.</p> <p>Weiner*: Also interested in the model of including a mental health professional and non-uniformed officer on crisis calls for service, to help de-escalate the situation.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: Appreciative of councilors doing listening posts and would like to see increased efforts to promote these events.</p> <p>Weiner + Mims*: LP info being pushed out via news release, social media posts, and online, but will evaluate if there are other ways to do so also. Reminder to subscribe to City notifications and follow on social media.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: What are most important things for a first responder or standard citizen to know and/or understand when an individual in special needs is in crisis?</p> <p>The Village Community*: The individual in crisis will benefit from having familiar people around during the experience, so partnering and cooperating with first responders is important so that the technical medical care + personal social knowledge work in tandem.</p> <p>A21*: De-escalation tactics are critical to get the individual out of crisis so they can feel safe and communicate more effectively.</p> <p>Hayes*: If someone is with the individual in crisis, it is helpful if they can notify dispatch of any triggers or behaviors, so responders are prepared (i.e. Does individual dislike lights/noises? Then, officers won't use lights/siren. Does individual not like to be touched? Then officers will keep a comfortable distance. Do they like Kum & Go drinks? Officers will respond with a Kum & Go drink). Also, Officers don't just respond with the intention of taking action – they will let the individual do what they need to do to feel comfortable. So, If the individual in crisis is in a situation where they are safe and can move out of their crisis through physical exertion, the officers will allow them the space to do that.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK “*”)
 (“PUBLIC” REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
<p>Public: In ICCSD climate surveys police presence in schools often comes up. How will police be restructuring help with institutional punitive culture?</p> <p>Mims*: Feels the current social climate is conducive to re-evaluating these systems and implementing real change. We have an opportunity to lead there.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Public: How to sign up for Project Lifesaver?</p> <p>Hayes*: Can sign up any time on the city website. After completing an application, the app is processed and then officers and applicant meet in-person about why participation in the program is a good fit and to better understand why individual is getting on the program and what true needs are. Note: Project Lifesaver not catch-all, sometimes people do not to like to wear the band/necklace so then officers look at other alternatives to find a better fit for them. If interested, can find more info online or stop at police department for assistance in signing up.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Hayes*: Overview of how Project Lifesaver works. Every officer is trained and does practice test twice a year.</p> <p>The Village Community*: Not many PDs in Iowa that have the PLI program, so appreciative that ICPD put in the effort to bring the program here.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: What type of training is mandatory for police and are trainings one-time or ongoing?</p> <p>Hayes*: Training never stops (occurs daily in meetings, policy updates, formal trainings). “Every day is a training day, with every call.” Required monthly to do police legal science trainings, additional training opportunities are optional or highly encouraged. All officers trained in CIT (40 hours initially, refreshers annually).</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: Other trainings in partnership with non-profits?</p> <p>The Village Community*: ICPD has done work with Alzheimers Assoc. Non-profits also table at CIT trainings to meet with and talk to officers.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Torres*: All area law enforcement agencies attend MATS annually (Multi-Agency Training Sessions), which is mandatory two-day training with local organizations and service providers.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Thomas*: What is a traffic stop like for a person with special needs?</p> <p>A2I*: There is so much variety in the disability community, so each stop looks different depending on an individual’s specific disability barriers. This is why the idea of a disability ID card was</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK “*”)
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	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
<p>floated. Example: individual with brain injury may express behaviors of an intoxicated individual, although it is typical behavior for them.</p> <p>The Village Community*: Has a son with autism disorder and finds it important to notify officer as they are approaching the vehicle of what type of behavior her son may be exhibiting. Illinois had yellow dot program in which an individual with a disability can request a yellow dot sticker from the DOT to put on vehicle and provide visual indicator to officer.</p> <p>Hayes*: Encourages use of Road ID, which is a band that provides name, DOB, and custom info (such as disability). This can help the officer understand the situation better and respond appropriately, especially in situations where the individual is non-verbal.</p>				
Mims* : The more info officers can have and the sooner they can get it will help the response be more effective and efficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Councilors: Wrap-up and thank you.</p> <p>The Village Community*: Appreciative of interactions her family/clients have had with ICPD – always find them helpful, prepared, and professional.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7:00 p.m. Meeting Concludes.				

LISTENING POST #3 NOTES: Sept. 26, 2020 at 10 a.m. at Hubbard Park

LISTENING POST TOPIC: University of Iowa Students

COUNCILORS IN ATTENDANCE:

TEAGUE SALIH MIMS THOMAS TAYLOR BERGUS WEINER

CITY STAFF IN ATTENDANCE: Interim Police Chief Brotherton, Geoff Fruin

SERVICE PROVIDERS IN ATTENDANCE: UI Student Government, UI Police Department, CommUnity

ESTIMATED TOTAL NUMBER OF PUBLIC ATTENDEES: 10

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK "**")
 ("PUBLIC" REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
<i>Mayor + UISG welcome</i>				
Public: How is student government involved in process to evaluate public safety? UISG*: Focus is primarily on campus. Two liaisons to City Council that are engaged in city discussions. Focus on mental health services and residence hall interactions with police.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Public: Students should connect in with GuideLink Center and see what partnerships can develop.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: What resources are in place for students struggling with alcohol issues? UISG*: Trained staff available to work with students with substance abuse issues (out of IMU), lots of non-alcohol centric programming. Full-time staff on prevention (Partnership for Alcohol Safety).	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Public: What would UISG do with unlimited funds? UISG*: More support services from professionals, alternative programming, training bar staff on how they can intervene (medical amnesty).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Feels there is widespread community support for mental health professionals to respond to crisis calls. Examples: CAHOOTs (Eugene, OR), CCIT NYC program (New York). Explanation of CAHOOTs program.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CommUnity Staff* – Explanation of local crisis services and needs, including Mobile Crisis Unit. Good relationship with ICPD and fortunate that Johnson County has invested in CIT training. Mobile Crisis funded through Mental Health Region and need more investment to create stability and expand services.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
ICPD* - Explains existing Data Driven Justice Initiative (DDJI) efforts and collaboration with Mobile Crisis, GuideLink, Cross Park Place, etc. Officer training includes how to use these programs.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Public: 40 hours of CIT not appropriate to provide care needed. Need response from trained professionals, not ICPD.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Councilor Weiner* : How do involuntary committals work? Can Mobile Crisis respond to these types of crises? CommUnity Staff* : Mobile crisis cannot respond to these crises -- must be law enforcement. Probably a state law issue.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public: What is breakdown of calls for service? How many are mental health related? Police* : Calls are complex and involve multiple issues (e.g. domestic situation with alcohol abuse, shoplifting with mental health, etc).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public: Do officers like responding to mental health? Police* : Like helping people and hire compassionate people who want to help all people and find best solution with our available resources.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Are police overloaded? Police* : Focus needs to be on aftercare services. Need more resources (i.e. Guidelink Access Center, more mental health beds, drug court, mental health court)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Some individuals are uncomfortable calling the police. ICPD* : We really focus on providing exceptional care and want everyone to feel safe. Need to change narrative that calling the police is unsafe. We are here to help and people should feel safe asking for us to help.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CommUnity* : Loss of mental health beds has hurt us. Agree with ICPD that more aftercare services are really needed. The call for service is the beginning and not the end – that’s what gets the individual in need connected to the resources.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
UIPD* : UIPD constantly re-imagining services as new students come in with more ideas. Percentage of calls is very low for mental health, alcohol. Officers good at going into tense situation and de-escalating. Agree there is need for aftercare services to help people, repeat callers are an issue because of lack of aftercare. Mobile crisis has been a ‘godsend’ for law enforcement.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
UISG* : Is there an update on changes with police department and what’s being done across the country?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK “*”)
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	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
UIPD*: Too early to tell where UIPD is going. Mental health response units are already being developed and have been. Must really focus on victim services to help them – in part to avoid them falling into crisis. Also new programs always being developed – medical amnesty practice, SHOUT program, etc. We are heading down the right path and excited to go down the path of reimagining and strengthening our service.				
UISG*: Do we talk to other Big 10 cities about these issues? Suggestion to bring student government into conversations with other cities. UIPD/ICPD*: We have an annual meeting and ongoing listservs to share practices. These partnerships drive innovation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Councilor Weiner*: Need a drug and mental health court. UIPD/ICPD*: Agree that those are needed services here.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UISG*: Does alcohol enforcement downtown can create tension with PD? ICPD*: Downtown used to be an unsafe environment due to excessive alcohol. We are there to help people stay safe. UISG*: Could bars police themselves? ICPD*: Alcohol Beverage Division’s training programs, such as TIPS (Training for Intervention Procedures) aimed to do that.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public: Budgetary hole that fosters these problems. Need to think more about front end services so that the calls are avoided (housing, food security, etc.).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Focus on societal problems before calls are made. Need to understand experiences of persons of color. Personal experiences with police are positive, but what about BIPOC experiences with police? Every year that changes with new students and the experiences they bring with them. ICPD*: Agree and community outreach officer role intends to help with this issue. Public: Think of big problems and existing gaps (e.g. food insecurity). What struggles that people have can we help with as a community? Let’s solve those problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>MEETING CONCLUDES AT 11:15 A.M. WRAP-UP AND THANK YOU.</i>				

