

Memorandum



CITY OF DALLAS

DATE February 8, 2019

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Citizens Police Review Board**

On Monday, February 11, 2019, you will be briefed on the Citizens Police Review Board.

This presentation will provide information on the current Citizens Police Review Board and highlight the Dallas Police Department's recommended changes to the Board structure.

Throughout the course of the last few months, many groups, associations, and citizens have provided input on possible changes to the Board. This input and further research led the police department to provide multiple recommendations. These changes will facilitate integrity-driven policing and strengthen community relationships.

The following details will be presented about the board:

- Background on current Board structure
- An overview of Areas of Opportunity
- Review of Input from multiple stakeholders
- The Dallas Police Department's recommendations

The briefing materials are attached for your review.

A handwritten signature in black ink that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (I)
Carol A. Smith, City Auditor (I)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager & Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Laila Alequresh, Chief Innovation Officer
Directors and Assistant Directors

Citizens Police Review Board

Public Safety Criminal Justice Committee

February 11, 2019

Reneè Hall
Chief of Police
Dallas Police Department



Presentation Overview

- Purpose
- Citizens Police Review Board: Background
- How We Got Here
- Areas of Opportunity
- Stakeholder Input
- Dallas Police Department Recommendations
- Next Steps

Purpose

The Dallas Police Department (DPD) is continuing to innovate through community focused engagement by implementing best practices consistent with 21st Century Policing.

By facilitating integrity-driven policing that is focused on building trust, strengthening relationships, and community collaboration, Dallas will be a safer place to live, work, and play.

Citizens Police Review Board

Background Information:

- Established in 1987
- Current board consists of 15 members
- Board members appointed by Mayor and City Council
- Reviews approximately 15 cases per year
 - Improper conduct
 - Incomplete investigation
 - Policy violations
 - Racial profiling

Citizens Police Review Board

Background Information:

The Dallas City Code, Section 37-32 governs the functions, limitations, and powers of the Citizen Police Review Board:

- Accept signed written complaints from citizens on police procedures, treatment of citizens, abuse, harassment, violation of civil rights, injury, or fatality
- Suggest further investigation by DPD
- Conduct further investigation (without investigators)
- Contract with an independent investigator to assist and advise the board
- Take sworn testimony
- Request the city manager to review disciplinary action
- Recommend DPD practice and procedural improvements

Citizens Police Review Board

Background Information:

- Technical Advisory Committee
 - Advises board on law enforcement practices and procedures
 - Members have law enforcement experience, but are not from Dallas
- May subpoena witnesses
 - Requires a favorable vote of 7/15 of board members
 - Requires approval of Technical Advisory Committee or Dallas City Council
 - May not subpoena accused officers, only witnesses

How We Got Here

In October 2017, The Dallas Police Department began meeting with community groups with concerns surrounding police conduct:

American Civil Liberties Union (*ACLU*)
Black Lives Matter
Campaign Zero
Dallas Action
Dallas Area Interfaith
Dallas Clergy Assembly
Equal Justice Center
Faith Forward
J.L. Turner Legal Association
League of United Latin American
Citizens (*LULAC*)
Local Progress

Mi Familia Vota
Mothers Against Police Brutality
Next Generation Action Network (*NGAN*)
North Texas Dream Team (*NTDT*)
North Texas Immigration Coalition (*NTIC*)
Showing Up For Racial Justice (*SURJ*)
Take Back Oak Lawn
Texas Organizing Project (*TOP*)
Workers Delegation Project

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How We Got Here

Collectively, the community groups formed as the Community Police Oversight Board Coalition and identified 3 areas of community concern related to the Dallas Police Department:

- Complaint Process
- Early Warning System
- Citizen Police Review Board

Areas of Opportunity

Complaint Process

The Coalition cited difficulty with making a complaint:

- DPD surveyed best practices for complaints
- DPD collaborated with CIS to create an online complaint form
- Locations where form is now available:
 - All police stations
 - In libraries
 - Online at www.dallaspolice.net
- Public informed of expanded access to complaint form through town hall meetings and counsel briefings

