

# Public Safety Transformation & Policy Division

Overview to Safety Committee

July 28, 2021

# Overview: Questions from Council

*1) How will the division ensure that all public safety agencies use best practices to continuously improve operations and culture?*

*2) How will the division partner with stakeholders, representing diverse community perspectives to build and nurture trust - both internally and externally?*

*3) How will the division follow through on equitable actions in policy and operations?*

*4) How will the division work with the Reimagining Policing task force members on the 112 recommendations?*

# Transformation & Policy Background

## Creation

- Born out of the social justice protests May-June 2020
- Coordinate equity / diversity / inclusivity strategies across Public Safety
- Ensure Public Safety policies align with community & legal expectations

## Goals

- Strengthen Trust & Legitimacy
- Enhance Policy & oversight
- Advance Community Policing & Crime Prevention Strategy

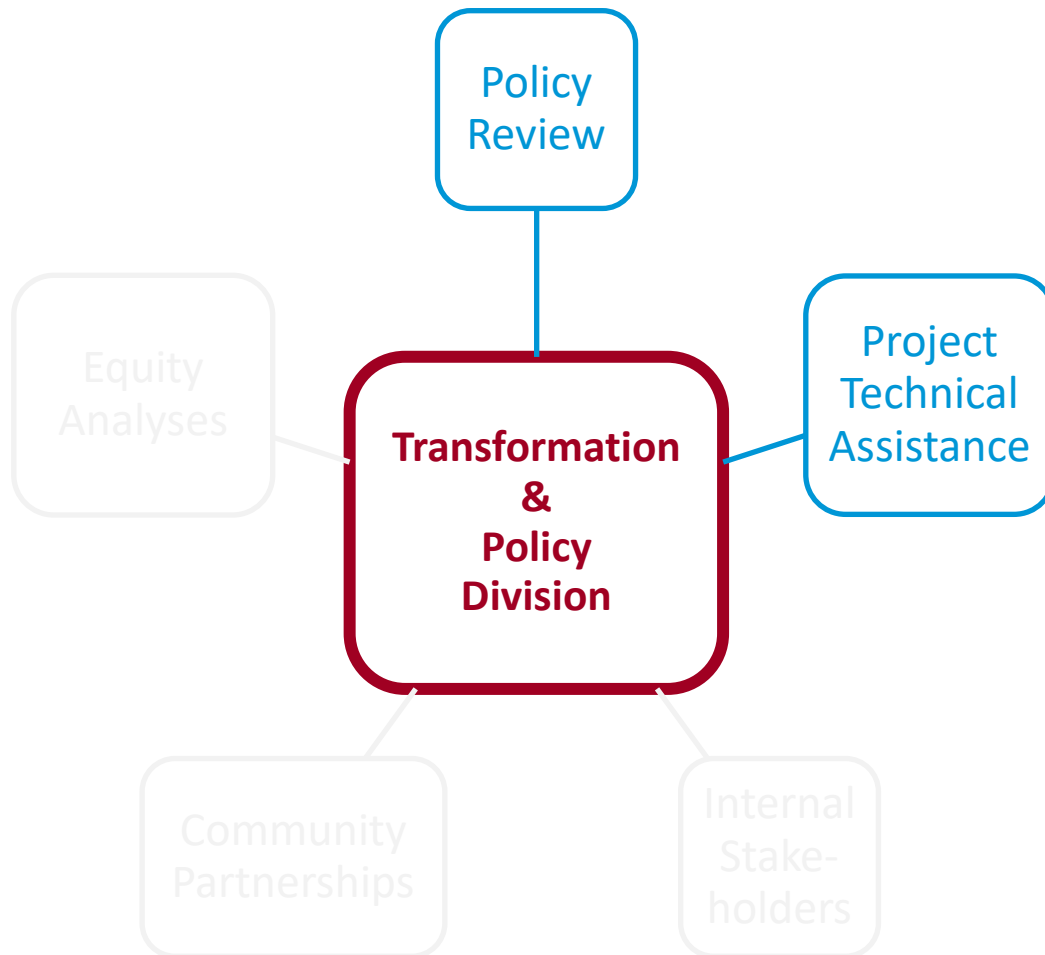
## Values

- Right resources to the right problems
- Normalizing opportunity
- Interrupting the worst harms

# Question 1

How will the division ensure that all public safety agencies use best practices to continuously improve operations and culture?