LISTENING POST #4 NOTES: Sept. 29, 2020 at 5:30 p.m. at Wetherby Park

LISTENING POST TOPIC: Abuse and victims of abuse

COUNCILORS IN ATTENDANCE:

TEAGUE SALIH MIMS THOMAS TAYLOR BERGUS WEINER

CITY STAFF IN ATTENDANCE: Sgt. Stevens, Officer Clarahan, Officer Nieland, Geoff Fruin, Ashley Monroe

SERVICE PROVIDERS IN ATTENDANCE: Domestic Violence Intervention Program (DVIP), Nisaa African Family Services, Rape Victim Advocacy Program (RVAP)

ESTIMATED TOTAL NUMBER OF PUBLIC ATTENDEES: 40

(COUNCILOR OR SERVICE PROVIDER COMMENTS DENOTED WITH AN ASTERISK “**”)
 (“PUBLIC” REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/QUESTION/CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
<i>Councilor welcome</i>				
DVIP*: Overview of services and importance of partnerships.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Public: What does DVIP want to see from a reimagined police department? DVIP*: Work with ICPD and has for 20 years. A lot of improvement has been made, continued growth is important particularly with race and poverty. City made big step forward with Victim Services Coordinator position approval. There is a big population that is not able to or not willing to accept services from DVIP. Need to improve that offering.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
RVAP*: Overview of services for victims of sexual violence. Race, gender, age and other personal characteristics all matter and it is impossible to erase violence. Partnerships are necessary. We need to challenge systems (e.g. hiring processes) and challenge ourselves.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Nisaa*: Overview of services: Focus on African Immigrant services and culturally-specific responses. Work on sexual violence, domestic violence, and human trafficking. Language translation services important and system mistrust is an issue that they help victims through. Need help building awareness of services throughout entire community. Need more conversations – including uncomfortable ones. Important to acknowledge racial bias. There is a fear for victims to call police because of fear of violence from police...even though it hasn't happened in Iowa City. The belief and fear is real. If you don't speak the same language you don't get the same level of service	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
– Nisaa helps bridge this gap. Cultural competency training is very important. Police bringing in a social worker is a positive step forward. We are talking with police about this position and building relationships, the social worker will help create a comfortable environment for victims. Those discussions have been ongoing for a few years, not just a new initiative. Outreach assistant is working with us on educational efforts on U.S. laws because cultural disconnects can occur. Nisaa also works on human trafficking issues with ICPD. Need to intervene and communicate with each other early to best help victims.				
Public: What are biggest obstacles to serving this population? Nisaa*: Uncomfortable conversations can be a barrier, community needs to be open to discussions. Also, referrals are important and currently working on that with law enforcement and court systems. Language barriers are big problem too. There is trust with systems and racial injustice and we need to continue discussions after listening posts.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: Personal experience with sexual abuse, thankful for those who support victims.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sgt. Stevens*: Career focused on victim support and domestic assault specialty. So important to be culturally humble. City has had a domestic violence position since 1997 and has a dedicated sexual assault detective as well. Johnson County has sexual assault response team. Overview of grant with focus on gender bias and LGBTQ support, and of Victim Support Coordinator position. Partnerships are so important, we value existing partnerships and want to improve. Continual improvement is key.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Public*: Will ICPD look to more social work assistance? Sgt. Stevens*: Current relationship with UI School of Social Work to continue intern program. Would love to see a whole division of social work in the ICPD. Noted Chattanooga, TN as a model police department in this area.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: What about social work response to calls? Teague*: Have heard from the community that this is important and will continue to explore it.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: What is status of hiring full-time social worker? Sgt. Stevens* – In progress right now, currently have an intern and volunteer on board.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Public: Is it normal for a sexual assault to take a year to investigate and process?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
SUMMARY OF LISTENING POST CONVERSATION:				
Sgt. Stevens* : Yes, sometimes lab result can take many months. Delayed reporting, evidence availability, etc. all impact timing.				
Public* : What would community policing look like to you? Sgt Stevens* : Policing means more than law enforcement. These conversations need to take place to identify positive "policing" techniques.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DVIP* : Adding a social worker is an important element but not enough. We also need to carefully evaluate how inserting a one profession into another potentially changes services and we need to address key issues of housing, substance abuse, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public : Support CAHOOTs model (Eugene, OR). What support exists for those traumatized from interactions with police? ICPD/City Staff : Space to make people comfortable talking at police department and opportunities to include outside organizations and Human Rights Office.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
RVAP* : Survivors want acknowledgement and accountability. What is one thing inside the police culture that you can do differently to help build bridges and continue with accountability? Teague* : We need to have police continue to hear stories of negative interaction. Sgt. Stevens* : Understanding bias is a big component.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public : how do we continue conversations after this series? Teague* : This is a long process and council is committed to navigating it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public : Advocate for RVAP – survivors don't often report. Need transformative justice approaches. Cautious about pairing police and social work based on Des Moines experience. Lost trust after tear gas incident.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nisaa* – Must address racial profiling.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>MEETING CONCLUDES AT 7:15 P.M. WRAP-UP AND THANK YOU.</i>				

LISTENING POST #5 NOTES: Oct. 6, 2020 at 5:30 p.m. at Chauncey-Swan Park

LISTENING POST TOPIC: People experiencing homelessness

COUNCILORS IN ATTENDANCE:

TEAGUE SALIH MIMS THOMAS TAYLOR BERGUS WEINER

CITY STAFF IN ATTENDANCE: Sgt. McKnight, Officer Schwindt, Officer Fowler

SERVICE PROVIDERS IN ATTENDANCE: Shelter House, Guidelink Access Center, Mobile Crisis Unit, United Action for Youth

ESTIMATED TOTAL NUMBER OF PUBLIC ATTENDEES: 7

(DENOTE COUNCILOR OR SERVICE PROVIDER COMMENTS WITH AN ASTERISK “*”) (“PUBLIC” REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	<u>IDEA</u>	<u>PERSONAL EXPERIENCE</u>	<u>EXISTING SERVICE</u>	<u>ROOT OF PROBLEM/QUESTION/CONCERN</u>
<u>PUBLIC COMMENT SUMMARY:</u>				
<p>Shelter House*: Overview of Shelter House services – provide year-round 70-bed emergency shelter for single adults + families with children, low-barrier winter shelter, short-term rental assistance, help people find and retain housing, own 46 rental properties, eviction prevention and homeless prevention programs.</p> <p>Overview of Cross Park Place – 24 units for those who are chronically homeless, partnered with police to ensure being homeless isn’t a crime in Iowa City. Work with police in a lot of programs and services. ICDD + ICPD created a position in 2013 to focus on community policing in downtown, and this position frequently interacted with individuals experiencing homelessness, which helped to reveal needs of homeless and how police and agencies could partner to address these needs and determine how Cross Park Place could work best.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Councilor Mims*: Cross Park Place is an example of some of the partnerships that have been going on for a long time. Number of nights in jail + number of times individuals were in ER were 2 important data points in understanding what was needed in starting this project.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(DENOTE COUNCILOR OR SERVICE PROVIDER COMMENTS WITH AN ASTERISK “*”)
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	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
PUBLIC COMMENT SUMMARY:				
Guidelink Representative*: Overview of County’s jail alternative efforts & post-booking jail diversion program. Johnson County was one of first communities in Iowa to adopt the full 40-hour CIT training. All hired officers have completed training (except new hires since COVID) and staff are currently working on continuing education/training opportunities. Overview of Guidelink Access Center - in the works, will provide crisis observation, crisis stabilization, sobering and detox, and near winter shelter. In the past, jails and ERs were the only place for people to go if they needed somewhere safe – Guidelink will provide a more effective alternative. Many ways to access the center including referral by other agencies or police, referral by friends/family, walk-ins, self-referral. No wrong way to get the help/resources you need.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Officer Schwindt*: Was first downtown district liaison, did foot and bike patrol full-time in downtown district. PD had been receiving a lot of complaints related to homelessness so spent bulk of time in this position doing outreach and having conversations with individuals who are homeless. At first, they would scatter b/c they were used to police only showing up when there was a problem. However, consistent relationship-building and trust-building with these individuals allowed them to begin feeling comfortable approaching police. Also was involved in data collection for Cross Park Place project. Guidelink will be alternate option to jail or ER for police, which has traditionally been o the only options for officers. Found that before Cross Park opened, residents spent 107 nights every quarter in jail and half a year after opening this number had dropped to 5.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mims*: Cross Park also has partnerships with UI and has mental health caregivers come and provide services for residents.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Public: What is available for runaway youth?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
UAY*: UAY has a program for homeless youth, which is meant to be an independent living program. If shelter is needed, refer to Foundation 2 in Cedar Rapids or Shelter house/Cross Park for those over 18. Currently no emergency youth shelter in Johnson County.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Public: How long can people stay at Cross Park Place?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