Areas of Opportunity

Early Warning System

The Coalition proposed an early warning system:

- DPD researched data-driven police management tools used to monitor, report, and document officer actions to improve transparency and accountability
- Since April 2018, DPD supervisors have received access to a provisional system named Early Intervention Program (E.I. PRO)
- DPD is currently evaluating technology solutions to enable a more proactive system

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Areas of Opportunity

Citizens Police Review Board (CPRB)

The Coalition felt the CPRB was an ineffective tool for fulfilling the goals of:

- Building trust
- Strengthening accountability
- Improving police/community relations

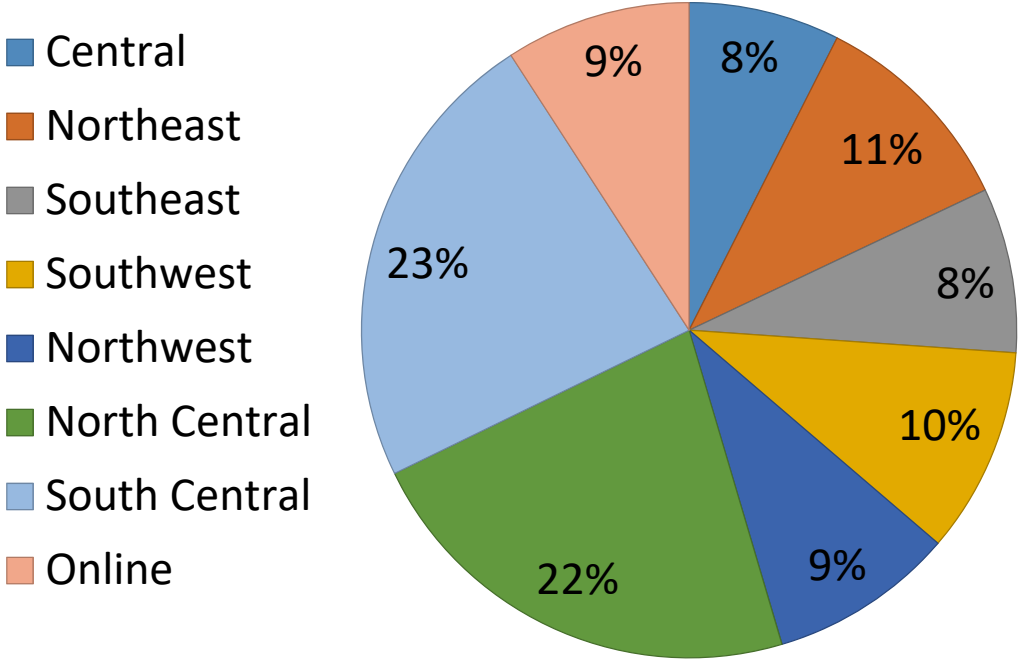
Stakeholder Input

Multiple stakeholders provided input for changes to the CPRB:

- Community meetings and surveys:
 - 7 meetings throughout the City of Dallas
 - 295 surveys
- CPRB members and Community Coalition
- Associations representing DPD members

Stakeholder Input

**Survey Participation (295 total)
and Other Feedback From Town Hall Meetings**



Division	Council Districts
Central	2, 14
Northeast	7, 9, 10, 13, 14
Southeast	5, 7, 8
Southwest	1, 3, 4, 6
Northwest	2, 6, 13
North Central	11, 12, 13
South Central	3, 4

Stakeholder Input

Town Hall Survey Feedback:

- Waste of time and money
- Unaware of CPRB's existence
- CPRB lacks diversity
- Needs measurable goals
- Concerns about police morale

Stakeholder Input

Town Hall Survey Feedback / Common Responses:

- Coalition proposal is fair
- Board should meet in the evenings
- IAD should be transparent
- Citizen oversight is good for our community
- Board and police should receive more training

Stakeholder Input

CPRB/ Coalition Proposed Changes:

Provide CPRB with Independence and Authority:

- Report to the Community, Dallas City Council, and Mayor
- Manage complaint intake process
- Monitor Internal Affairs Supervisor investigations and make recommendations on police findings and disciplinary action
- Monitor and make recommendations on critical incidents and shootings
- Launch independent investigations with subpoena power

