OHIO MAYORS ALLIANCE

POLICE REFORM SUPPORT NETWORK

PRELIMINARY REPORT

Internal Assessment of Police Reform Efforts

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OHIO MAYORS ALLIANCE

POLICE REFORM SUPPORT NETWORK

The Ohio Mayors Alliance announced the formation of its Police Reform Support Network in June 2020 following the tragic death of George Floyd at the hands of a Minneapolis police officer. This event set off an unprecedented period of protest in communities large and small across the country and around the globe. While the call for change in policing practices was a national movement, the work to identity and implement change fell at the doorstep of mayors throughout Ohio and beyond. To support our cities in these efforts, the Ohio Mayors Alliance launched the Police Reform Support Network and hired a new staff member to lead this work.

INTERNAL POLICE REFORM POLICY SURVEY

As the urgent calls for change were echoing across the country, the Ohio Mayors Alliance looked at a variety of proposed reforms and developed a survey for our members to develop a preliminary understanding of the efforts that were underway in our cities, as well as the opportunities for additional change. The survey questions drew upon recommendations from groups like the "8 Can't Wait" campaign (8cantwait.org) and others. The areas of focus for the survey included: limits on use of force, transparency, accountability and oversight, recruiting and training, crowd control policies, and efforts to rethink community safety. Notably, the City of Canton is compliant with the "8 Can't Wait" campaign. A copy of the survey questions can be found in Addendum 1.

Why were certain questions were included in our survey? First, the questions were designed in such a way that allowed respondents to answer in a confidential manner, thus enhancing honesty. Secondly, we avoided leading questions to minimize bias in our results. Thirdly, we tried to use the language used in nationally-accepted police reform efforts. Moreover, we used yes/no questions and qualitative questions such as how, what, when, and which to ensure a more comprehensive set of responses. One example of why a particular question was asked, would be the following example. In the area of Accountability and Oversight, research illustrates that community/civilian review boards for police misconduct and use of excessive force is a way for citizens' voices to be publicly heard and a way to promote democratic policing by helping to encourage communication between local communities and the police, in a civil manner.

The following report provides an analysis and evaluation of the current and prospective opportunities for police reform based on the OMA Police Reform Survey results and research. It also provides idea-sharing and national best practices in police reform. The primary goal of police reform is to restore trust between police and Black/Brown communities. As we collectively work together in the tragic post-George Floyd era, to create more trust, the report also provides a sample of survey results. Our shared interest in doing this work is to support our cities and foster better relations between law enforcement and Black/Brown communities.

In addition to the assessment from this survey, we also consulted with internal and external experts to help us develop this report. We formed an internal Ohio Mayors Alliance Advisory Committee comprised of Chief Adam Pillar of the Lancaster Police Department, Chief Jack Angelo of the Canton Police Department, Chief Kevin Martin of the Lima Police Department, Chief of Staff Sharetta Smith of the Lima Mayor's Office, Stephen Sayre, Director of Special Projects in the Columbus Mayor's Office, and Mayor Steve Patterson of Athens). We also worked with a team of experts at Accenture, which provided tremendous insight and a thoughtful framework for how to think about this work. In this report, we blend the framework in the Accenture Insights with our own findings to identify three areas of reform:

1. **Renewing Public Trust and Policing Purpose**
2. **Transforming Public Safety Operations**
3. **Building Stronger State and Local Partnerships**

We also include several notable take-aways from our survey results, which we outline in Section 4 of this report.

RENEWING PUBLIC TRUST & POLICING PURPOSE

TRUST AND LEGITIMACY

Earlier this year, the Mayors and Police Chiefs Task Force of the U.S. Conference of Mayors, which is co-chaired by Cincinnati Mayor John Cranley, published a report on police reform. There are a number of important recommendations for reform included in this report, which can be found at usmayors.org. The report begins with an important reminder about the foundational principal of policing, which is that "police exist to prevent crime and that the legitimacy of the police to keep the public safe derives from public consent and trust." This foundational principal underpins the recommendations and the US Conference of Mayors Report and it is just as important here.[1]

RENEWING POLICING PURPOSE

Effective policing practices are built on a foundation of trust and legitimacy. If the widespread protests that happened around the country and in Ohio are any indication, this foundational principal is in jeopardy and must be addressed. If local governments and law enforcement agencies are facing a trust deficit with the public, it should be acknowledged and addressed.

