



Reform Committee Meeting Minutes

Name of Body: Culture and Diversity Action Commission-Reform Committee

Date: Monday, October 25, 2021

Place: Police Division - Community Room, Huber Heights Police Department, 6121 Taylorsville Rd, Heights, OH 45424

1. Members Present:

Eric Stephens, Arrick Richardson, Estephon Ramirez, and Tara Purvis.

2. Guest Present:

Guest Present: There were no guests present at the Community Room.

3. Call to Order:

Eric Stephen, Chair, called the meeting to order at 6:43 P.M. ET.

4. Roll Call:

All committee members were present.

5. Approval of Minutes:

Ms. Purvis had requested her title be updated from “Mrs.” to “Ms.”. Arrick Stephens moved to approve minutes, Ms. Purvis was the second. Motion passed unanimously.

6. Old Business:

a. Strategic Plan for Diverse Candidates

The primary topic of the meeting held on Monday, October 25, 2021, was discussing a Strategic Recruitment Plan. The overall goal focused on forming a more diverse workforce for the police department. A request was sent to the City and Chief of Police to provide a final package of all related documents related to the HHPD recruitment process. In response, the city provided four (4) attachments that outlined the application postings for both dispatch and police officers. While review, some strategic initiatives to be done to focus on bringing like reaching out to the National Organization of Black Law Enforcement

Executives (NOBLE) was mentioned.

Additionally, the committee is unsure of there is a recruitment officer that oversees the recruitment process. Especially for the diversity perspective. It was discussed that a common accepted reality is that recruiting is difficult for the Law Enforcement Career Field. More specifically, among minorities due to the general nature of previous and current interactions.

Through the meeting, there were three items to highlight: 1) Recruitment from targeting areas of minorities (other PD's from local communities), 2) Contacting minority organizations like NOBLE, 3) Ensuring proportional minority representation within HHPD to include dispatch. The committee is still unsure how demographic data is gathering during application process and/or if it is still allowed. The most recent conversation was reaching out to the city for an update after Yolanda brought it up during a CDCAC meeting.

In conclusion, it was determined that based on provided material and previous discussions the recruitment process does not align with HHPD's General Order 401 (Recruitment Practices and Procedures), Section 3 (Recruitment Plan), D. The section states, "**Annually, the respective Section Commander will coordinate and prepare an analysis of the recruitment process used for the section process containing the following elements:**

- 1. Evaluation of progress toward recruitment objectives;**
- 2. Demographics data of sworn personnel; and**
- 3. Recommendations for revisions, if any, of the plan."**

The city seems to meet element "2", however, the remaining elements as well as compliance with General Order 401 appears to require additional adherence.

Mental Health agenda topic was briefly discussed to include alternative ways to form mental health and PD teams to meet community needs. Specific details will be discussed during the next meeting where response methods and stats will be the primary area of focus.

b. Mental Health Professionals

This item was postponed to a later date with the meeting the Chief of Police is considered a priority.

7. New Business:

8. Adjournment:

There being no further business to come before the committee, Eric Stephens, adjourned the Reform Committee meeting at 8:18 PM ET.