Ensure Accountability and Transparency:

- Establish performance objectives for the CPRB
- Report, and publish annual review of the CPRB's work as well as DPD's responses



Stakeholder Input

CPRB/ Coalition Proposed Changes (Continued):

Involve the Community through Ongoing Outreach:

- Dialogue, listen, and learn with benefit of staff and Community Advisory Council

Strengthen Quality of Board:

- Update board qualifications to include community knowledge and/or relevant experience

Paid, Professional Staff:

- Hire experienced staff to execute daily operations: Director, Complaint Specialist, Data Specialist, Community Outreach Specialist, Attorney

The current members of the CPRB have endorsed the changes proposed by the Coalition.

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Stakeholder Input

Police Associations input on CPRB changes:

- Dallas Police Chief Renee Hall met with area police associations who provided general agreement with the Dallas Police Department's recommendations on reorganization of the CPRB*:
 - Black Police Officers' Association
 - Dallas Police Association
 - National Latino Law Enforcement Organization

- Some concerns were expressed concerning budgetary establishment

Dallas Police Department Recommendations

The following DPD recommendations for the Citizens Police Review Board coincide with the philosophy of 21st Century Policing and were developed as a result of research, meetings, surveys, and feedback from stakeholders:

The CPRB should:

- Operate independently from the police department
- Intake and assist with external administrative complaint processing
- Monitor administrative investigations
- Review findings and provide recommendations for discipline and procedural changes
- Be restructured to include a Critical Incident Review Panel

Dallas Police Department Recommendations

Operate Independently:

- CPRB maintains current advisory role
 - CPRB operates as an independent entity with the ability to monitor administrative investigations of IAD or conduct separate investigation outside of the Dallas Police Department
 - *CPRB should be provided with a budget to pay for a limited staff of 3-5 persons to monitor and/or investigate within the newly structured process
 - Staffing of CPRB will be coordinated from the City Manager's Office
 - Expansion of current ordinance directing City Manager to provide administrative assistance
 - CPRB to reduce Board size to 7-9 members to allow for establishment of a Critical Incident Review Panel
 - CPRB members selected through a process similar to the Judicial Nominations (Applications)
- *Re-assess after first year depending on case load

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Dallas Police Department Recommendations

External Complaint Processing:

- CPRB serves as an additional location for citizens to file complaints- CPRB will decide whether to accept the complaint or send to IAD (Admin Investigations)
- CPRB may recommend to mitigate complaint through mediation
- DPD reviews and investigates complaints
- CPRB has the ability to view status of all external complaints made

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Dallas Police Department Recommendations

Monitor Investigations:

- Allow CPRB to monitor investigations of most common external complaints(>75% non-critical incident)
 - Rudeness
 - Unprofessionalism
 - Procedure Violations
- Will not be physically present in interview process
- May view interviews from separate room
- This will preclude the need for subpoena powers due to officers being compelled to provide statements to IAD and CPRB as will be required by Dallas Police Department policy
- Board will retain current subpoena power for witnesses

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Dallas Police Department Recommendations

Review of Findings:

- Review Internal Affairs investigations after completion
- Critical Incident Review Panel to review investigations upon completion
- Provide status updates to residents on investigations
- Make recommendations on policy revisions
- Produce and release statistical reports

Dallas Police Department Recommendations

Citizen Police Review Board:

- Reduce Board size to 7-9 members
- Allows for the establishment of a Critical Incident Review Panel
- Board members appointed through a process similar to the one that establishes Judicial Nominations
 - Nominating Committee appointed by City Council
 - Application to serve on Board made to Nominating Committee
 - Nominating Committee to assess applicants and make recommendations to the City Council

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Dallas Police Department Recommendations

Critical Incident Review Panel:

- Create a Critical Incident Review Panel to convene upon notification of a critical incident
- Is a sub-committee of CPRB
- Panel comprised of:
 - 3 CPRB members
 - Representatives from Divisional Community Advisory Boards
 - Representatives from Clergy Board
- CPRB will maintain the list of available representatives to serve for a period of 6 months