Accenture indicates that to do this, local governments and law enforcement agencies should "Renew Policing Purpose" in a broader way that includes:

- Understanding and responding to public sentiment;
- Deliver cultural and organizational change through leadership development programs;
- Enhance training and embed immersive scenarios designed to counter implicit bias and enhance community focus;
- Focus on diversity recruitment efforts to attract, hire and retain an inclusive workforce that reflects the communities it serves.

If trust is foundational to effective policing practices, then understanding the communities that law enforcement agencies serve should be essential to the mission and purpose.

TRAINING AND RECRUITMENT

We looked at a number of measures to understand the training and recruitment efforts in our cities, such as: support and utilize a statewide officer licensing database, increase number of officers who reflect communities they serve, exceeds state minimum training requirements, residency preferencing for new hires, and implement 'unconscious' or 'implicit' racial bias training.

We found that Police Officer Training beyond OPOTA minimum requirements are becoming the norm. And several OMA Police Departments are now considering adding additional training, such as implicit bias training for police recruits. And since there are different standards among different jurisdictions, there are challenges in justifying the actions of officers between law enforcement agencies when each abide by different policies.

TRANSFORMING PUBLIC SAFETY OPERATIONS

Overall, we examined a number of operational items, including the efficacy of how Polygraphs are used as a tool in police hiring and/or as an investigatory tool when questioning suspects or "persons of interest" in police investigations. We also discussed broader themes such as that included utilizing social service partners in policing efforts, as well as policing strategies around ticketing and alternatives to citations. However, most of the items we surveyed fell into two categories: 1) transparency and accountability and 2) use of force practices.

TRANSPARENCY AND ACCOUNTABILITY

In the survey, we measured a number of policies that impact transparency and accountability. These included such things as, officer-worn body cameras, limitations on citizens right to record officers, data collections points and public access to that data. We also looked at independent investigations of use-of-force and shootings, Community/Civil Review Board for misconduct, use of force (with or without subpoena power), Prohibit hiring of officers fired for cause or those who have substantial disciplinary records, Review current officers with multiple use of force incidents, Retain and make available officer disciplinary records, and Developing early intervention system and officer supports.

Here are a few things that we learned:

- Body cameras are an important tool in transparency and accountability efforts. Body cameras are beneficial to citizens as well as police officers. Body cameras are becoming more widely used (not just with OMA members, but nationally). The following OMA cities: **Akron, Athens, Beavercreek, Canton, Cincinnati, Cleveland Heights, Columbus, Dublin, Euclid, Lancaster, Lima, Parma** and **Toledo** are using body cameras. The City of Findlay is doing an assessment study to learn more about the feasibility of using body cameras. As well, the cities of Lancaster, Dayton, Youngstown and Warren are considering requiring body cameras, for its police officers.

- Independent Investigations of Police Involved Shootings are beginning to be part of the conversation within police departments, as a way to minimize perceived (or real) bias in investigations. As well, an outside "set of eyes" like the Attorney General's Office and BCI is viewed as helpful to communities, seeking other resources to hold police officers more accountable in questionable police involved shootings.

- Accountability and Oversight, for example Citizen Review Commissions or Boards are under consideration in some cities, most notably in Columbus and Toledo. In fact, such a commission is on the ballot (Issue 2) in November (2020) in Columbus.

USE OF FORCE PRACTICES

We also surveyed a number of use of force policies such as requiring de-escalation strategies, limiting deadly use of force, banning chokeholds and neck restraints, data collection and reporting protocols, and reviewing chase practices. Additionally, we also added several survey questions on crowd control policies, such as limiting or prohibiting chemical agents for crowd dispersal, reporting process for officer misconduct during protests, and reviewing crowd control strategies and tactics. Lastly, we also looked at "no-knock warrants" and excessive weapons and equipment limits.

