



POLICE PRACTICE GROUP

Scope and Topics

STATEMENT OF PURPOSE

Following an assessment of current ACPD policies and practices by an outside group of policing experts (Section 1 below), this County Manager appointed work group will review this outside assessment, and whether ACPD policies and practices diverge in material ways from best practices and offer recommendations on these policies and practices to the County Manager. The County Manager appointed work group will also review related policy issues (Section 2 below) and offer recommendations to the County Manager. The County Manager will then forward those recommendations and his views to the County Board for action.

TIMELINE

The external assessment will begin July 20, 2020, and an initial report will be submitted to the work group no later than September 28, 2020. The work group will hold its first meeting on August 3, 2020, to consider procedural issues and to set a timeline for future meetings beginning in September. The work group will conclude their work no later than December 30, 2020.

¹ The outside consultant will be Marcia Thompson, Esq. Her firm, with assistance from Julie Shedd, Associate Dean for the Carter School at George Mason will begin interviews with senior command staff of the Police Department the week of July 20. As material is produced and analysis completed, it will be shared with the working group. For more details on the consultant and the Carter School, see appendix. Additional outside assistance will be provided as needed.

AREAS OF CONSIDERATION AND TIMING

SECTION ONE:

External Assessment: *Review by outside police consultant of current practices compared to best practices.*

- a. Use of force:
 - i. de-escalation tactics
 - ii. lethal and non-lethal force
 - iii. foot and vehicle pursuit

- b. Training curriculum:
 - i. Academy training
 - ii. Implicit bias training
 - iii. Crisis Intervention Team Training

- c. Cameras: both body and dash cams
 - i. Policy around use
 - ii. [Other?]

- d. Recruitment and retention:
 - i. Screening for bias
 - ii. Psychological evaluation
 - iii. Mental health programs
 - iv. How are officers evaluated?
 - v. Promotion and leadership development
 - vi. How are officers evaluated?
 - vii. Compensation: pay and benefits

- e. Internal Affairs:
 - i. Statistics
 - ii. Structures and Procedures
 - iii. Effectiveness through an anonymous climate survey
 - iv. Grievance process
 - v. Use of force investigations

- f. Data/Statistics:
 - i. Review 3 years of arrest/stop data to ensure consistency
 - ii. What additional data elements should be captured?

- g. Other:
 - i. Call dispatching protocols (how are 911 calls routed?)
 - ii. Traffic stops – procedures
 - iii. Requests for identification
 - iv. 1033 program

SECTION TWO

Working group policy assessment: *Provide possible alternatives, discuss advantages and disadvantages and national experience.*

- a. Civilian review board – what is the best type?
- b. Role for the Police Department in providing mental health services
- c. Role for the Police Department in traffic enforcement?
- d. Alternative avenues for dispute resolution?
 - i. Restorative Justice
 - ii. Mediation

ISSUES OUTSIDE THE SCOPE OF THE GROUP

- The role of SROs in Schools
- Should there be qualified immunity for police officers?
- What rules should guide privacy of data gathered by police, new technology, facial recognition, drones.
- Mutual aid agreements

MEMBERSHIP

- 15 members.
- Subgroups to be formed.
- We will not exclude interested individuals in participating in and attending public subgroup meetings, even if they do not have a formal seat.

APPOINTMENTS

Allison Carpenter, Deputy Public Defender, Arlington County and resident. She has worked with community agencies and organizations to reduce recidivism and promote public safety.

Cicely Whitfield, longtime Arlington resident and advocate. Cicely also serves as the Chief Program Officer for Bridges to Independence, focused on leading individuals and families out of homelessness.

David FitzGerald, member of the Community Service Board, responsible for oversight of services provided by the Department of Human Services to persons challenged by mental health, intellectual disabilities and substance use.

Devanshi Patel, local social justice lawyer focused primarily on juvenile and family law matters; Devanshi also is the Chief Executive Officer of CYFA (Center for Youth and Family Advocacy), which focuses on developing comprehensive solutions to social justice issues to improve the lives of young people and families in Arlington.

Elizabeth Jones Valderrama, Executive Director of Offender Aid and Restoration of Arlington, Alexandria and Falls Church, a community-based nonprofit which journeys with specific individuals, adults and youth of all genders, impacted by the criminal legal system and also addresses "the systemic racism responsible for mass incarceration and other structural inequities in our society."

Kathleen McSweeney, active resident and advocate in Arlington County. Previously served on the Planning Commission, serves on the Census Complete Count Committee, and chairs the Joint Facilities Advisory Committee. Kathleen also serves on the Board for Challenging Racism.

Kent Carter, Vice President of the Arlington Branch NAACP, the nation's oldest civil rights organization committed to eliminating race-based discrimination and to ensure the health and well-being of all persons.

Kim Phillip, founding member of Arlington for Justice, a newly formed group working to bring a new era of public safety to our neighborhoods by seeking reform of Arlington's criminal justice system.

LaTasha Chamberlain, Captain, Arlington County Police Department responsible for support service operations.