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Dallas Police Department Recommendations

Critical Incident Review Panel:

- Panel will receive an initial briefing and regular updates on critical incidents
- Will have the ability to review cases upon their final completion and make recommendations for policy revisions
- Will allow for a more streamlined process as the size of the CPRB Board is reduced to 7-9 members

Dallas Police Department Recommendations

CPRB/Critical Incident Review Panel Member Qualifications:

- Completion of Citizen Police Academy
- Reality Based Training/Simulator Training
- Overview of DPD Investigative Procedures
- Interested members will participate in application process

Current versus Proposed CPRB

	Current	Proposed
Board Size	15	7-9
Selection Process	Appointed by City Council	Prospective board members apply and selections made through process similar to judicial nominations
Staff	No	Yes, 3 -5
Budget	No	Yes, established by City Council
Able to Conduct Independent Investigations	Yes, after completion by DPD	Yes, may investigate, forward to DPD, or review DPD findings and investigate further (non-critical incidents)
Critical Incident Review Panel	No Investigation	No Investigation. Panel established for briefings and review upon completion
Complaint Handling Process	Complaints received and forwarded to DPD	Complaints received by CPRB with option to independently investigate, mediate, or forward to DPD
Able to Compel Officers to Appear	No	Yes, following Garrity guidelines currently established by IAD

Next Steps

- City Attorney's Office to review recommendations
- Construct ordinance to modify City Code
- **March 2019** – Council Briefing