(DENOTE COUNCILOR OR SERVICE PROVIDER COMMENTS WITH AN ASTERISK “*”)
 (“PUBLIC” REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
PUBLIC COMMENT SUMMARY:				
Shelter House*: It is permanent housing. We expect many people to live there the rest of their life. Some may live there for a while and then decide they don’t want that level of support and move into an affordable independent housing option. But residents can live there as long as they want. Of course, 24 units isn’t enough so exploring ways to increase this service since it has shown such good results and outcomes. Have been awarded funds through national housing trust fund and are hoping to build approx. 36 more units within next year or so, but still some things that need to be worked out before this goes forward.				
Public: What types of things does Shelter House or Cross Park staff need to call police for? Shelter House*: Staff are trained to de-escalate situations. If a situation gets dangerous, they call law enforcement. If it is a safety issue and staff don’t feel they can handle it or fear violence may happen or is happening, that is when they rely on police and their skills.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: When the Guidelink Center opens, will there be an opportunity for the public to tour it? Guidelink*: Slated to open in Feb. 2021. With COVID in mind, there will be some smaller open houses, details TBD.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mims*: During work on Cross Park Place (CPP), learned an individual cannot get into assisted living unless they have a permanent address. An example is of one individual who was in CPP for only a month, but that allowed them to establish a permanent address and get into an assisted living facility.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public: With new Guidelink Center – if an officer is called, how do they determine where to take someone? Guidelink*: It is a voluntary facility so individual must be willing and aware that’s where they’re going. Must also be non-violent and medically stable. So, if they are free of concerning injury and are agreeable to go there, they can go. Shelter House*: A front desk/triage system will help determine what people who come in need. Is it crisis stabilization, detox, shelter, etc.? Staff will work with officer to determine which type of service the individual needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ QUESTION/ CONCERN
PUBLIC COMMENT SUMMARY:				
Guidelink*: Mobile Crisis Unit is another resource which helps determine where the individual should go.				
<p>Public: What is Mobile Crisis Unit?</p> <p>CommUnity*: Teams of mental health counselors who will respond to a crisis. The team will assess the situation and determine what types of services may be needed. The goal is to not call police and not send to hospital – 88% rate of hospital diversion. With Guidelink, everyone will be seen by Mobile Crisis team, who will help determine best type of care and service for the individual. Will work both in access center and also still out in the community.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Public: Does the Mobile Crisis Unit respond to people even if they aren’t home?</p> <p>CommUnity*: Yes, have responded to hospitals, schools, other agencies, and just on the street. They will go anywhere to respond to people as they need to.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: What additional efforts are being made with COVID and colder winter months to get homeless people somewhere safe during the day?</p> <p>Shelter House*: A lot of public facilities are closed so people don’t have the same options they did in previous years. A group of providers are collaborating right now to determine what we’re going to do this winter.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Public: Are we housing anyone outside Johnson County jail?</p> <p>Johnson County*: We are still housing some individuals out of county. The services we’re talking about tonight are helping to reduce the numbers. Every week, meet to discuss how recurring individuals can get into diversion and stabilization programs.</p> <p>Shelter House*: There is a group who meets with individuals who are currently homeless or having a housing crisis to learn what the best response is for them. Agencies also get calls from law enforcement when there are people are in jail who the officers do not feel needs to be in jail, but just needs a stable housing situation. Unique that we have jail diversion staff involved in these meetings, many communities do not.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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<p>PUBLIC COMMENT SUMMARY:</p> <p>Public: Whenever people are being cared for, there is opportunity for abuse. How do we prevent that at Shelter House and CPP?</p> <p>Shelter House*: The people we work with are not in dependent adult caregiving situation, but we also have people under the roof who are not our employees (i.e. nurses, mental health professionals, etc.) who can provide checks and balances. Have processes for reporting or grievances if people feel they’ve been mistreated.</p> <p>Mims*: GuideLink is for people 18 and over. Aware there is a need to have an option for people under 18.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Public: Has anyone who entered cross park place left?</p> <p>Shelter House*: Nobody else left by their own volition, and if they had to leave, they saved their unit for them until they could come back.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: Statement of support for IFRs stance on policing and mental health. Does not feel cops are trained as mental health professionals. CAHOOTSs model suggested (Eugene, OR).</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: Do people who live in these facilities have jobs?</p> <p>Shelter House*: At Shelter House many people have jobs and want to have jobs and are able to have jobs. Also have ‘job lab’ at shelter with a staffer dedicated to helping people find jobs.</p> <p>At Cross Park, mental health needs or other situations make it a little harder for people to find work. So we started our own contractual janitorial service where many CPP residents work. Also have a job coach who helps make sure job is done, but also handles any mental health issues that impact the group and/or the work. Fresh Starts program has been going on for 8-9 years and been a way to help employ people who struggle or have struggled due to their disability to keep job. There are also some who are not employed.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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<p>PUBLIC COMMENT SUMMARY:</p> <p>Mims*: Thank you to providers. They have expertise and do so much to bring this all together. With Guidelink the emphasis is to make sure people are connected to other services, so when they leave they have a “warm hand-off” so they aren’t just back to where they were before. Programs and services are designed to help people avoid revolving door as much as possible.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: Can you explain Shelter House services and meals?</p> <p>Shelter House*: Shelter serves breakfast and dinner and many use Free Lunch Program. Salvation army also serves dinner for people not in shelters. At Cross Park, each unit has kitchenette -- meals aren’t provided but staff provide education about nutrition and how to make meals and buy groceries or access other resources.</p> <p>Other services - Rapid re-housing program. Try to make episodes of homelessness end as quickly as possible and help people with short-term with deposits and rent and then other wraparound services to help them maintain housing. Many are able to retain their own housing after a year.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Public: As we consider CAHOOTs model, important to remember we have resources and expertise in our community to do this. Be intentional about who we are sending – not sending police at all to these calls is an idea and models exist for this.</p> <p>Schwindt*: Has been in touch with the organizations in Eugene who are running CAHOOTs. The Eugene PD does frequently respond with CAHOOTs team -- CAHOOTs team is primary contact but they are very often dispatched together. Police would love if mental health professionals could respond to mental health calls, but many times mental health professionals do not want their staff to go alone for safety reasons.</p> <p>Public: Heard that in Eugene, 1 in 80 calls involve asking PD for backup. When it goes through dispatch, PD hears it and can be on standby if they are needed. Discretion on when to bring in PD should lie with peer professional instead of officer.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 ("PUBLIC" REFERS TO A MEMBER OF THE PUBLIC)

	TYPE OF COMMENT			
<u>PUBLIC COMMENT SUMMARY:</u>	IDEA	PERSONAL EXPERIENCE	<u>EXISTING SERVICE</u>	ROOT OF PROBLEM/ QUESTION/ CONCERN
Schwindt* : Noticed there is significant difference between the data that is provided by CAHOOTs clinic and what is provided by Eugene police. Likely because they were originally doing this model for their community's unique needs, and didn't know they would be a model for others so data collection wasn't a top priority. Would be happy to discuss further.				
MEETING CONCLUDES AT 6:30 P.M., WRAP-UP AND THANK-YOUS.				