# Transformation & Policy Model



- Department-wide Technical Assistance
  - \* Policy grounded in theory, data, and outcomes
  - \* Documented project metrics and evaluations
- Transparency Toolkit
  - \* Public-facing dashboards and reports
  - \* Data architecture review and documentation across all agencies
- Community Dialogue
  - \* Community partnerships to facilitate improved relationships and trust
  - \* Emphasis on positive contacts, feedback opportunities

# Sustainable, Transformative Policy

## Department-Wide

- Process created, first set of policies in-process
- Alignment / Extension (Sanctity of Life)
- New Practices (Required Bias Training in Hiring Process)
- Multi-Agency Impact (Internship Program)

## Agency-Specific

- Continuity of Management (DFD)
- Religious & Cultural Articles / Clothing (DPD)
- Pronoun Inclusivity (Comm Corr)
- Promotional Process (DSD)

## Policy Review

- Multi-agency evaluation of policy and process
- Pandemic Causation of Crime
- Cultural Sensitivity Training Alignment
- Applicant Barriers and Workforce Analysis

## Question 2

*How will the division partner with stakeholders, representing diverse community perspectives to build and nurture trust - both internally and externally?*

# Transformation & Policy Division Model



- Citizen's Oversight Board (COB)
- Human Rights and Community Partnerships (HRCP) Commissions
- Employee Support / Affiliation Groups  
ex:
  - \* Black Police Officers Association (BPO)
  - \* National Latino Peace Officers Association (NLPOA)
  - \* Denver 911 Outreach Committee



## Facilitate Engagement

- Community & Government Affairs Manager onboarded
- Assessment and alignment of current engagement underway

## Foundational Partnerships

- Monthly Citizen Oversight Board presentation
- HRCP Commissions and Safety focus group

## Employees as Community

- Needs and culture surveys via UC – Berkeley (DFD, DSD)
- Affiliation group, EDI team opportunities