Citizens Police Review Board

Public Safety Criminal Justice Committee

February 11, 2019

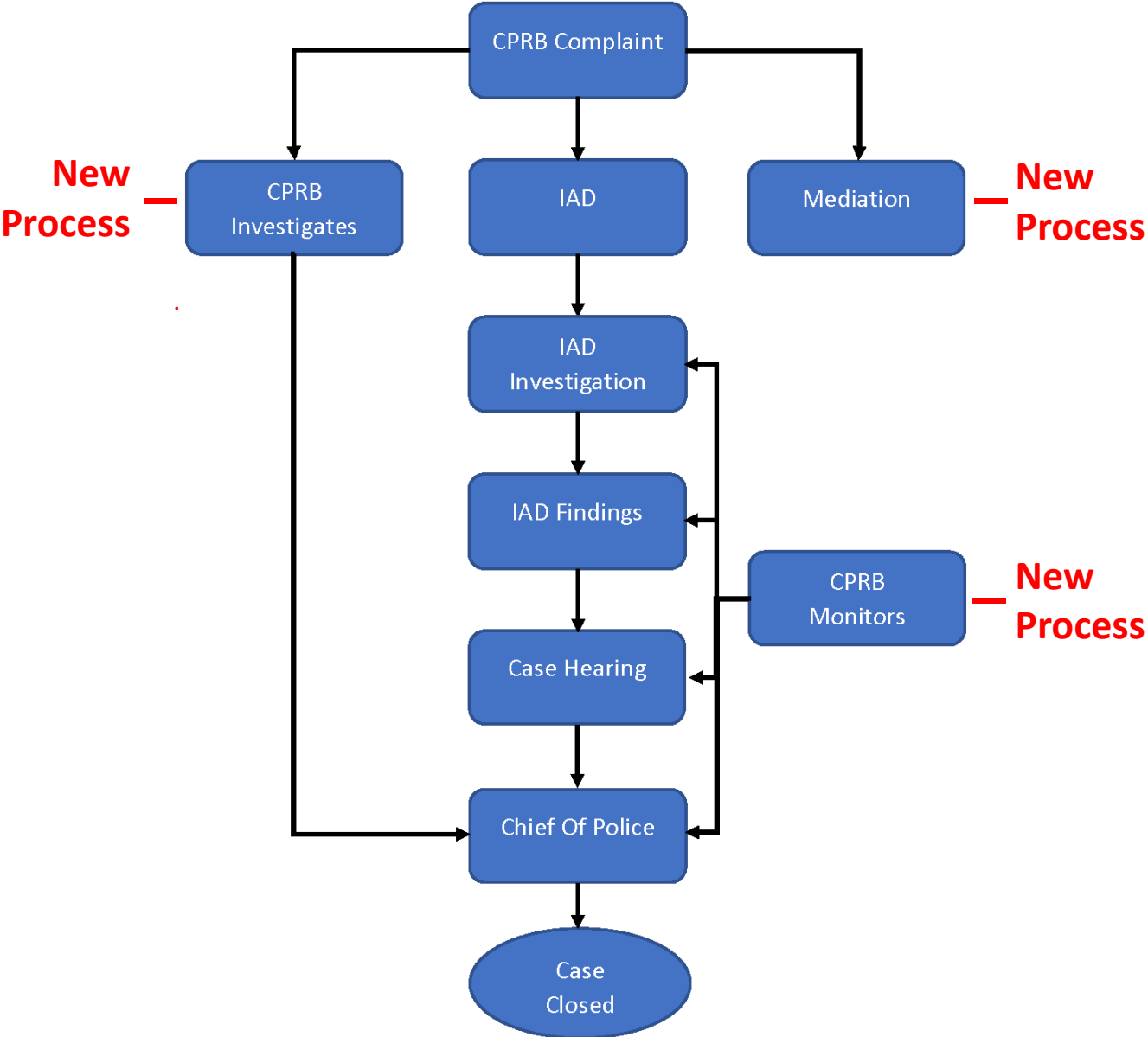
U. Reneè Hall
Chief of Police