LISTENING POST #6 NOTES: Oct. 8, 2020 at 5:30 p.m. at Dream City

LISTENING POST TOPIC: Youth engagement

COUNCILORS IN ATTENDANCE:

TEAGUE SALIH MIMS THOMAS TAYLOR BERGUS WEINER

CITY STAFF IN ATTENDANCE: Sgt. Bailey, Daisy Torres, Ashley Monroe, Rachel Kilburg

SERVICE PROVIDERS IN ATTENDANCE: Dream City, United Action for Youth

ESTIMATED TOTAL NUMBER OF PUBLIC ATTENDEES: 25

(DENOTE COUNCILOR OR SERVICE PROVIDER COMMENTS WITH AN ASTERISK "**")

<u>PUBLIC COMMENT SUMMARY:</u>	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ CONCERN
UAY* : Overview of UAY services -- have been partnering with ICPD on shoplifter diversion program. COVID-19 spawned start of coordinated truancy outreach program.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Dream City* : Youth programs designed to keep youth out of systems. Currently operating a Return to Learn program, providing school space for youth and working with young fathers. Interested in doing a partnership with the ICPD to start addressing police relations with young, black men – helping both sides to see each other in a different light and change perceptions/build relationships. Example: invited families to this event, but there was resistance to being involved in anything with/about police.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Public : How would Dream City reimagine relationships with police? Dream City* : Basketball was great but the teams were small and not many could play; seeking new options to have more people participate. Need to identify why there is fear about even having conversations. UAY* : Agreed; events that invite police can lead kids to dismiss value; youth will say “this is great but it’s not how they treat us in our neighborhood.”	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public : Recommends documentary “Ernie + Joe: Crisis Cops”; NAMI is sponsoring film in spring.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ CONCERN
PUBLIC COMMENT SUMMARY:				
<p>Torres* (ICPD Community Outreach Assistant): In her experience uniform can be scary for some populations, need to break down those walls, being face-to-face and going to groups where they're comfortable has been best; first impressions of police on youth so important</p> <p>Public (teen services, ICPL): Is there a way to see how we're doing with policing?</p> <p>Torres*: Annual report, website</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>UAY*: We can design the programs we think you need, but community input is so important so we know what you need and want for our youth.; honest dialogue needed, "fear all around" and have vulnerable conversations</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: Overview of CAHOOTs model (Eugene, OR)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: Need to increase direct neighborhood outreach, not many members of the neighborhood here.</p> <p>Public (Member of South Dist. Neighborhood Assoc.): That's why we created the South District Neighborhood Assoc. and what we've been trying to do. It's in early stages but it is working, the new mural is a good example.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Public/Lori: County DMC Committee and ICCSD Youth Development Policy Board are good ways to continue this conversation</p> <p>Public: In 2008, we had a discussion with the schools on disproportionate expulsion and discipline and 10 years later, we're having the same conversation. Need to get POC at the table and be ready to talk about difficult things.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

(DENOTE COUNCILOR OR SERVICE PROVIDER COMMENTS WITH AN ASTERISK “*”)

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ CONCERN
<p>PUBLIC COMMENT SUMMARY:</p> <p>Dream City*: Black voices have been saying the same thing for so many years – why should they keep coming to public input meetings and saying the same thing when we know what the problem is. Also, focus keeps getting put on cops, but who calls the cops for issues at school or community? The community – they are scared of POC.</p> <p>Public*: Police is important part of convo, but what are White people doing to educate themselves? White people need to understand more about social injustices, historical inequities. White people call police on Black people. Everyone pays taxes, but only one race can call the police for help. Are these efforts just checking a box?</p> <p>Mayor Teague: City Council is not considering this “checking a box.” We’re committed and this is a unique opportunity. COVID has offered a time for the community to reflect. This won’t be a ‘one and done’ thing – we’ll make mistakes and have to come back to the table, but [action] starts here.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>UAY*: How do we get white people to do the work and explore bias without putting pressure on black people to lead that? We love Iowa City but we are not untouched by racism. UAY is putting out some trainings.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: Ref. Robin D’Angelo: ‘progressive, White people are barrier to ending racism.’ We feel so good about going to meetings and feeling like we’re doing something that we forget how we need to be an ally.</p> <p>Public: Not just ally, but accomplice. Idea – could develop a rating system, like LEED, but for diversity and inclusion.</p> <p>Public: What about courses taught at school? Is there anything (cited Southern Poverty Law Center curriculum) about tolerance, history of race? In US? Students are asking for these topics.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Cordell Campbell (ICCS): Next step is to create an action plan. As a social worker, sees that excessive Use of Force is one of the biggest problems (with kids), what is PD doing to address UoF?</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

(DENOTE COUNCILOR OR SERVICE PROVIDER COMMENTS WITH AN ASTERISK "**")

	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ CONCERN
PUBLIC COMMENT SUMMARY:				
<p>Public: Why is this time going to be any different?</p> <p>Mayor*: Floyd video broke through -- 2020 has been hard but its forced us to slow down, thus everyone is experiencing and processing this differently than in the past. We have a lot to do, but City has used racial equity toolkit to make meaningful change.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Public: Thankful for council starting this, but people need to keep showing up to support them in this work. Has personally witnessed excessive use of force against POC in Iowa City.</p>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Bergus: Iowa City is majority White and a lot of times White people will call the police on Black people -- not intending harm, but it can lead to that. Does ICPD see this?</p> <p>Sgt. Bailey*: That is a real phenomenon. If he hears this on the radio, he'll usually tell officers just drive by, don't make contact but supervisors can't listen to dispatch 24/7 to give that direction. PD does not have time to make contact for every call, so they let things go that may have otherwise resulted in a positive or negative interaction. These calls don't happen every day, but often enough. It can be hard for POD to know what the caller is perceiving and make a judgement call based on assumptions. Mental health resources are important.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Public: Works and lives in area of affordable housing and had been getting about 4 calls a day to his properties – a lot unjustified. In response, they created “community boards” so complaints would go there to get mediated by the community before police engagement – action has resulted in approx. 70% drop in calls to police. Solved by “community nourishment and personal level education.” Also has construction business and recruits young, black men and has found success in teaching youth what officers’ goals are – not always ticket, punishment.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Public: Can next work session be an update on what councilor’s are thinking about CAHOOTs model?</p> <p>Mayor*: Need to digest public input, not everyone attended every session. We know CAHOOTs has been mentioned, but it’s not the only model. This needs to be a full council discussion about next steps. But still a lot of work to do and a lot of time to talk to us.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	TYPE OF COMMENT			
	IDEA	PERSONAL EXPERIENCE	EXISTING SERVICE	ROOT OF PROBLEM/ CONCERN
PUBLIC COMMENT SUMMARY:				
Public: school curriculum very important to address topics of systemic racism. "Oppression is learned very young".	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Mayor*: Thank you and wrap-up. Long way to go, but it will result in a plan that is the best fit for our community.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MEETING CONCLUDED AT APPROXIMATELY 7:30 P.M.

