

FAITH BASED COALITION RECOMMEND COMPONENTS OF CONSENT DECREE

**Presiding: Pastor Lorenzo Norris, Chair
Cleveland Clergy Alliance**

We the undersigned urge the City of Cleveland and the Department of Justice to make the following recommendations integral to the *Consent Decree*:

- 1. Training of all police personnel, including support personnel and dispatchers on community policing, utilization of technology, and bias free policing.**
 - **Increase the training hours for all police hours 1500 hours:**
 - *Mental Health*
 - *Constitutional Law, State Law and Municipal Code*
 - *Revise Human Resource policies. Mandate and document/cross reference check all applicants. Implement penalties for HR mis-management*
 - *Cease grandfather clause to police department*
 - *Upgrade technology in police cars*
 - *Develop a no tolerance anti-profiling system*
- 2. Recruitment and Marketing of Police Academy**
 - *Increase awareness in minority neighborhoods via newsletters, neighborhood newspapers, churches, social media, website, city email blast etc*
 - *Develop Neighborhood Recruitment Speakers Bureau in churches, schools, community organizations, training centers, Bar and Grills etc.,,*
 - *Implement and Organize Community Engagement and Cadet Night Out with Community Members*
- 3. Revision of Office of Professional; Conduct (Independent Civilian Review Board) to address police misconduct compliant process, intake procedures, investigation, subpoena power and adjudication**
 - *Implement Elected Civilian Review Board and or Lottery Civilian review Board with a 2 year term limit. (Lottery pool will follow process as serving on a Jury Duty*
 - *Revamp reporting forms – develop a reporting period for submission/separate submissions should be implemented to prevent corroborating stories*
 - *Implement independent lottery commissioned oversight committee to monitor functions of the Civilian Board to work directly with DOJ*
 - *Per 90 days the plan is mandated to be reviewed by Independent Monitor, Select Grassroots Leaders and The Mayor's Committee*
 - *This will allow shared responsibilities that will allow corrective measures and an impartial check and balance*

4. Community Policing

- *Implement and Organize Community Engagement and Cadet Night Out with Community Members*
- *Implement and develop children, young adults, parents and senior specific police-community summits in each ward per 90day. Establish a benchmark and metrics to monitor success of each activity*
- *Implement police-young people relations class in each CMSD school starting with grades 1st to 12*
- *Develop program for non-traditional community leaders, community relations department and the police. Create and design win-win structure to deal with community issues to decrease and cease community violence.*
- *Re-establish foot patrol throughout the city*

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