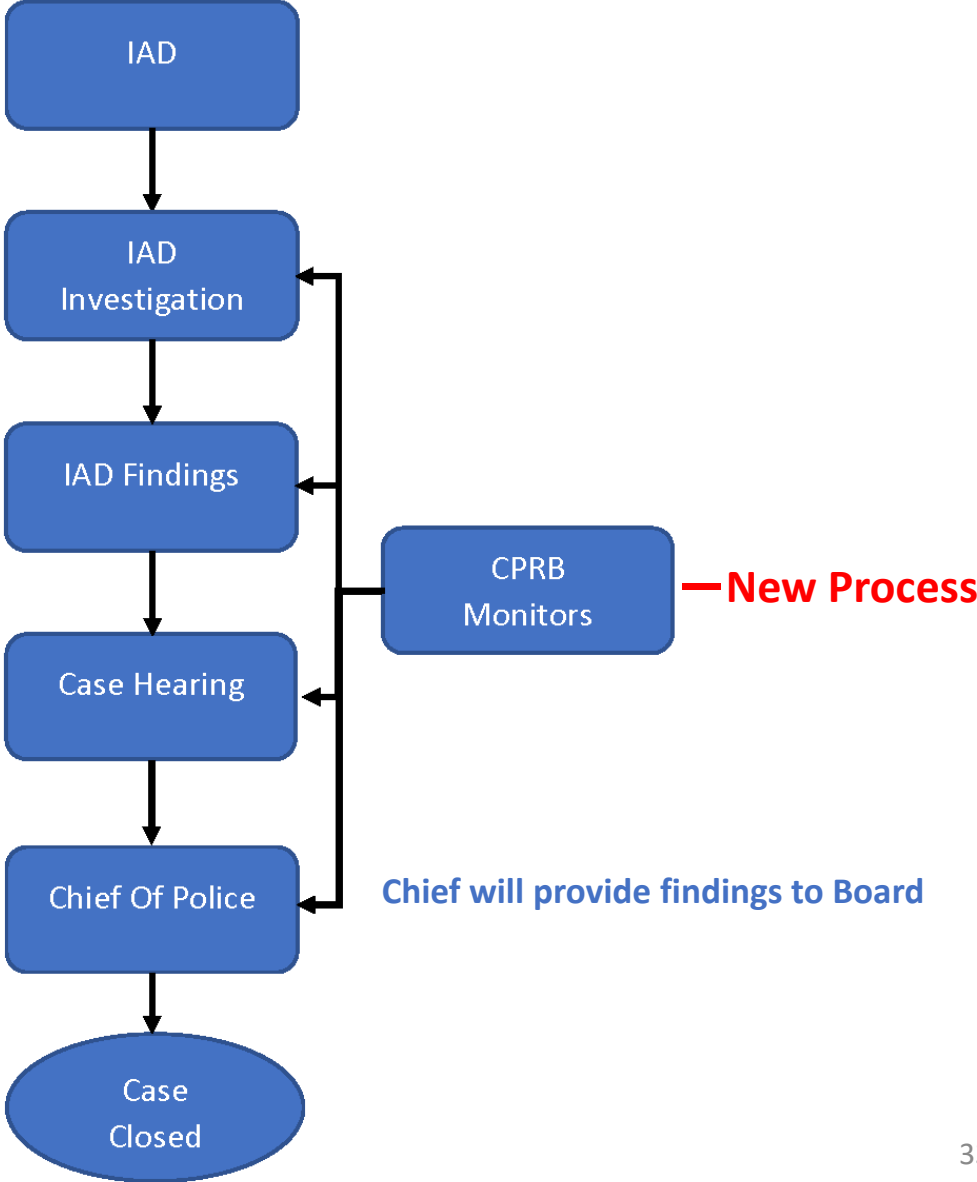
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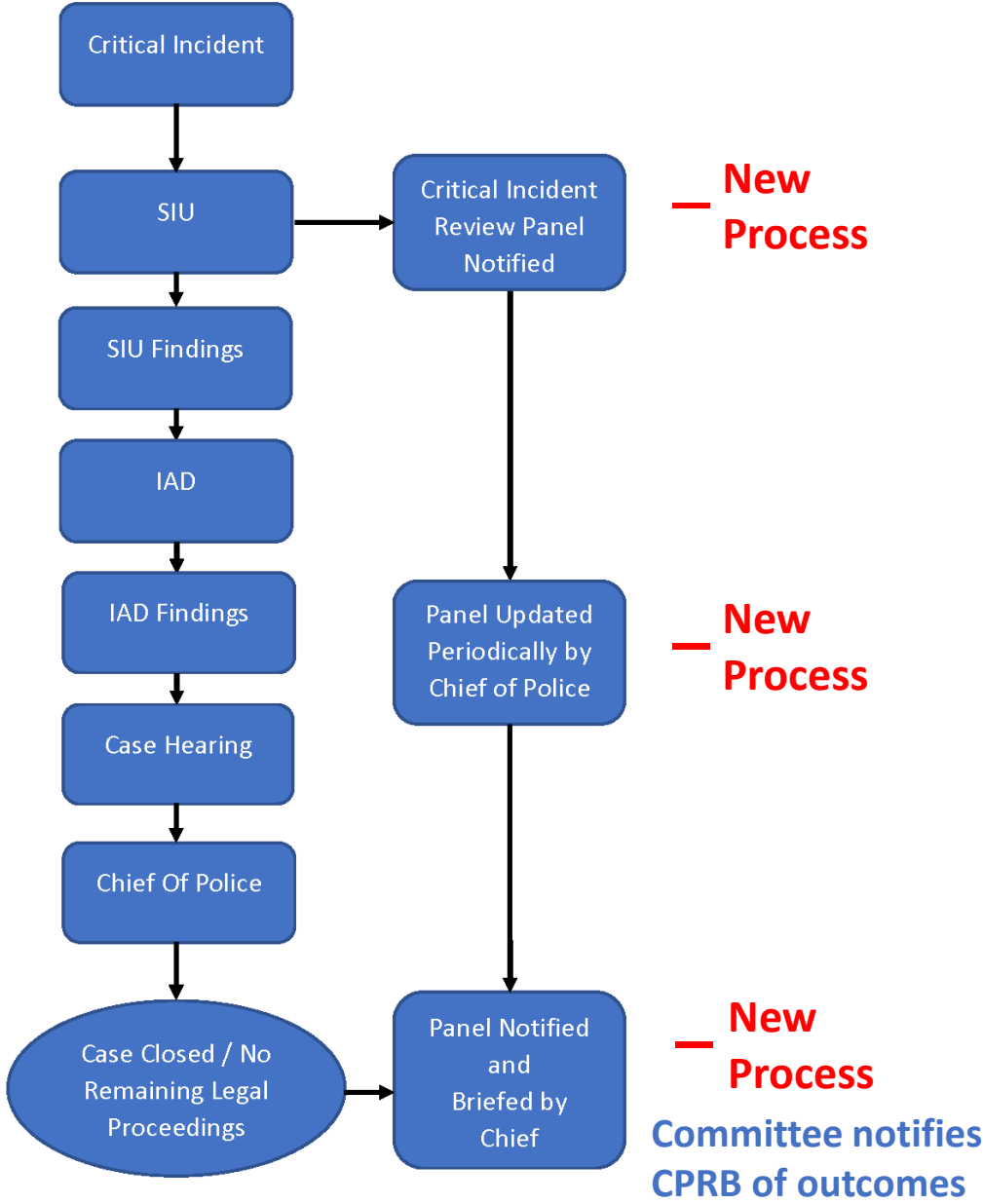
CPRB Complaint Flowchart