Community Policing Online Public Input Form – Summary of Submissions

Collected: August 25 – October 15, 2020

Date	Submission Text
3-Sep	<p>Anyone that says the ICPD is perfect is wrong. Literally nothing is perfect but there are things that can get pretty close. ICPD has a lot of untapped potential and some things that could change. Also the fact that I've not heard ANYONE from the City or Council come out and say more than a subtle comment in favor of this police department blows my mind. There are a lot of things they're doing right and one of the only PDs in the state doing. I would like to see more outreach being done. I see the same few people and it looks like it's those few people that carry outreach efforts. Iowa City is big enough that to make the work impactful and not overbearing for the people doing it there needs to be a legit team. Also why are they at the rec center in like a closet? I used to go to RAL all the time before COVID and noticed the like 1 or 2 people that do outreach were in basically a closet. Regular patrol people should be going to stuff too and if you have the outreach people in a whole different building I don't know how much harder they have to work to be seen by coworkers. I'm not against them being there but you'd think they'd all be housed together. I've been harassed by bad cops in the past and I can tell you ICPD doesn't have them. They have maybe a few that enjoy their job a lil too much but none that I'd be scared to get shot or killed by. Like literally not one person has died here from police brutality in the last like 20 years. I'm for change but yall need to take a look at what you have locally rather than makin decisions based on stuff hundreds of miles away. We have it really good here and it could be better but only listening to the turds in the street doesn't help. They hate police way more than they care about black lives.</p>
11-Sep	<p>It seems to me that we can sample the activity log and develop profiles of the types of police calls we actually have across seasons and years, and restructure the police department accordingly. By which I mean that many of the calls clearly do not need the attention of armed officers or people trained in violence. Once we know those proportions, we can reallocate the budget accordingly, hire medical and social workers and mediators in the numbers we need, and look for people and communities that manage to police violent crimes and situations well so that we can learn from them. I would also think that when we say "law enforcement can rarely solve complex societal problems alone," if we mean there "normal police can rarely solve...alone" at that point we're talking about the proportion of calls that actually are violent or likely to be violent, and then that's the part we're looking at here. I don't think this meeting should be about the entirety of police responsibility as we have it described now. So - bit of cart before horse, then.</p>

12-Sep	<p>ICPD would open a dedicated office for training officers in local community relations. This training would be field work and would be reclaimed as credit hours for counting towards an officers resume. Effective Training is arguably even more important than careful recruitment, in part because its a more pragmatic solution. This training in particular would involve field work with medical users for education on marijuana and its application with the medical community, immigration counseling with refugees or asylees with limited english proficiency, job shadowing domestic abuse neighborhood counselors, speak at LGBTQ advocacy agencies, and engage BLM initiatives. Their role in practical training would consist of individual officers being assigned and effectively taking part, and participating in several initiatives with the community at large in connection with those issues, instead of just low income neighborhoods, since those typically already suffer from a stereotypical relationship with the police, and consequently should not be used as pilot studies for yet another experimental program. The options would be diverse. This would happen during office hours. This training could eventually help officers establish community relations with residents in a more personable and non confrontational way. Outcomes of such reassignment of officers during work hours hypothetically comes at a price of having less officers patrolling, but regular program evaluations would determine if this would indeed affect their typical policing work alongside communities, compared to a fully deployed police department doing typical police work. Some previous adjustments could be made, i.e. different precincts could make up for each others staff shortages in between reassignments. The bottom line is: the PD at large, not only in Iowa City, should want to expand their levels of expertise and influence in the communities, and only they have the resources, and its in their own interest for acting towards that. Any arguments that this is a two way street, and how the police has a good part of the constituency always supporting what they do regardless, will only result in procrastination. This is an opportunity for the police to rise to the occasion, not a contingency, and in fact also a unique opportunity because the alternative of working together with the communities, is to continue to work with or without them.</p>
13-Sep	<p>1) The CPRB should be expanded to allow for complaints into other areas of city government (housing ect.) 2) There should be a formal process by which members of the CPRB can be removed if necessary. 3) Officers should hands on training in physical restraint tactics (wrestling ect.) 1-2 times a year minnimum</p>

<p>14-Sep</p>	<p>First off, I want to make sure it's clear that I don't support defunding the police (when defund means abolish). Restructuring to include more community policing is the way to go, and I think Iowa City is already doing a good job of doing this. I think community policing means more collaboration between the police department and our local social service agencies. I think it would be great to have someone who specializes in mental health/crisis situations on the police force who can tag team with police officers in responding to mental health calls. Same could go for responding to sexual assault situations and domestic abuse. Community police liaisons, similar to what you have in the Iowa City Downtown District. Have someone who is directly assigned to a neighborhood, that is trained in mental health situations/abuse/etc. Serve as a connector to resources, builds positive relationships with the neighborhood constituents. I do think they need to have all of the skills/training of a traditional police officer too though in case they encounter a dangerous situation. You may do this already - but I think you should pay police officers to take time to volunteer at a local nonprofit every month. Dream City, Shelter House, Free Lunch Program, Harm Reduction Coalition. Building positive relationships (especially with the youth) is key. Thank you to our police for everything that they do!</p>
<p>15-Sep</p>	<p>For the sake of citizens as well as the police, mental health professionals should respond to mental health calls. Mental health professionals deal with these issues on a daily basis. Once they respond, they can properly determine if and when the police may need to be involved. The goal is to avoid situations like the Daniel Prude police response in NYC and the George Maser police response in Coralville earlier this month. Seeing uniformed police can create fear and unnecessarily escalate a situation. A person in mental health distress needs to be calmed down. Police do not have the same professional training in this area as do Mental Health professionals.</p>
<p>16-Sep</p>	<p>Please note that doctors and nurses in hospitals and ER rooms deal with individuals undergoing mental health distress constantly. Yet they are almost never injured or in any real danger. What is the difference between this scenario and when police respond to an incident with a mentally unstable individual or someone having an acute event? The answer is the weaponry and dominance inherent in the police system in the US. When they respond to a scene, they automatically escalate whatever was happening before they arrived. People involved in mental health crises, addiction crises, and even most domestic disputes need a calming authoritative presence -- not an officer with a gun, taser and the attitude that someone is doing something wrong and needs to be stopped. This is how we end up with many of the high-profile incidents we see in the news these days --- and many, many more of the low-profile cases we don't ever see. There are not only two options: (1) keep supporting ICPD as usual or (2) completely dismantle the police with nothing in its place and don't prosecute any violent crimes. That is how some people wish to frame it, but think of the million variations on these themes that fall somewhere between the two. Let's be innovative, look at the data and research, and make the changes necessary to keep our most marginalized citizens safe.</p>
<p>16-Sep</p>	<p>Mandatory ride alongs for City Council members and those involved in police budget decisions. Also better communication and stories from Iowa City Police on the threats they face every day. The general public probably has no idea.</p>

23-Sep	fuck the police. fuck the institution that allows innocent people to die before a verdict is met. fuck the institution that allows breonna taylor's killers to roam free. there is no such thing as good policing or a good cop. the only thing to do is to abolish the police. to have police is a form of white supremacy and danger. it's disgusting
24-Sep	Police are currently entrance screened to obey orders > obey conscience. Reverse this. I want the council to change the police entrance screening format in order to admit recruits who will obey their conscience over their orders.
25-Sep	Please consider hiring social workers who are trained to respond to such situations such as domestic violence and issues related to mental health calls. The social worker would accompany a police office to respond to these calls. The social worker would know what resources (other than getting arrested) that are available to help the citizen in these predicaments. Thank you for all you do to keep the citizens of Iowa City safe.
25-Sep	so many calls involve people in mental health related crisis so we need a first response team of mental health providers to be one of the first on scene. They need to be certified and uniformed i.e., Ghost Busters. Implicit bias needs to be addressed. Its real and systemic and unfairly impacts lower socioeconomic groups.
25-Sep	We need to have specific officers assigned to neighborhoods. Like Ofc Jones, Smith and Cary are all assigned to a specific quadrant of Iowa City...they are the ones driving around, they are the ones that respond to nuisance calls, they are the ones that respond to the schools in the neighborhood. Also if a disabled person or someone with like say Autism is having a moment or melt down, and they specifically ask for their neighborhood officer, they will come to the location. A familiar face will diffuse the situation quickly and safely. Yes, if there is an emergency and a police officer needs to be there now, of course the first available will go, but the neighborhood officer will need to be there too. Once cream socials for school, Party at The Park events etc that are neighborhood specific, the officer should make an appearance. There needs to be a more neighborhood community approach to policing this city, everything else if broken down by neighborhoods (Northside, Lucas Farms, Morningside, etc) the police need to be too.
25-Sep	I would like policing in Iowa City, and in general, to be focused on crime and those who commit crime. I'm certainly not opposed to the city trying some new models of policing, including social service providers responding to calls that would fit their expertise more closely. However, and as unpleasant as it may be, there are those who choose to commit crime, those who habitually choose to commit crime, and there are real victims of that crime. We currently live in a safe community where violent crime is rare, and I think this is in part because we have a professional, well trained, and well led police force. My interactions with Iowa City police during my time here (15 years), have been typically marked by courtesy and professionalism. I see no need to dismantle, defund, re-imagine,... or any other current term of art, the current policing structure in Iowa City. In fact, I think it is time that we could all consider leaving the bitter language and slogans, i.e. "F... the Police", "ACAB", etc... behind and try to speak a bit about the difficult and important role that police have in our community and society in general.