BUILDING STRONGER STATE AND LOCAL PARTNERSHIPS

The focus of OMA's work with our Police Reform Network is to provide policy support to our cities as they examine ways to restore public trust and implement public safety reforms at the local level. However, the state also plays an important role in this process, from supporting and monitoring policing at the local level to changes in state laws. It is important that local law enforcement agencies and the Ohio Department of Public Safety and the Ohio Attorney General's Office continue to stay connected and collaborate, but that state and local elected leaders also maintain open lines of communication on this work.

In addition to state and local collaboration, it is also critically important that local government and community partners also develop partnerships around reform and other improvement opportunities. As the Accenture Insights note: How can we justify the actions of officers between agencies when each abide by different policies? How can standardization decrease risk and increase accountability? There are opportunities to foster greater collaboration at the local level between jurisdictions and among community stakeholders.

EXAMPLES OF POSSIBLE COLLABORATION

The Ohio Mayors Alliance has discussing such collaborations with the Ohio Dept. of Public Safety on body camera data storage. With the cost to store this footage becoming expensive for local governments, we are jointly exploring opportunities to develop economies of scale between state and local governments that could help reduce costs and increase efficiency. We have also been having several preliminary discussions with the Ohio Community College Association around improved police training and education.

Lastly, the Ohio Mayors Alliance has been participating a series of virtual discussions with a variety of groups in the issue of police reform and racial justice. The groups include representatives from the National League of Cities, the Ohio NAACP, and association leaders from counties, cities, prosecutors, police chiefs, sheriffs, and township officials.

In June 2020, Gov. Mike DeWine and Attorney General David Yost announced several proposed reforms that would encourage and set-up a recruitment office to attract minority applicants (and retention efforts) to become police officers. Additionally, Governor DeWine has encouraged all law enforcement agencies in the state to become at least minimally certified, per state standards. He indicated that there are 400+ law enforcement agencies in the state that do not meet state minimum standards. He emphasized areas such as better recruitment of diverse applicants; use of force discussions; more community engagement; more police departments using body cameras; and more minimum standards regarding police officer vehicle pursuits. Furthermore, Governor DeWine urged law enforcement agencies to re-think how mass protests and excessive police tactics are handled, while still upholding protesters (peaceful) 1st Amendment constitutional rights. "Ohio Gov. DeWine encourages state certification for all police agencies, recruitment of minorities." [2]

The legislature has also proposed several state-level reforms. State Representatives Phil Plummer (R) and Cindy Abrams (R) announced on June 11, 2020 (H.B. 703) that they will be introducing legislation to improve law enforcement training, expand officer diversity and implement better disciplinary procedures.

Key provisions include:

1. Modernizing hiring practices to increase hiring of minority officers;
2. Establishing a standard disciplinary process for all police departments;
3. Terminating an officer when they are convicted of a violent crime;
4. Creating a statewide disciplinary database for police officers noting officer suspensions that are the result of improper use of force or dishonesty;
5. Examining issues related to excessive use of force;
6. Ensure professional police practices.

The lawmakers were quoted: "We're going to have a robust committee process with the end goal of passing comprehensive legislation that has a positive, meaningful impact" (Representative Plummer). Abrams (R-Harrison), a former Cincinnati police officer, said "this is the beginning of an important process and conversation for Ohio." "The vast majority of the men and women of law enforcement are professionals. They put their lives on the line every day to protect and to serve, this bill will help improve public safety and law enforcement."[3]

In previous years, the **Ohio Task Force on Community-Police Relations** was formed by former Republican Governor John Kasich on December 12, 2014. The task force was created to address the ruptured relationships that exist between communities of color and the police. Ironically, this task force is even-more needed in the wake of the killing of George Floyd. The Task Force was formed after the tragic deaths of Tamir Rice in Cleveland and John Crawford III in Beavercreek.

The charge of the Task Force was threefold:

1. To explore the cause of fractured relationships that exist between some law enforcement and the communities they serve;
2. To examine strategies to strengthen trust between communities and law enforcement in order to resolve the underlying causes of friction;
3. To provide the Governor Kasich with a report including recommendations about best practices available to communities.

Ultimately, some of the recommendations resulted in ongoing work in the following areas.

The Ohio Collaborative is designed to help improve the policy and procedures of police departments in critical areas. This is an ongoing project that is designed to have both law enforcement input and citizen input. For example, the following areas are part of the collaborative work.