IAD Complaint Flowchart



Critical Incident Flowchart- (Sub-Committee of CPRB)



Citizens Police Review Board Survey Comments

Patrol Division	Additional Recommendations
Central	CPBR should look at State Bar of TX grievance process against attorneys, it works. It engages 2/3 attorneys and 1/3 attorneys in all deliberations after classifications of complaints are made.
	I want to see these recommendations instituted and the new process fully funded NOW. And make the board representative of the city gender, race, socio-economic, disabilities, etc.
	Yes-It is hard for me to make any recommendations since this is the first time I have heard about this board. My only recommendation is to start educating neighborhoods, citizens, HOAs and the general public on this board and what they even do and their intended purpose. So unfortunately, I cannot honestly fill out the survey since I do not know the history of the board. The board should probably educate neighborhoods on police procedures to help build trust.
	Waste of time and money. Will further degrade police morale and retention that is already at a crisis level. Non-police should not be judging police actions.
	Concerned about citizen/community entity expanding influence on DPD policy.
	The councilmembers need to discuss the CPRB responsibilities when they have community mtgs.
	Remove cops from the boards.
	I truly don't think this should exist. We truly give them too much power. We have an IA unit already. Decisions regarding police should be made in house only.
	PAID STAFF similar to Austin. The CPRB should have subpoena power.
	Too many to list here and it is in total support of the police.
	Do not spend the money. If the City of Dallas has \$1.5 million extra, they need to hire more police or give the current police a raise!
	The funds should be paid to our police <u>instead</u> of creating additional <u>barriers</u> . The Mayor and City need to do their jobs. Continue to volunteer, as I do for issues that are important to me, I don't request funding for my political views/ concerns. You neglected to mention that one of the "partners" Democratic Socialist of America.
	Have the Chief do her job. Have the Mayor do his job and the City Council should do their job.
	Northwest
Have the Chief of police do her job. Have the Mayor do his job and the City Councilmembers should do their job.	
We need more community awareness of the problems that are going on.	