25-Sep	Those trained in mental health and social services would work together with a police escort on calls pertaining to those issues. No funding for riot gear and military weaponry/ vehicles. Police walk beats, communicate and get to know neighborhoods where they live and work. Deescalation and non-lethal methods of policing used whenever possible.
26-Sep	Iowa City community policing should center on the community more than on the police. It should prioritize the preferences and values of the many neighborhoods in IC, and respect their differences and the different ways they want to interact with, or NOT interact with, the police. It should include full transparency and accountability for police officers and other city employees with respect to the use of force (including discharge of firearms AND crowd control devices), racial disparity in policing acts (including those that do not result in citations), and other abusive behavior while on and off duty including domestic violence. Rebuilding and maintaining the trust of all those who live and work in Iowa City is essential, and greater transparency and accountability are crucial, more important than positive interactions with police officers. It should also include far greater investment in community mental health, substance abuse, food banks, and other community resources, especially crisis counselors and conflict resolution experts who are not police officers.
26-Sep	Don't get rid of police. Don't switch to community policing. Let them do their jobs or you are going to make the entire community unsafe and not worth living in and people of many races will move away from areas without justice. Stop focusing so much on race and let the police focus on justice. Don't change the police. You don't need police reform. You already have good police. Stop trying to follow trends like this of big cities that most people don't want. Don't let BLM represent the majority because they don't represent most people here or their desires so if their will is carried out you would not be representing or pleasing the majority of people. Listen to the citizens that aren't defacing public property but are building up the community through work and paying taxes that are of the majority or quite frankly, the city will reflect the changes by becoming much lower quality. Consider alternative opinions to the popular but fleeting trends that don't consider the reality of those trends. If you dismantle police, or fundamentally change police so they can't carry out justice, you will make a much less safe community. You will make this an undesirable place to live.
27-Sep	We need real accountability to the community. No profiling, no being pulled over for minor infraction because the person is not white. We need the police to be working with our citizens not against them. (that is no violence! tear gas toward individuals just attempting to exercise their first amendment rights is wrong!) Many riots across this nation have been a threat to their communities but many of them are instigated by the police. This cannot happen in Iowa City. I would like to see city budgets evaluated for a future beyond policing... more community safety and partnering. Trust must be developed. Other organizations, maybe even churches need to be involved besides the police. I am glad to hear the city talking about root causes of crime. This is an importance facet. And I agree that law enforcement should not be solving complex societal problems alone. Officers need more training about how to socially interact with citizens. I do not know what the requirements are to become a police officer, but I think more than attending police school is in order. Possibly a college degree. I would like to see a citizens review board that really has teeth, not a rubber stamp. We need peace officers, not police bullies. Thank you for the opportunity to voice my concerns.

27-Sep	<p>I have lived in Iowa City for 59 years. When we moved here in 1962 there were less than 10 black families living in Iowa City. Two of those families had children that were classmates of mine. One was from 5th grade onto high school graduation and one from 7th grade on. Both of these classmates have achieved a high level of success in life. One has been a US Ambassador and the other a successful well known attorney. These two classmates as well as all of the other (to my knowledge) black families had one thing in common. THEY HAD PARENTS THAT VALUED EDUCATION AND CITIZENSHIP! Raising children to respect authority is "the elephant in the room." Lack of respect for parents, elderly, teachers, elected officials and POLICE is the the real systemic problem. You may not always agree with these important people in your life but the level of disrespect that is rampant today IS a root cause of societal problems. I have known several police officers during my life in IC and they have been really solid members of this community. I don't think most people really care about what color your skin is. I think most people care about people's behavior. When I saw the sickening spray painting of FUCK ICPD in many places this summer it was very unsettling to me. THIS LEVEL OF DISRESPECT is not systemic racism but systemic BAD PARENTING!</p>
28-Sep	<p>I would like to see police funding completely redistributed to social service organizations included but not limited to: DVIP Shelter House Prelude CommUnity Crisis Services and Food Bank NISAA NAMI RVAP The Housing Fellowship "Crime" is often the result of unmet needs like mental health diagnoses, homelessness, poverty, trauma, food insecurity, and other unmet basic needs. These issues should be left to professionally trained counselors, social workers, therapists, advocates, etc.</p>
28-Sep	<p>I am very supportive of Iowa City addressing the 17 point BLM plan. I think city officials should work with the Iowa Freedom Riders and other BIPOC community leaders to insure their input into proposals to comply with the 17 points. I believe it is time to restructure the police department in order to insure that community services which do not focus on enforcement of the law can work toward a healthier, more inclusive community. Programs to provide housing, food, legal aid, reentry counseling, health care, education (including vocational training), and employment need substantially more funding than they currently receive. I believe that it is appropriate to allocate some funding currently allocated to law enforcement to these community services.</p>

1-Oct	<p>I have lived in Iowa City most of my life. It has always been a city filled with diversity due to the University. I feel that while changes are often necessary that listening and responding to one side of the scenario does not always provide all the facts. There are always 2 sides to a story and for now it appears the information being received is primarily 1 sided. When it comes to making drastic changes to our police force- I feel that defunding is not going to correct the problems but in a sense create more. We have had more instances of reports of shots fired and violent crimes than in any of the years I can remember. I can't imagine sending anyone but a police officer out to check on those calls. I also understand the need for have social workers and mental health professionals involved but I can't imagine sending them into that situation without a police officer because although they are trained to help deal with people with mental or social issues they could easily become the next victim of a violent crime by the person they are there to help. The police should have equipment available to keep our community as well as our police officers safe. Crime is not going to go away by defunding the police. Evil is not going to go away. There are good and bad people in all professions. I understand the frustration and anger on both sides. But I also feel the police are doing a good job in remaining calm when confronted by large groups that are in a sense advocating for harm to them. They still have a job to do and if someone is injured or harmed by them not doing their job then they will be blamed for that as well. Without support people are less likely to do a good job because why would they care. It is time that we show support for our police and help to involve them in the community to build support and trust. Any changes should be put on a ballot and/or surveys should be sent out to get the opinion of the entire community. I agree with having a fair and impartial review board to oversee disputes and make recommendations for areas of improvement. At this time the city council should not make changes without asking for all community input.</p>
2-Oct	<p>I would like to start off by saying that as a tax payer for the City of Iowa City for over 23 years, I believe that the Police department should stay funded. I do think we need more Police officers for this growing city. Life would be so much simpler if everyone were law abiding citizens. But as you know in today's society, that is not the case. We have laws that make it hard for law enforcement to do there jobs. The law that permits the public to carry guns on there person is a very big problem. This makes it difficult for police officers to make a clear "judgment call" as to the intent of individuals who are carrying a weapon. On the other hand, I think under those circumstances, I feel that local government "elected officials" who serve the public, need to come up with solutions to better provide our law enforcement officials with better resources to do there jobs affectively. Community involvement activities is one idea. A larger presence of officials in the public eye is another idea. Extensive frequent training for officers and security officials is another. Also, to hold bad policing personnel accountable, like anyone else would in there place of employment. In closing, this is not going to be an easy task to get started. But I believe defunding the police force is not the way to go, because as a tax payer and law abiding citizen of this city, I have the right to stay safe in my neighborhood and in public.</p>