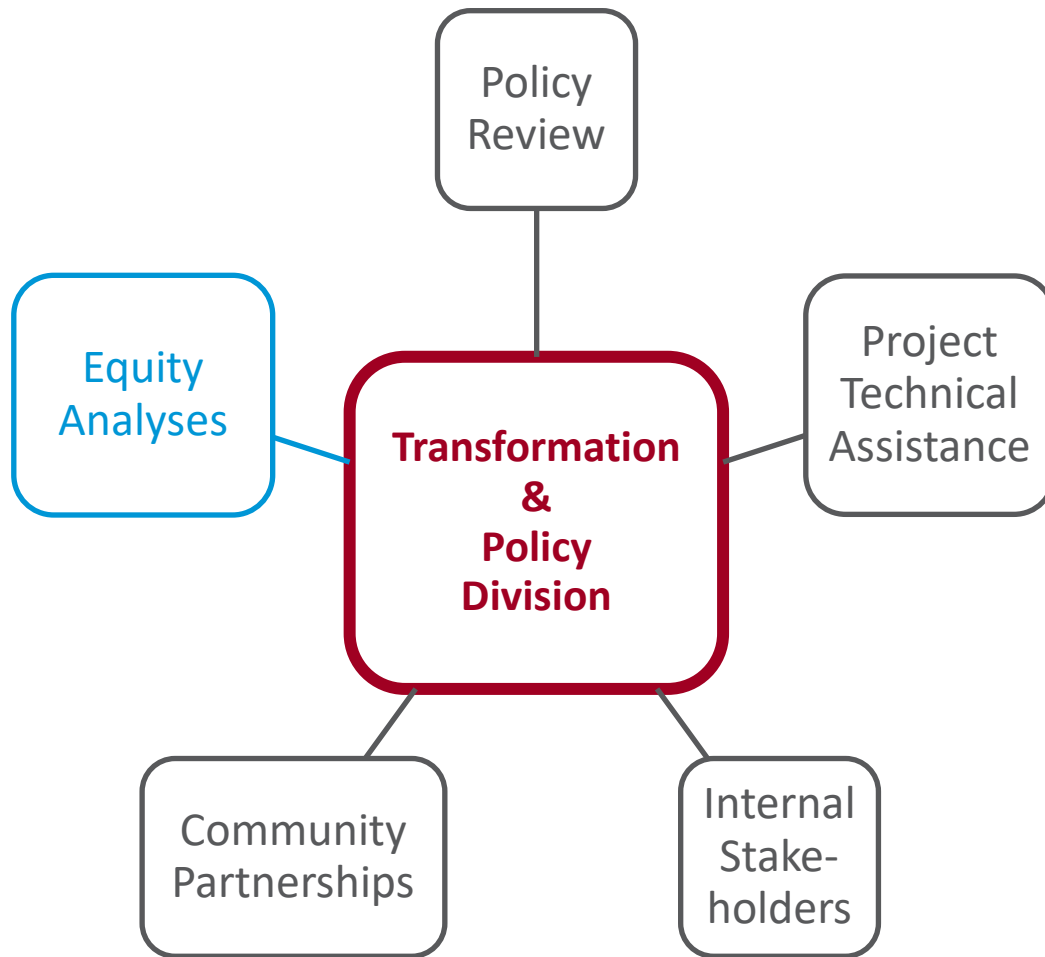
**Q1 &2 2021: Policy Infrastructure**

**Q3 &4 2021: Community Trust Infrastructure**

# Question 3

*How will the division follow through on equitable actions in policy and operations?*

# Transformation & Policy Model



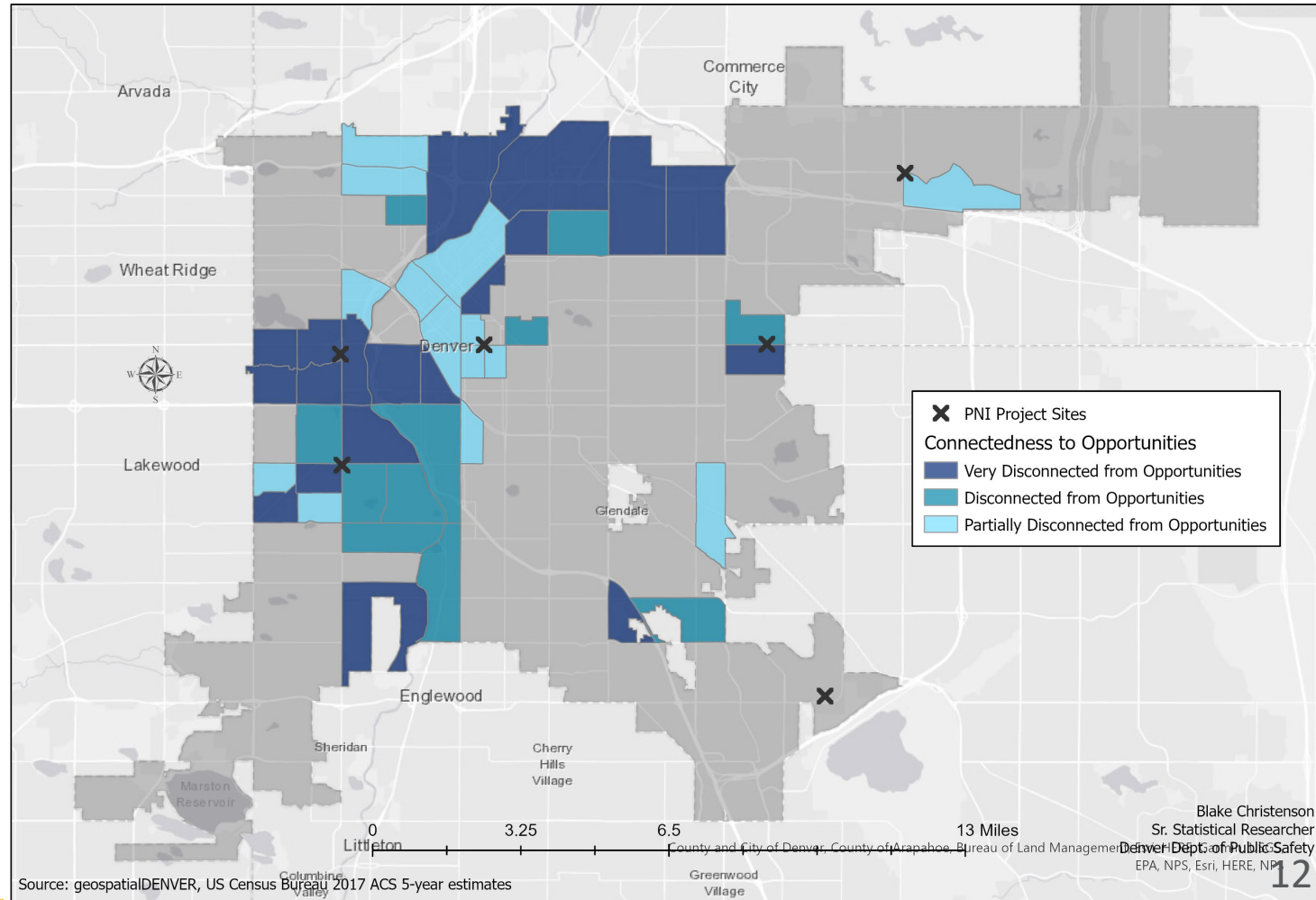
- Assessment Intake Diversion (AID) Center
- Workforce Demographics Analysis
- Active Bystandership in Law Enforcement (ABLE)
- Recovery In a Secure Environment (RISE) eligibility & completion study
- Collaborative Crime Prevention - Place Network Investigation (PNI) Strategy