- Citizen Complaint Review process
- Ongoing Police Training
- Independent critical use of force reviews
- Statewide use of force reporting
- Community involvement/programs
- Body Worn Camera projects

Moreover, the **Ohio Association of Chiefs of Police** has been very active in trying to make improvements for law enforcement organizations statewide.

As well, current **Gov. Mike DeWine** has encouraged and set-up a recruitment office to attract minority applicants (and retention efforts) to become police officers. Additionally, Governor DeWine has encouraged all law enforcement agencies in the state to become at least minimally certified, per state standards. He indicated that there are 400+ law enforcement agencies in the state that do not meet state minimum standards. He emphasized areas such as better recruitment of diverse applicants; use of force discussions; more community engagement; more police departments using body cameras; and more minimum standards regarding police officer vehicle pursuits. Furthermore, Governor DeWine urged law enforcement agencies to re-think how mass protests and excessive police tactics are handled, while still upholding protesters (peaceful) 1st Amendment constitutional rights. "Ohio Gov. DeWine encourages state certification for all police agencies, recruitment of minorities."[4]

Furthermore, Governor DeWine has called for meaningful improvements to law enforcement training, transparency, and accountability.[5]

The Ohio Mayors Alliance Police Reform Support Network has also facilitated and fostered work in the area of police reform. We are sharing ideas (including best practices) throughout our Alliance of mayors, police chiefs and other stakeholders. As well, we are comparing what other municipalities in the country are doing to re-build trust between communities of color and law enforcement.[6]

NOTABLE TAKEAWAYS FROM THE
OHIO MAYORS ALLIANCE SURVEY RESULTS

POLICE OFFICER BODY-WORN CAMERAS

There is a growing consensus that body cameras are an important tool for both transparency and accountability. However, not all OMA communities have implemented body camera technology. What are the barriers to helping? Some of the barriers include privacy concerns of the police officer; up-front and ongoing costs (including storage of the data and for how long). There appears to be three categories of respondents as it relates to body cameras:

- Those that have them emphasize that body cameras have been recommended as part of the reform process. And that supervisors do review dashcam footage to make recommendations on police officer performance. Other departments indicate that they use dash cams and officers wear wireless microphones. The cities of **Akron, Athens, Beavercreek, Canton, Cincinnati, Cleveland Heights, Columbus, Dublin, Euclid, Lancaster, Lima, Parma and Toledo** are using body cameras, and the City of Findlay is doing an assessment study to learn more about the feasibility of using body cameras. As well, the cities of Lancaster, Dayton, Youngstown and Warren are considering requiring body cameras, for its police officers.

> "Lt. Mark Farrar (Akron Police Department) gave an enthusiastic presentation on new technology. Farrar oversaw the $1 million, three-year implementation of the body-worn camera system, which has logged 4,500 hours of footage — enough to occupy a single person for 188 straight days."
>
> *Source: Akron-Beacon Journal, 9/30/20*

> "…Voters in Akron will decide a measure to require the police department to publish police body and dashboard camera footage of the use of any deadly force, whether or not a suspect is killed."
>
> *Source: Ballotpedia.org*

- Those that do not use body cameras are concerned about privacy issues (from the police officers and citizens' point of view). Others are concerned about costs and storage of data associated with body cameras. As noted previously, the OMA is working with the Ohio Public Safety Department (DPS) to study the cost savings opportunities for body camera data storage. We worked with DPS on a technical survey for our cities, which was completed earlier this year. From those survey results, DPS is developing a feasibility study to determine if this cost-sharing effort between state and local governments can work.

WHY ARE BODY CAMERAS BECOMING THE NORM?

Body cameras are becoming the norm throughout the country because they help provide a level of police officer accountability, to the public. As well, body cameras are seen as another tool of transparency (data and footage help minimize "he said/she said ambiguity). "About 80% of large departments with 500 or more full-time officers had body cameras in 2016 (the latest stats.), according to the Bureau of Justice Statistics. In comparison, only about 31% of small police departments with part-time officers did." However, in the wake of the post-George Floyd era, we presume that usage has increased, in large and small police departments.

