

Public Safety Initiative  
"Justice For All"  
Outline Final  
Mayor Steve Benjamin  
December 4, 2014 – Columbia, SC

We are committed to building a world class Police Department and in order to do this we must commit to strengthening the foundation of trust and accountability that exists between our communities and our law enforcement agencies.

### **Additional Training:**

Include additional mandatory and ongoing training requirements for all sworn officers to include:

- Cultural Sensitivity
- Community Policing
- Peaceful Conflict Resolution
- De-escalation Techniques
- Unconscious Bias/Discrimination Recognition
- Mental Illness Recognition
- Chronic Illness Recognition

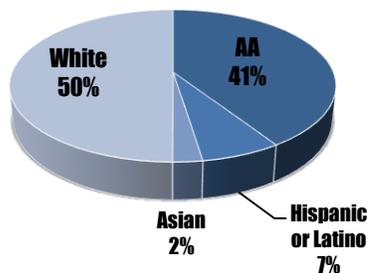
### **Improved Diversity:**

The Columbia Police Department not only protects our city, it represents our city. From command to patrol, Columbia's Police Force should be representative of the city's demographics..

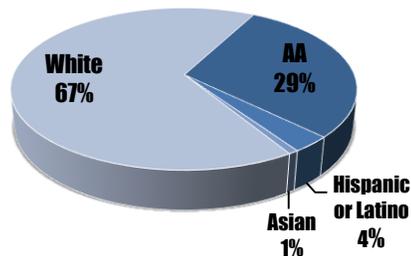
In order to accomplish that, Chief Holbrook has implemented a focused minority recruitment effort which includes:

- Adopting a targeted hiring strategy
- Targeting Job Fairs in minority colleges and universities, communities and churches
- Appointing a minority community representative to CPD's police hiring board
- Expanding overall professional development opportunities
  - Enhances recruitment and retention for all officers

### **City of Columbia**



### **CPD**



### **Increased Accountability:**

This is a three-pronged effort that includes establishing an independent **Citywide Human Rights Commission** to review and investigate any and all claims of discrimination and abuse, implementing a **Citywide Body Cameras** initiative and adopting comprehensive **Transparency Reforms**:

- **Citywide Human Rights Commission**
  - Appointed by City Council with citywide scope (not restricted to CPD)
  - Tasked with reviewing and investigating claims of discrimination and abuse.
- **Citywide Body Cameras**

- Expands our current effort beyond hospitality districts to the four corners of our city.
- Leverages Department of Justice leadership and support
- Issued to all uniformed officers by the end of 2015
- Cost = roughly \$246,000
- **Transparency Reforms**
  - Appointing civilian representation to CPD's Internal Affairs Review Board
  - Publicly publishing an Annual Internal Affairs Report
    - Report to include all complaints and dispositions as well as all Use of Force data
  - Recording all violent crime suspect interviews beginning first quarter of 2015
    - Audio and Video
    - CPD will be the first agency in Fifth Judicial Circuit to implement
  - Posting in progress calls for service on CPD website
  - Completing national accreditation process (CALEA) by winter 2016

### **Youth and Community Outreach**

Building on the success of efforts like our youth sports programs, the Columbia Youth Commission and our local My Brother's Keeper initiative, the City of Columbia is committed engaging our youth community in a collaborative effort to build a new foundation of trust and partnership.

These efforts include:

- Expanding Columbia's local My Brother's Keeper initiative
- Creating an ongoing partnership with student leadership at local colleges and universities
- Promoting and supporting community-based youth engagement and diversion programs
- Conducting ongoing listening sessions in communities and neighborhoods across Columbia in order to continue to improve and expand our efforts