<p>2-Oct</p>	<p>I would like to start off by saying that as a tax payer for the City of Iowa City for over 23 years, I believe that the Police department should stay funded. I do think we need more Police officers for this growing city. Life would be so much simpler if everyone were law abiding citizens. But as you know in today's society, that is not the case. We have laws that make it hard for law enforcement to do there jobs. The law that permits the public to carry guns on there person is a very big problem. This makes it difficult for police officers to make a clear "judgment call" as to the intent of individuals who are carrying a weapon. On the other hand, I think under those circumstances, I feel that local government "elected officials" who serve the public, need to come up with solutions to better provide our law enforcement officials with better resources to do there jobs affectively. Community involvement activities is one idea. A larger presence of officials in the public eye is another idea. Extensive frequent training for officers and security officials is another. Also, to hold bad policing personnel accountable, like anyone else would in there place of employment. In closing, this is not going to be an easy task to get started. But I believe defunding the police force is not the way to go, because as a tax payer and law abiding citizen of this city, I have the right to stay safe in my neighborhood and in public.</p>
<p>4-Oct</p>	<p>Community policing as we've done it so far isn't enough. We've talked about this for decades, and there has been some progress, but it's not enough if poor and/or Black or Brown people still get over-policed by officers who live in their communities. Mental health calls, traffic violations, code violations (loud house calls and the like), really ALL nonviolent offenses, should be responded to by people who are unarmed and not part of the police department. Cameras should do the traffic monitoring, and they should be placed by physical city area and not demographics. Patrols should not be planned by how many offenses were committed in an area in the past, but by geographic area and population density. The number of police officers on patrol should be reduced. 911 calls should be triaged to non-police emergency responders when appropriate, and response times should be short. I don't necessarily think that the police budget needs to be cut, but the responsibilities of the department should be more limited. We can't get there from here if the philosophy still is that pro-social behavior should be enforced by the police. Real change is more fundamental than a PR campaign.</p>
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6-Oct	<p>I would just ask that city leaders and others involved in this decision making process spend a proportional amount of time listening to the police officers as well and gathering their thoughts and opinions too before any “defunding” goes on. I think every council member needs to go on a ride along and see policing in our community first hand if they haven’t already to get a better idea of the challenges they face in performing the job and what some of the public’s proposed ideas would actually mean for them on the back end. Even if they have rode before, that’s not something that should be done just once or twice just to check the box. These are the people who are in it every single day and so to not consider or take time to hear directly from them through their own listening posts where officers can be free to really speak their mind to staff and council in a private setting and NOT a public setting where they have to be politically correct cause that’s what we expect of our officers would be an unfortunate shame. I’m sure they have a pretty good insight on whats been done in the past, what’s worked, what hasn’t, and what would be best for all parties in our own community moving forward. I really hope this is already being done, but saying it now just in case it isn’t.</p>
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9-Oct	<p>Iowa City needs some sort of a crisis response team comprised of mental health professionals. This is the team that should then respond to any kind of mental health, substance abuse, homelessness, other social issues to provide assistance and support. Not the police! People in crisis situations such as these do not need enforcement they need compassion and care.</p>
9-Oct	<p>I would like to see policing restructured to reinvest a significant portion of the ICPD budget to social services. This should be designed as a way to address the core problems that led to social issues that are often addressed by police, such as homelessness, substance abuse/addiction, and mental health crisis by providing meaningful assistance and preventative measures, rather than using law enforcement as a way to deal with the public consequences of these situations. I also support the implementation of a crisis response system that follows the model of CAHOOTS.</p>

<p>9-Oct</p>	<p>IFR strongly supports Iowa City adopting a peer-response model for non-violent calls for emergency response. CAHOOTS is one model of this, but the broad model involves not sending police on non violent emergency calls, but instead sending a team of a medic along with a peer professional trained in crisis response, compassion, and resource provision. Some models also include a licensed mental health professional in this team. There are many types of calls that this team can respond to, including wellness checks, mental health concerns, homelessness concerns, substance use, interpersonal conflict, traffic/road safety problems, resource/food/shelter needs, short-term safety, and much more. A co-responder model that pairs a police officer with other support will be firmly rejected. This model has been denounced by local clinicians, community members, national groups of mental health professionals such as NAMI, the American Psychiatric Association, and many others. It has also been denounced by CIT International, the group that our police hold up as the gold standard for crisis intervention training. Iowa City has many local organizations that already does, or is prepared to do, crisis and rapid response. The research and local opinion also favor this model. The only thing missing is the political will to fund this effort. These local organizations need to be funded so they can adequately handle the new workload, and local dispatch needs to be updated to be able to respond to new demands that will require appropriately filtering non-violent emergency calls to unarmed and trained crisis response teams. Since the police are funded at approximately 50% more than the second highest funded government department, funding must come out of their budget and into the new, emboldened response teams, since police will no longer need to respond to these calls.</p>
<p>9-Oct</p>	<p>Stop funding military-type equipment, and focusing on Pot and DWIs. Get rid of the stealth white cruisers. Get out of cop cars and walk the beat. Get to know the neighborhood. Require officers to live IN Iowa City.</p>
<p>9-Oct</p>	<p>Mayor pro tem, we see your anti police rhetoric that you post and I've downloaded your videos from the protests you deleted.....</p>

<p>9-Oct</p>	<p>I picture something akin to community safety on colleges and other local spaces, where figures are elected or appointed by an official who is elected by a neighborhood. 911 directs calls depending on the type of emergency. A social worker, crisis worker, housing advocate or mental health professional would handle most calls. If there is a real, necessitated use of force that the victim or caller is asking for, community armed, elected and responsible safety agents would be trained in how to de-escalate the conflict and hold a weapon in case of an extreme incident. There would be no police culture or incentives to use force, violence or cite anyone unjustly for crimes that are not violent. The hierarchical system would be deconstructed. Agents would be held accountable for an improper conduct. Victims of violent crime would be given resources and constant support; including the ability to contact an organization like Common Justice of New York City to ensure a transformative process alleviates any leftover trauma or pain from the incident. Minor offenses such as speeding and other things to do with property can be taken care of by any trained officials; carrying guns isn't warranted. That's the future I envision. A decentralized, local and remote force of elected and accountable community members able to respond to only the worst calls. Other funding would go towards what we know decreases violence in the first place: affordable housing, healthcare and community support. That's the thing about community: Communities take care of themselves. It is the ongoing eviction crisis and destitute poverty that leaves people placeless and unable to look after their neighbor in favor of their own(urgent) needs. Let communities do their own work. This doesn't mean "police" in the way we know it; it means true democracy, decentralization, and lots of care. Thanks for reading. For any questions or concerns, I'm contactable at:</p>
<p>9-Oct</p>	<p>Would like to see ICPD's budget reduced in order to cover the costs of a CAHOOTS style mental health response team composed of unarmed people who have been specially trained for this - not police. I would also like to see marijuana enforcement deprioritized and the removal of access to militarized equipment including tear gas and rubber bullets and MRAPS. It's just simply not how I want my tax money spent. I'd also like to see requirements for police to file substantial paperwork every time a weapon is charged. I'd also like to see the road infrastructure changed to the police- itself plan to reduce the disproportionate minority stopping.</p>
<p>9-Oct</p>	<p>The PD is doing just fine. Keep the policies in place that hold officers accountable, you don't need to reinvent the wheel. There is not "systemic racism" in policing. Icpd has some of the most liberal and forward thinking, well trained officers in the state and midwest. Don't let the IFR continue to bully their way into this conversation by using a platform that is based on LIES</p>
<p>9-Oct</p>	<p>Officers, citizens, and suspects shall never be placed in danger in the name of diversionary tactics. Iowa city has community service officers that can be trained to increase their responsibility beyond parking calls to help mediate simple non violent disputes. Trained social workers like the crisis intervention teams that police already use, could be closer integrated within the department to decrease response times to mental health crisis issues. If there is any question of scene safety, officers need to continue to respond. Officer foot patrols of the neighborhoods they work in should be encouraged whenever possible with a focus on community engagement.</p>

9-Oct	<p>The city of Iowa City (excluding the PD) have let the IFR and the BLM movement destroy the city. The taxpayers are responsible for paying over \$1,000,000 in damage because of coward city officials. I pray every night for the police officers in the Iowa City area, including the surrounding communities. Nearly all of the city leaders offer no support to these fine men and women. Turn Iowa City around. It's quickly turned into the armpit of Iowa. It's the city where I will never raise my family in. Bring police into the schools. Build rapport with the students of different ethnic groups. Get a school resource officer. Get an explorer program. Most of all, give the police more resources to reach out into the community. Instead of "defunding the police", increase their funds for more training to build relationships within the community.</p>
9-Oct	<p>ICPD and UIPD do a fantastic job as is, I encourage them to continue with their compassion, professionalism, and diligence in pursuing public safety. My family came to this country for the kind of safety, opportunity, and community that I see here in Iowa City and the surrounding towns that make up this community. Law enforcement included. The answer doesn't lie in police reform in Johnson County but in resources from the state for mental health.</p>
9-Oct	<p>Stop being soft and let the police do their job.</p>
9-Oct	<p>Iowa City needs to stand up to the bully tactics of BLM. They are a terrorist group who incite riots and intimidate government and its citizens. The police enforce the laws put in place by elected officials. Period. Do not cave their demands. Enforce the laws!</p>
10-Oct	<p>On a simple level, having more officers walking the streets, unarmed, would help deescalate the threat ICPD has posed to the citizenry both in terms of optics and functionally. Would also help enforce the mask ordinance that so many are ignoring openly, in public, with no repercussions. Like the majority of the protesters in town, I support the CAHOOTS style crisis response system, which functions similarly to crisis response in the European countries progressives often look to for more stable, people-prioritizing government. I would like to see the majority of officers given the opportunity to train for and work in non-confrontational public service positions; such as assisting therapeutic and psychiatric public servants in mobile and office settings. If "policing" is to be accepted as a public program as much as the current desire for abolition and a new self-defense force, then "policing" must be redefined as a resource, and not an authority. The growing public protests are demanding a change in power dynamics on a fundamental level, and that requires fundamental changes, such as power in the Community Police Review Board to not only hold officers accountable, but institute changes in how the police department operates. It is currently operated similarly to a private business, with top-down hierarchical power, and citizens only having a say indirectly via elections.</p>
10-Oct	<p>I believe reform is needed in order to address the response to non-violent crises across Iowa City. I believe we need a response team trained in de-escalation in order to protect the community and at-risk individuals, primarily people of color, who are targeted by implicit racial bias among police officers. I also believe that police officers must undergo significant re-training and evaluation to filter out those with such implicit bias and whose presence and actions escalate a scenario to violence rather than de-escalate. I believe that a community-centered approach is the best way to move</p>

