



**Date:** April 15, 2019

**To:** Rick Jerue, City of Charleston, SC

**From:** Denise Rodriguez, CNA

**Subject:** Racial Bias Audit of the Charleston Police Department: CNA Site Visit Summary

From March 26–30, 2019, CNA made its second site visit to Charleston, South Carolina, as part of the Racial Bias Audit of the Charleston Police Department (CPD). Over the five days on site, CNA hosted four community meetings, conducted 64 interviews with CPD personnel, met with the Charleston Area Justice Ministry, observed a Criminal Justice Coordinating Council monthly meeting, and conducted interviews with Susan Dunn (American Civil Liberties Union) and Dr. Kylon Middleton (Project Illumination). The site visit was very productive, resulting in a number of preliminary observations that the CNA team will explore further as we continue to conduct research and analysis and draft our final report.

This summary documents the preliminary observations we made during the second site visit. Based on these observations, CNA will examine further the following areas:

- Supervisory training and informal/formal mentorship programs for newly appointed supervisors
- Clearer strategy from command officials relating to community policing
- The performance evaluation process and the inclusion of community engagement priorities as metrics for performance
- The role of supervisors in supporting and participating in community engagement efforts
- Training practices as they relate to highlighting the importance of de-escalation, cultural awareness and sensitivity, non-enforcement engagement, and other aspects of community policing
- The integration of community policing into all policing operations, strategies, and training beyond the Community Action Teams
- The CPD's strategies regarding traffic enforcement (moving and non-moving violations), specifically examining the impact that these stops have on communities of color
- The CPD's policies and culture related to diversity and inclusion of underserved populations among officers, teams, specialized units, and the communities they police
- The CPD's practices as they relate to internal procedural justice (e.g., fairness in processes, communicating changes to policy and procedures, notifying officers of the result of use of force incidents, complaints, discipline)
- The CPD's practices as they relate to external procedural justice (e.g., fairness in processes, communicating the outcomes of complaints, reason for stops)
- The prevalence of crisis intervention team training (including refresher training) among officers and other related training on responding to incidents involving mental illness
- The impact of the current rotating shift schedule on CPD's ability to provide consistent community engagement and officer wellness (e.g., assigning officer[s] to a particular shift/location over an extended period)
- The role of the community in providing input on CPD's policies and procedures

- The CPD's practices on documenting all field/public contacts. The inconsistency in which officers document field/public contacts may inhibit our ability to conduct a complete analysis of the related data
- Below are the areas we examined during the first site visit, which we also examined during our second site visit:
  - CPD's process for tracking, investigating, and reporting all external complaints/information calls
  - Concerns raised by community members, including the lack of trust in the complaint process, the lack of substantive community outreach, and the lack of sufficient accountability on the part of the CPD.
  - CPD's community outreach strategy, specifically its non-law enforcement engagement efforts with youth and underrepresented populations

CNA's audit will not be limited to the activities listed above; as we continue our audit, we will identify additional areas requiring more in-depth examination to develop valid findings and recommendations. CNA's audit will be comprehensive and will examine CPD's policies and procedures in the following topic areas: 1) Use of Force; 2) Traffic Stops and Field Contacts; 3) Internal/External Complaints; 4) Recruitment and Hiring; and 5) Community Engagement.

#### **Next Steps**

- CNA will conduct a follow-up discussion with CPD's training and community engagement divisions.
- CNA expects to receive all requested recruitment, retention, and hiring related data by May 1, 2019.
- CNA will begin examining all the data provided to determine if additional data are required and, if necessary, CNA will discuss potential limitations in the data analysis with CPD and city officials.
- CNA will work with the City of Charleston and its community partners to schedule meetings/focus groups with youth groups.
- CNA will conduct the third site visit to Charleston in May 2019. The purpose of this visit will be to meet with local youth groups and conduct any follow-up meetings with the community and CPD personnel.