Note: A "policy scorecard" of body camera usage across the country (which includes two of our OMA cities, Columbus and Cincinnati) can be found here: https://www.bwcscorecard.org/. The "policy scorecard" looks at categories such as policy availability, officer discretion, officer review, footage and access. These are very helpful tools for our cities to consider in their reform efforts. And although the national study was conducted a few years ago (2017) it provides a clear picture of tools that cities are using in their reform efforts.

POLICE OFFICER TRAINING

There seems to be a number of different training-related issues in our survey, from de-escalation to implicit bias training. For example, OPOTA (Ohio Peace Officer Training Academy) state law requires:

"Academy requirements: Applicants must pass a criminal background check, physical fitness test and drug screening to qualify for an academy. To become eligible to be certified, applicants must past the physical fitness requirements, skill assessments and a written examination. The curriculum requires a minimum of 737 hours of training, although local academies may mandate additional hours."

The State of Ohio requires fewer hours of training to become a police officer than a barber or licensed cosmetologists: a minimum of 737 hours for police officers compared to 1,500 for licensed cosmetologists and 1,800 for barbers. However, many police departments require training beyond the state's minimum requirements. For example, Cincinnati police run a 28-week training program. Columbus and Cleveland police both offer 1,100 hours of training to recruits. *Source: See Endnotes*

- A noticeable absence while reviewing the required OPOTA training, was no mention of psychological, nor implicit bias training. Such training would nurture police reform efforts in the areas of racial, religious and ethnic bias. Implement "unconscious" or "implicit" racial bias training. "Implicit or unconscious bias operates outside of the person's awareness and can be in direct contradiction to a person's espoused beliefs and values." "Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner."

- However, some cities in Ohio, go above and beyond state law. For example, Dayton and Cleveland Heights require their police departments to provide ongoing implicit bias training. For example, the City of Dayton requires cultural competency training for its police officers, as part of its implicit bias training. As well, in Dayton under Mayor Nan Whaley's leadership, the city is forming a police reform network to identify police bias and assess which policies need to be changed. The City of Cleveland Heights is amending its Use-of-Force Policy and requiring de-escalation tactics. The costs associated with this type of training is usually

part of the overall police and/or municipality's budget. Moreover, here are two notable examples of ongoing implicit bias training (although these two townships are not part of the Ohio Mayors Alliance), it is still noteworthy: Miami Township (located outside of Cincinnati) and Perkins Township (near Sandusky). It is noteworthy, because these police chiefs and elected officials recognize the importance of understanding and moving beyond stereotypes in policing, regardless of what the demographics are of their mostly white communities. For example, in our September 30 meeting, Jeff Wright and Mike Mills discussed Miami Township's Crisis Intervention Training (C.I.T.) which includes a mental health employee. The mental health professional helps to mitigate tensions between a suspect that may have a mental illness and police officers, as a de-escalation tactic.[7]

- These types of police training efforts merge well with our conversations which we are having with community colleges, in terms of creating "feeders" or "pipelines" of diverse police officer trainees at their community colleges. This is also an area where additional resources and state support efforts could be helpful.

INDEPENDENT INVESTIGATIONS OF POLICE INVOLVED SHOOTINGS

There were some interesting responses with concerns. For example, one respondent indicated, "I have heard about the Attorney General or Bureau of Criminal Investigation coming in to investigate a police shooting." This response is a cautionary note for discussion. In terms of the Attorney General's role per investigations of police involved shootings...

- "Attorney General Yost announced that his BCI Special Investigations Unit will dedicate highly-trained special agents to form a team that will conduct independent investigations after an officer-involved shooting."[8]

- "The BCI Special Investigations Unit currently investigates critical incidents upon receiving a request for assistance from a local law enforcement agency. This specialized response team will leverage existing BCI expertise, including BCI's Crime Scene Unit, Laboratory Division, and Criminal Intelligence Unit."[9]

CITIZEN REVIEW COMMISSIONS FOR POLICE OVERSIGHT

Columbus, Dayton and Toledo are worth noting in their police reform efforts in the area of citizen review of police oversight. The purpose is to restore trust between the community (esp. Black/Brown residents) and the department of police. Trust enhances relationships, accountability and a sense of a vested interest (to serve and protect), for the community and the police officers.