	forward in service to the community while protecting people of color from implicit bias in policing.
10-Oct	The city already implements community policing. I have personally seen positive police interactions with the public at numerous community events. What I would really like is to be able to take my family downtown without seeing the “F” word all over buildings and calling for the killing of police officers. I have also heard the city Officials have told law enforcement to stand down in regards to enforcement of this kind of activity. This is really a shame. As a long time member of the community, it is really sad what this city is starting to become. I would personally like to see it be mandated for city counsel members and elected city government leaders have to complete a ride along shift a month with ICPD. Maybe this would help determine if social workers or other options could handle certain situations. Thank you for your time.
10-Oct	No guns. I'm serious. The majority of police interactions do not require the use of guns, and the presence of a lethally-armed officers needlessly escalates the majority of these non-violent interactions. Even as a white person, I'm terrified of the people who are supposed to protect the community because they all carry deadly weapons. Now imagine how our black citizens feel when they see an armed officer, after they've watched video after video of people of color being gunned down by officers. You can keep your tazers, you can keep your batons, but you should leave your guns in the squad car or at the station. If you're responding to an event you know is lethally violent, then sure, bring your gun. But routine traffic stops? Community patrols? Non-violent drug offenses? You don't need a gun, and if things do escalate you'll still have your tazer, melee weapons, police training, and backup. Simply taking guns out of the equation would go a long way to improve our community's trust of the police.
10-Oct	I think the Iowa City Police did a great job before all this and would have probably liked to do even more. I appreciated getting to know the officers when they were able to do foot patrols down on Taylor Dr. ICPD regularly attended events and meetings put on by the S.E. Neighborhood association. They even held annual spring events with the youth at the R.E.C centers. People are quick to forget all the good they've done and focus on the bad several states away. I encourage more activities like those they've done in the past. I look forward to meeting some of the new officers.
10-Oct	The Iowa city police department already does an outstanding job of bridging the gap between the police and the public. They deserve more funding, not less.
10-Oct	I support the demands of the Iowa Freedom Riders to divest a large chunk of the ICPD's budget away to social services that will help the community more than policing has. It makes more sense to empower those who are trained to deal with mental illness, poverty, and other social issues than it does to pay for more gunds and boots on the ground.
10-Oct	Black Lives Matter is a domestic terrorist group, along with ANTIFA, is destroying our communities and causing animosity among all groups. Instead of focusing on how to improve community policing, focus on how city government can grow a backbone and deal with the real problem and get rid of these terrorists.

10-Oct	I support the demands of the Iowa Freedom Riders to divest a large chunk of the ICPD's budget away to social services and to institute a CAHOOTS style response program.
10-Oct	Invest in social workers to respond to most calls. Please save police response for instances where it is really needed. No chemical weapons! No rubber bullets! No shooting ANYONE who is not actively in the process of trying to kill someone and then only as an absolute last resort if the area cannot be safely cleared. No intimidation/violence/arresting protesters! PLEASE listen to the demands of the Iowa Freedom Riders and BLM activists.
10-Oct	I would like to see rational discussion about all issues not bullying that causes fear of a real discussion because those who disagree will be called racist.
11-Oct	I support IFR because I support Black lives in my community. IFR strongly supports Iowa City adopting a peer-response model for non-violent calls for emergency response. CAHOOTS is one model of this, but the broad model involves not sending police on non violent emergency calls, but instead sending a team of a medic along with a peer professional trained in crisis response, compassion, and resource provision. Some models also include a licensed mental health professional in this team. There are many types of calls that this team can respond to, including wellness checks, mental health concerns, homelessness concerns, substance use, interpersonal conflict, traffic/road safety problems, resource/food/shelter needs, short-term safety, and much more. A co-responder model that pairs a police officer with other support will be firmly rejected. This model has been denounced by local clinicians, community members, national groups of mental health professionals such as NAMI, the American Psychiatric Association, and many others. It has also been denounced by CIT International, the group that our police hold up as the gold standard for crisis intervention training. Iowa City has many local organizations that already does, or is prepared to do, crisis and rapid response. The research and local opinion also favor this model. The only thing missing is the political will to fund this effort. These local organizations need to be funded so they can adequately handle the new workload, and local dispatch needs to be updated to be able to respond to new demands that will require appropriately filtering non-violent emergency calls to unarmed and trained crisis response teams. Since the police are funded at approximately 50% more than the second highest funded government department, funding must come out of their budget and into the new, emboldened response teams, since police will no longer need to respond to these calls.
11-Oct	Don't change a thing. They are doing a great job.
13-Oct	I would like police officers to be reserved for dangerous criminal scenarios- not for mental health, substance use, homelessness, or traffic/vehicle maintenance issues. I would like to see response teams created for those situations that involve appropriately trained professionals with a problem-solving and helping focus rather than a punitive one. Police officers should not be a part of these teams. Cahoots is a good example. I would like to see funding redirected from the police department and towards setting up these programs, working with existing agencies such as Community Crisis Center, DVIP, Shelter House, and Iowa Harm Reduction Coalition.
14-Oct	Dramatically decrease budget for police and instead spend those funds on expanding social safety nets and programs such as after school activities, homelessness assistance, and free public access spaces. Instead of dispatching police to mental health crises or

	<p>homelessness calls, send social workers and others trained in handling these issues. Expand access to essentials such as internet, clean water, shelter, and hot meals. Dismantle the new downtown "anti-homeless" architecture benches.</p>
14-Oct	<p>Hello, thanks for providing this submission form since I could not make it to any of the in person events! I think our goal should be to funnel funding away from the police department and into social services that operate independently from the police. It is imperative that the new systems send independent peer-based crisis responders without a police escort to non-violent situations. CIT, Crisis Intervention Training, is also against sending police alongside peer crisis responders. This will relieve the police department of their currently unwieldy burden and conflicting roles of enforcing laws and while attempting to urge people to get the help they need. This restructuring will also give ICPD more time/capacity to focus on investigations rather than patrolling the streets, as they will not be called on as much as before. Main priorities for reinvesting would be public affordable housing, public transit, mental health and substance abuse services, education, immigrant and refugee support, and other holistic supports for the low-income and working class people of Iowa City. A good place to start would be to get the ICPD budget back to where it was in 2011. I think IFR also pointed out that ICPD receives 50% more funding than the next highest funded government department. I'd also like to see the ICPD give up it's military grade equipment, including tear gas, as tear gas has been outlawed in the Geneva Convention. Overall, I can say that I have read the Iowa Freedom Rider's Phase 1 plan for how community wellness and accountability should look in the future and I support what they have proposed. Their proposal is similar to the CAHOOTS system, which I believe is used in Oregon. I know currently the city is also working with them on a Truth and Reconciliation Committee, which must have power to make systemic, reparative changes, or else it will not be able to work towards reconciliation at all. I think it is interesting that this form asks for race, but no other identifiers, though queer people, trans people, working class people, and folks with disabilities are also disproportionately affected by over-policing. I certainly have much privilege as a white, able-bodied person, but as a non-binary and working class person, I have solidarity with Black, Indigenous, and disabled folks on this issue. Thank you for continuing to investigate the events of June 3rd, and for delaying the purchase of new tasers, I have high hopes for what you can do next.</p>