Matt Puia, Sergeant, Arlington County Police Department, responsible for police operations.

Naomi Verdugo, longtime advocate and active member of the Arlington

Mental Health and Disability Alliance, group of local advocates comprised of community members living with mental illness and other disabilities, and their families.

Rodney Turner, former member of Arlington County's Fire Station #8 Task Force and current member of the Joint Facilities Advisory Commission, is a resident of the High View Park neighborhood for 18 years and a member of the John M. Langston Citizens Association. Rodney is an attorney specializing in financial services regulation.

Saul Reyes, Executive Director of BU-GATA, an advocacy organization founded in 1992 to educate and train Latino leaders in low-income communities facing the threat of displacement. BU-GATA is also interested in addressing racial disparities in policing and other areas of public safety.

Scott Wanek, President of the Arlington Coalition of Police (ACOP), representing current and retired Arlington police officers.

Whytni Kernodle, Co-Founder of Black Parents of Arlington, focused on organizing and empowering black parents for the purpose of improving the lives and education of black children in Arlington.

Note: The County Attorney and the Commonwealth's Attorney will also serve as ex-officio members of the group and be asked to attend all meetings.

APPENDIX

Marcia K. Thompson, Esq.
Vice President, Hilliard Heintze Law Enforcement Consulting



Marcia K. Thompson is an attorney and law enforcement practitioner with over 20 years working in the criminal justice field. As a Vice President within the Law Enforcement Consulting practice, she provides oversight, management and technical assistance on law enforcement assessments, trainings and reviews. Marcia has served as a law enforcement administrator at the University of Chicago Police Department, where she oversaw professional standards, accreditation, compliance, training, records management,

recruitment, field training, in-service training, leadership development, succession planning, community engagement, youth outreach and the community advisory committee in support of the university's transparency and inclusion initiative.

Marcia has served as an advisor to law enforcement organizations on civil rights and law enforcement issues for over 15 years. She has been an active member of the IACP Civil and Human Rights Committee for over 10 years. In addition, she has provided insight and guidance on timely and novel civil rights and human rights matters impacting law enforcement nationally, including bias-free policing, tasers, use of force, stop and frisk, constitutional policing, procedural justice, hate crimes, and affinity group protections. She has also served as General Counsel and advisor to the National Organization of Black Law Enforcement Executives (NOBLE) for many years. In both capacities, she provided a legal perspective and civil rights lens on law enforcement, community policing and criminal justice matters.

Marcia is a Virginia Supreme Court certified mediator as well as a collaborative problem-solver, change management facilitator, and equal employment opportunity (EEO) and civil rights professional. While serving as an Ombudsman for an entire federal agency, she impartially handled agency-wide concerns and trends regarding policy, practices and procedures. For many years, Marcia has served as a federal fact finder, EEO investigator and hearing officer, providing neutral hearings and drafting administrative appellate determinations. She has conducted large facilitated dialogues with community members on police departments and other related public services in several cities, including Washington, D.C.; New Orleans, Louisiana; Chicago, Illinois; and Baltimore, Maryland. She has participated in and held other facilitated dialogues on workplace and community topics, and taught others to use similar facilitative and problem-solving techniques to engage pertinent stakeholders.

Marcia has provided advisory and consulting services to national law enforcement organizations for over 15 years. She led Hillard Heintze's team of subject-matter experts working with the Denver Sheriff's Department, focusing on use of force, management issues, staffing, and training. She has led law enforcement assessments and training, technical assistance and compliance work at police departments ranging from: Birmingham, Alabama; Gainesville, Florida; Murfreesboro Tennessee, Virgin Islands, Winslow Township and Boulder, Colorado.

Marcia was a professor for almost 10 years at Bowie State University, teaching criminal justice, social justice, civil rights, conflict resolution, juvenile analysis, criminology, criminal law, constitutional law, criminal procedure, evidence, trial and advocacy practice, victimology, rule of law, mediation, police management, intelligence, and public records and ethics. She received her Bachelor of Arts in Criminal Justice from Michigan State University and her Juris Doctorate from George Mason University School of Law. She is licensed to practice law in Virginia.

Julie Shedd, Associate Dean and Associate Professor
Jimmy and Rosalynn Carter School for Peace and Conflict Resolution, George Mason University



Dr. Shedd is currently the Associate Dean at the Jimmy and Rosalynn Carter School for Peace and Conflict Resolution at George Mason University. She teaches both introductory and research methods courses and courses on terrorism, extremism, global conflicts, and ideologies. She holds a Ph.D. and M.S. in Conflict Analysis and Resolution from George Mason University and a BA in Political Science and Psychology from George Washington University.

Her research includes work on the relationship of media to conflict, specifically focused on media coverage of terrorism and the role of women in political violence. She has shepherded the Carter School's efforts to increase distance education and overseen a wide range of innovations in experiential and service learning. She served as the academic project manager for the development of the school's Point of View International Retreat and Research Center. Her practice engagements include media literacy and dialogue training, conflict resolution in schools, police community engagement projects, and a series of community engagement processes for local government.