# Prevention: Place Network Investigations (PNI) Strategy



## Denver Tracts Disconnected from Opportunities & Place Network Investigation Project Sites

- Collaborative Crime Prevention as a community engagement and EDI strategy
- “Whole of City” gun violence reduction strategy, including Community
- PNI: Narrowing scope so you can broaden participation



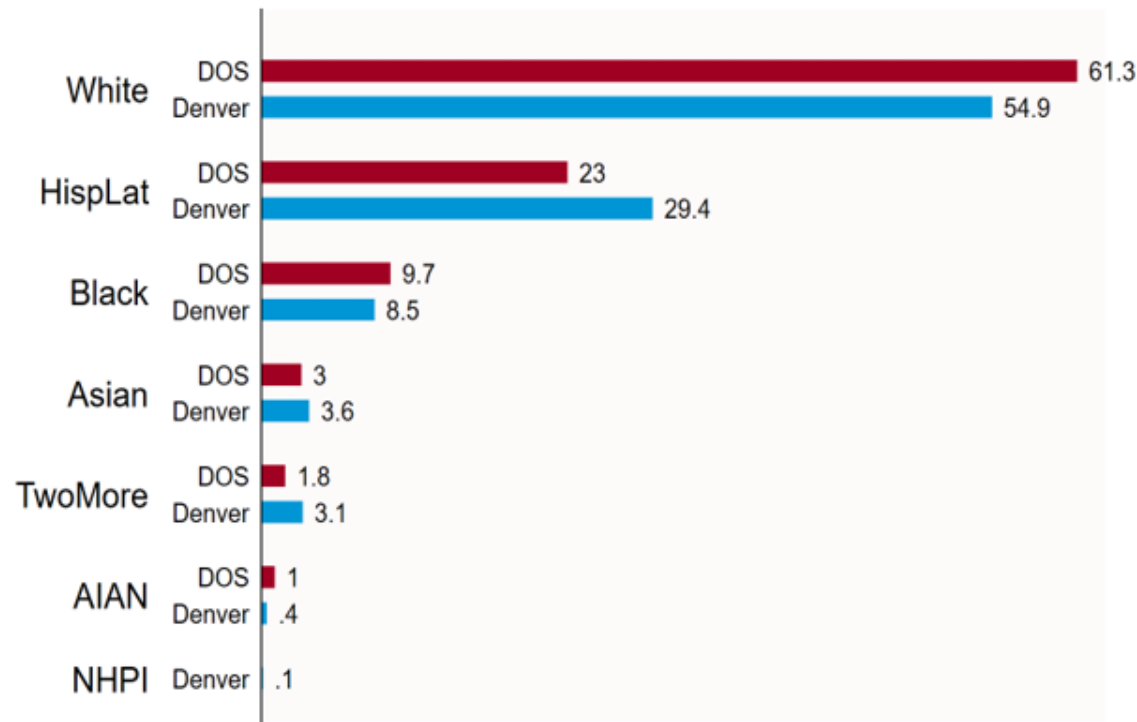
# Healing: Public Safety Workforce Representation

Systematic analysis of Department and agency demographics to identify barriers and opportunities for process improvement

Partnership with OHR and Civil Service Commission to align goals and strategies for recruitment, hiring, promotions, and retention

Baseline reports and dashboards created, recruitment and promotions tactics added to Equity Action Plans, listening sessions and surveys underway, Department-wide EDI team collaboration