- **Columbus:** Issue 2 will be on the November Ballot. Issue 2 would amend the city charter to create the Civilian Police Review Board with authority to launch and carry out investigations of alleged police misconduct, subpoena testimony and evidence during the investigations, make recommendations to the Division of Police, and appoint and manage the new position of Inspector General for the Division of Police. A simple majority vote is necessary for the approval of this charter amendment.

- **Dayton:** Dayton continues to utilize its Citizen Appeals Board (created in 2015), including subpoena power.

- **Middletown:** "The mission of the Middletown Division of Police Citizen Advisory Board is to foster open communication and cooperation among the citizens of the Middletown community and the Division of Police. Our goal is to be proactive in addressing issues and concerns citizens may have with the Division of Police."

- **Toledo:** Toledo City Council first established the Civilian Police Review Board in 1991. However, this past June, Toledo City Council sent all police reform legislation back to committee. "The legislation included giving the Police Civilian Review Board subpoena power, giving funds to the review board, banning no-knock warrants, and expanding the use of body cameras." Thus, the reforms are still under consideration. Source: ToledoBlade.com, June 25, 2020. However, Toledo Mayor Wade Kapszukiewicz appears to be in support of the reforms and has vowed to push forward.

OTHER NOTABLE TRENDS AND CHALLENGES

- Requiring De-escalation strategies, e.g., intentional listening from police officers; remaining calm; cognizant of "invading" personal space; use of non-threatening language

- Reporting police officer misconduct (at least internally within the department); Review police officers with multiple use of force incidents

- Banning chokeholds/neck restraints (however, a few respondents indicated that they have not banned them, because some instances may require such force for aggressive suspects who are struggling with the officer(s). Many respondents discussed how the power of police unions has been a challenge, especially in terms of Accountability and Oversight, because mayors and police chiefs are bound by arbitrator decisions. As well, police unions control much of the daily operations of police departments.

- Standardized police officer training is a common theme, and most departments mentioned that they exceed the state minimum requirements.

- No-knock warrants are restricted (unless a firearm is present) and is a pretty common theme, amongst the police departments in the survey. As well, no-knock warrants are used rarely (except in "dangerous" situations and thus should not be prohibited), according to the respondents. Some of the respondents also indicated that warrants must be reviewed (and approved) by a judge. And high-risk search warrants (which include no-knock warrants) are at times served by a well-trained SWAT team. Examples of high-risk search warrants include predatory suspects, improvised explosive devices and drug manufacturing.

- Ticket Quota System: Most respondents indicated that their police department does not have a Quota System for tickets and arrests.

ADDITIONAL REFORMS FROM AROUND THE COUNTRY AND THE WORLD

- A recent (9/15/20) domestic example involves the Louisville, Kentucky Police Department as part of the settlement in the Breonna Taylor shooting death. "As part of the settlement, the city agreed to establish a housing credit program to incentivize officers to live in the areas they serve; use social workers to provide support on certain police runs; and require commanders to approve search warrants before seeking judicial approval, among other changes." [10]

- Internationally, in Stockholm, Sweden they utilize a mental health ambulance service, instead of "immediately" relying on law enforcement (esp. in non-violent scenarios). In Scotland they have a violence reduction unit (involves de-escalation communication opportunities). "There's absolutely scope for the U.S. police forces to take a more integrated approach to how they serve their communities," said Megan O'Neill, an expert on community policing at the University of Dundee in Scotland. She said that in most European countries, policing isn't viewed primarily from a top-down, law-enforcement perspective, but rather as part of a bigger solution to social problems. "It's not: There's a problem, send the police. It's: There's a problem,

let's work together to find a solution," she said. "Policing is seen as a small part of a bigger set of actors in terms of addressing social issues."[11]

- Another good resource is the article: "What the World Could Teach America About Policing, Examples abound of reforms that are seen as "radical" in the United States." Some of the take-aways include: De-escalation training which includes using guns and handcuffs (only as a last resort); Increase basic training for police officers throughout the U.S. For example, in the U.S. police officers have to complete only 21 weeks (33.5 for field training), compared to Germany's 2.5-4 years of basic training; Consider federal oversight as a way to foster standardization and national best practices (e.g., England and Wales).[12]

