

# Turning Anger Into Action: Creating Change within Police Departments

July 22, 2020

## Program Chat

Genny: Please ask Chief Marcus Jones if he plans to implement DeRay Mckesson's #8CantWait. No legislation required-- just policy change. As president of the MoCo Women's Democratic Club we are 100% behind getting ALL EIGHT implemented. Again: No legislation required-- just policy change. Will he pledge to make that change now?

Vonetta: Yes, for 8 minutes and 46 seconds because of the pandemic and stay at home orders all the nation got a chance to see what goes on ALL too often while MOST of us are working!!

Judith: Powerful effective documentary free on you tube "Joe and Ernie". San Antonio police department has a respectful model.

Judith: If you have seen it please comment. If not please view this documentary.

Nathan (He Him They): Racism and violence are really ready for change. what is your police department doing to prepare the public as #45 administration announced surge to impact America's cities?

Lynn: To Chief Jones: Will your department immediately adopt the changes called for in the #8CantWait platform?

Nancy: Joe & Ernie...an innovative compassionate approach to dealing with a crime scene and its relationship to mental illness.

Christina: Chief Jones - do you support taking some of the police dept. funds and rerouting the money to housing, jobs, mental health service?

Perri: Chief, thank you for your insight. What does your department do to address the social issues that plague black communities before they become criminal issues?

Nathan (He Him They): Police of quality are looking at systemic racism. pisab.org and "groundwater analysis " look at data, power, and race based bias to help build AntiRacist principles. To change, what's the best thing you have going on here and now?

Sharon: How do you plan to work collaboratively with MoCo's new Policing Advisory Commission? How do you plan to work with the newly formed MoCo Policing Advisory Commission?When will the people chosen to serve on this commission be announced?

Chief Marcus Jones: Mr. Shroyer, due to our department being a suburban department and having a low crime rate, I do not expect the federal government to have any impact in our communities.

Michael: Chief Jones - thank you for supporting reforms. Do you think the country generally and the county in particular needs to reform how we implement qualified immunity, and do we need to give police departments a motive for reform by funding settlements for harmful from their budget?

Chief Marcus Jones: To Perri, it is important to work with other county governmental agencies such as HHS to address issues like mental health and homelessness to provide other options other than arrests. We are working on several options to provide more options to community members who may be suffering from a mental crisis or substance abuse problem.

Perri: Thank You

Genny: What does Mr. Thomas think of LEOBOR Law Enforcement Officers' Bill of Rights? Maryland was the first state to implement LEOBOR. Should we be the first to take it down?

Vonetta: Chief Jones, as an African American police chief, do you feel as though your hands are tied and you can only do so much with the "system"? For example, how many "strikes" does a police officer get before that officer is really held accountable for their actions, or does it not go that way? Is there a particular office within the department that checks these things out if they continue to happen? It was stated by Dr. Ray this evening that former officer Chevaun had at least 18 complaints against him. It seems that he kept repeating some behaviors because there was no penalty. Thank you for your time.

Genny: How do we create a system that protects whistle-blowers?

Chief Marcus Jones: To Christina Files, I do not support taking funds from the police departments budget to be rerouted to other agencies. 80% of the police department's budget is responsible for the salary and benefits of 1,300 officers and nearly 700 civilian staff. If other services are rerouted to other agencies, this will be awesome but patrol officers will still be required as first responders to deter and prevent crimes in our communities. We have one of the lowest officer to citizen ratios in the country for a population of over 1 million people.

Ed: It seems to me that a portion of the community has lost trust in the police as a whole. How do police departments regain that trust?

Nathan (He Him They): I'm recommending Pisab.org or other radically humanistic training organizations to the systems and institutions of "justice."

Nathan (He Him They): <http://www.pisab.org/?fbclid=IwAR1IN6sx-m4uEKS-0wCGbKcNWH1HwCX4PIVkeCeION9AsXvg28wz8zTcg>

Nicole: What percentage of calls to police are for "non police" issues-- homeless, mental health, etc.?

Judith: What will change so that our jail in Clarksburg does not continue to warehouse predominantly black and Latino citizens?

Deborah: What is the length of time for training before becoming an officer? Should this be increased so that some of these other issues (mental health, special needs population)?

Kathleen: How about training in softer skills such as negotiation, facilitation, social worker-type skills? If we are investing in training, it should be in de-escalation. How much training is offered in de-escalation right now, or what are the plans for doing that? And if we all hate that term “defunding,” why can’t we change the terminology on a broad level?

Genny: CAHOOTS: Crisis Assistance Helping Out On The Streets --is a mental health crisis intervention program in Eugene, Oregon. Since 1989 they have responded to Eugene's mental health 911 calls. [1] In most cities, police respond to such calls. [1][2] According to the Treatment Advocacy Center in Arlington, VA, at least 25% of people killed in police encounters have serious mental illness.

Nicole: Provocative term has resulted in many discussions. I don't like the term, but I like the discussion!

Lynn: You can't train people to be empathetic and compassionate and open-minded—you need to hire for these qualities and train them in policing skills. Until we hire the right people, we are in trouble in responding to the community that police serve.

Genny: Instead of "defund" what about "unbundle"?

Ed: Why does it have to be a zero sum gain?

EPH: Will the county consider adopting EPIC (Ethical Policing is Courageous) training? This encourages police to monitor each other to prevent bad actions, based on the philosophy of active bystander.

Judith: why does Montgomery County safe and thriving communities not have evidenced based practices??

Nancy: Agree with Lynn Olson.

Genny: Agree with Lynn Olson. In addition to screening 'out' the unsuitable personalities, we need to screen IN the ones who have inner empathy and compassion. That cannot be "installed" by training at a police academy-- and that's not a criticism of the academies.

Kathleen: Thanks, Chief!

Kathleen: Lynn: Good point, good point. I am processing this; I see what you mean.

Christina: I would like to see tasers banned. They can be misused. I am thinking of the policeman who tased Anton Black. I am thinking of the horrible attack by 6 officers in Atlanta when they recently pulled out the two college students from their car who were doing nothing wrong. The officers tased the young man (maybe the young woman too), bashed the car window in and threw them on the pavement. All six officers have been charged but the tasers are creepy and easily abused. Maybe not in the majority of situations but we have to take action and back down on the militarization of the police in the US.

Julia: Expanding on a couple of previous questions re training and monitoring of applicants/officers, what kind of mental health screening and support (ongoing as well as during periods of difficulty) do potential applicants, trainees, and current officers receive?

Chief Marcus Jones: Ms. Judith, we are currently looking to hire a Civilian Assistant Chief who will oversee our Community Resources Bureau and will focus on evidence based policing and implement them in our operations and policies.

Nicole: This has, again, been an excellent discussion. Thank you to all involved in organizing and presenting.

Perr: Creating a platform within law enforcement communities that can help to identify those not willing to connect with the community, as well as promote those that do.

Diana: I'd love to also have the answer to the #8CantWait question: Will the County PD implement these policy changes? Again: no legislation required.

Rosalind: Great point Chief!

Diana: PLEASE VOTE! Sign up for absentee voting--early!

Nancy: Thank you, Chief Jones.

Perri: Thank you Chief

Tonika Berkley SSM Program Coordinator: Thank you all for attending Turning Anger Into Action: Creating Change Within Police Departments. Please join us next week for the next program in the series: Coalition Building & How to Bridge the Gap Between Established & Marginalized Communities. Have a good evening and be safe.

Rich: Great job. Thanks.

Judith: Need to continue this conversation from all views.

Rosalind: This is good information... Thanks Dr. Ray and all the panel.

Jenny & Ron: Thank you! Needs to be continued!