Denver and Dept. of Safety Demographics

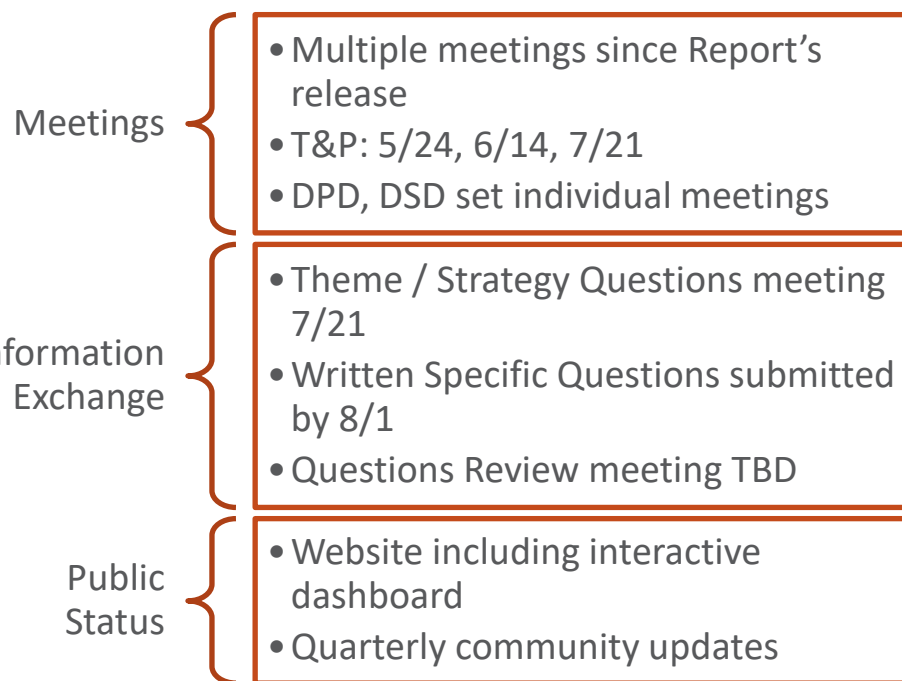


## Question 4

*How will the division work with the Reimagining Policing task force members on the 112 recommendations.*

# Q4: Response

## Repairing Relationship



## Key Concepts from Task Force

Authentic engagement with no pre-determined results

Include as many voices as possible at the table

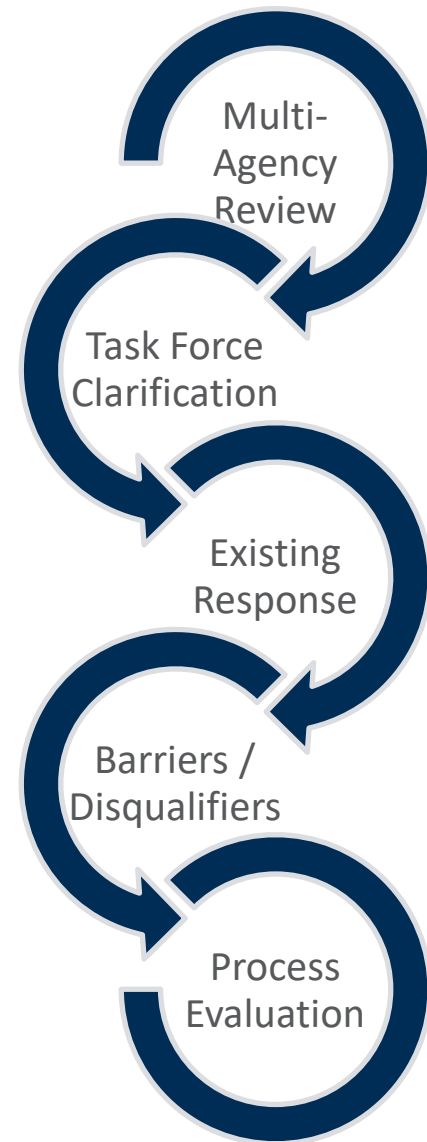
Community engagement early in process and transparency about process are needed

Consider how to communicate – use many methods

Report intended as a full package – consider recommendations individually and as a holistic foundation

# Q4: Response

- Trust-building approach to the *Recommendations for Transforming Public Safety in Denver* report
  - **Prevent**
  - **Reduce**
  - **Heal**
- Task Force engagement and dialogue
  - **Identified liaisons**
  - **Stakeholder-specific listening sessions**
  - **Question / Clarification dialogue**





# Questions / Comments

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