RACISM AS A PUBLIC HEALTH CRISIS

Unfortunately, (to date) the State of Ohio has not officially declared racism a public health crisis. Throughout the United States, only the State of Wisconsin has done so. However, several counties and OMA municipalities throughout the State of Ohio have declared racism as public health crisis and have instituted a number of measures to enhance racial justice efforts in their communities. For example:

Columbus (June 1, 2020)
Committed to honestly and directly addressing minority health inequities, including a systematic, data-driven focus on poverty, economic mobility, and other factors that impact the social determinants of health

Akron (June 8, 2020)
Creates a task force, whose chair is selected by the mayor and Summit County Public Health Commissioner. The task force will develop a five-year "Equity and Social Justice Strategic Plan"

Summit County (which includes OMA city Akron) (June 14, 2020)
Creates a Special Review Committee, which will determine how best to promote racial equity

Dayton (June 17, 2020)

- Commits to adopting an "anti-racist lens" in creating new city policy

- City Commission will work with regional entities to create plans of action addressing a variety of issues where racism negatively impacts the outcomes of Black and brown city residents, including food access, education, economic opportunities, and law enforcement

Montgomery County (which includes OMA city Dayton) (June 16, 2020)

Promote equity and health equity through all policies approved by the Board of Commissioners and enhance educational efforts aimed at addressing and dismantling racism, and understanding how it affects the delivery of human and social services, job training and employment access, and economic development through:

- Development of a new stand-alone "Career and Innovation Center" at the Westown Shopping Center on West Third Street in Dayton

- Commit existing and additional resources to the Montgomery County "Micro-Enterprise" Grant Program targeted to small, minority, women, and veteran-owned businesses

- Commit targeted Economic Development resources to minority and disadvantaged neighborhoods in Montgomery County

- Commit to address safe, affordable housing opportunities in the Black community

- Continue to address food insecurity, nutrition and food access

- Commit existing and additional resources to reducing infant mortality and increasing maternal vitality in the Black community

- Continue to, within applicable state law, provide greater access to local and diverse contracting, wherever possible

To always promote and support policies that prioritize health and wellbeing of all people, especially racial and ethnic minorities, by mitigating exposure to adverse childhood experiences

- Continue and expand the Male Leadership Academy, which was established as a pilot program in 2019

- Establish a Female Leadership Academy to serve young women in the community

Continue already existing racial equity and implicit bias training with the goal of reaching all Board of Commissioners staff. [13]

ENDNOTES

1   https://www.usmayors.org/issues/police-reform/

2   https://fox8.com/news/ohio-gov-dewine-encourages-state-certification-for-all-police-agencies-recruitment-of-minorities/

3   http://ohiohouse.gov/phil-plummer/press/representatives-plummer-and-abrams-to-introduce-law-enforcement-reform-bill

4   https://fox8.com/news/ohio-gov-dewine-encourages-state-certification-for-all-police-agencies-recruitment-of-minorities/

5   https://governor.ohio.gov/wps/portal/gov/governor/media/news-and-media/
    dewine-yost-announce-plans-for-law-enforcement-reform

6   http://ohiomayorsalliance.org/clips/mayors-announce-joint-effort-to-support-public-safety-reforms/

7   Ohio Municipal League Racial Equality, Zoom Meeting on 9/30/20

8   https://www.ohioattorneygeneral.gov/Media/News-Releases/June-2020/
    Governor-DeWine-Attorney-General-Yost-Announce-Pla

9   https://www.ohioattorneygeneral.gov/Media/News-Releases/June-2020/
    Governor-DeWine-Attorney-General-Yost-Announce-Pla

10 cnn.com

11 https://www.washingtonpost.com/world/europe/police-protests-countries-reforms/2020/06/13/596eab16-abf2-11ea-a43b-
    be9f6494a87d_story.html

12 https://www.theatlantic.com/international/archive/2020/06/america-police-violence-germany-georgia-britain/612820/

13 https://www.greaterohio.org/blog/2020/7/16/communities-across-the-state-declare-racism-as-a-public-health-crisis-the-
    state-considers-it

ADDENDUM 1

https://www.whbc.com/mayor-cpd-manual-now-compliant-with-8-cant-wait-standards/

ADDENDUM 2

Powerpoint Ohio Mayors' Alliance Police Reform Survey Insights 10.2.2020.pdf

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