Citizens Police Review Board Survey Comments

	<p>Conversations on race are essential. White folks and POC need to learn to talk to each other. Most importantly, white people need to talk w/each other-Anti-racism and white fragility work vis-Robin Di Angelo.</p>
	<p style="text-align: center;">Great process! Thank you!</p>
	<p>The best thing that has happened to my community is Community Policing. The CPRB need to approach their role the same way the NPOs do. I know about half of the officers in the room tonight by first name. I support them completely. I want them to be well paid and to have the equipment they need for safety. I also think an effective CPRB can be a positive influence in bringing the DPD and the residents together.</p>
	<p style="text-align: center;">Board should remain volunteer. Board should be appointed by council. More outreach to build the community.</p>
	<p style="text-align: center;">Please keep posting information about further CPRB progress and opportunities for accountability.</p>
	<p style="text-align: center;">The proposed policy by the coalition is fair and complete. It should be proposed and recommended.</p>
	<p>When trying to have a diverse and representative board, please include people with disabilities, different religions and, if possible, include non-US citizens. This will help increase community support. "Mentally Ill" is not a properly sensitive and correct term. Also, when the board presents to the community, it shouldn't be just five men.</p>
	<p style="text-align: center;">The more communities that have no voice and no relationship with police can be brought into the fold, the safer we all are.</p>
	<p style="text-align: center;">You never described what problems you see now with the current police IA dept. Your proposal is duplicative and should be denied. Hold your meetings around the city-no organizational changes needed. Offer mediation-not offered by you but the Police Dept.</p>
	<p style="text-align: center;">Chief Hall is responsible for oversight and is accountable to elected city government. Disgruntled civilians already have avenues for recourse/complaints. DPD would benefit both the department and community to increase outreach efforts directly to improve community trust.</p>
	<p style="text-align: center;">This group has backers that are highly radical, and it scares me putting money and power in hands of people whose goals are not the DPD. Many have negative agendas.</p>
	<p style="text-align: center;">The Board should conduct outreach and training at the Police Academy to help instill the sense that accountability is a good thing and leads to more trust.</p>
	<p style="text-align: center;">This looks like a shadow staff of Chief Hall's office. It seems duplicative and I don't see the necessity.</p>
North Central	<p style="text-align: center;">Give any extra funding to the police officers because they don't make enough!</p>
	<p style="text-align: center;">If this is something the City decides is needed</p>

Citizens Police Review Board Survey Comments

1) Define clearly 3-6 things that are <u>measurable</u> objective <u>actions</u> ! That you will initially address.
A. What the action will be
B. Who is responsible for the what
C. Report monthly
D. Review critically 3,6,9, 12 months
2) Who are you accountable to
3) Who has the ultimate authority to make the decisions needed going forward
Can add new objectives as progress is accomplished.
No, but I think that you have a <u>very good plan</u> and should implement it.
The presentation lacked quantified data and proof of lack of performance.
I cannot support this budget requested by the Board. I deeply want citizens to have more trust in our Police, however from what was presented tonight, I do not believe that this board would solve this issue. I am sure it would make a positive impact, but I cannot tell that it would be enough to constitute above \$1MM. I did not see a clear enough plan, with measurable goals, to show how the money would be effective. Outstanding questions:
1) who are you accountable to?
2) how will you reach the citizens that we all want to help; how will it change from the current state in which it is widely unheard of
3) how many staff
4)how many cases
5) how much of the money/ time spent on each case
The information received wasn't enough. This presentation was very vague. Hard numbers and research needs to be shown for the viability of this proposal. I don't think that this is the best or more pressing issue to push tax payer dollars toward. I applaud the ongoing effort to establish trust, but this is a half-baked plan.
Agree with making sure the Board really reflects the diversity of the community.
City needs to do their job. Chief of Police needs to do her job. City Council needs to do their job.
It would be a good program is Dallas was not 600+ officers down.
Encourage the complainant to use the existing CPRB as a part of a requested review, including, if necessary, the D.A. (elected), and the Texas AG (elected) if they do not believe the IA Dept and CPRB revealed the truth of the matter.
Don't meddle in police operations.
Leave DPD alone.
Hire more officers.
Need to track progress & disposition of complaints. Need to analyze this data independently.
Improved access to the complaint process is a good idea.

Citizens Police Review Board Survey Comments

<p>Dallas needs advisory boards that are voluntary to address communities. Website should allow citizens to report issues. Prefer advisory boards to CPRB. Increase funds for staff, IT, forensics. Concerned about double jeopardy for officers-liability to city for CPRB harassment.</p>
<p>Want DPD to report on complaint statistics, #filed, # referred to IA. Do not want CPRB to make decisions about how/ to whom complaints are directed for resolution. Continue to use CPRB as an appeals forum as that complaints have recourse.</p>
<p>Improve the complaint intake process within the police department</p>
<p>Hire more officers. Give them a larger budget to do their jobs.</p>
<p>Board must have defined points, not generalizations. Measures must be instituted to keep this board from getting politized. Must provide a cost analysis.</p>
<p>There should be regularly scheduled reviews with complainants regarding an ongoing investigation.</p>
<p>Why is review board budget 25-30% cost of DPD budget? Seems excessively high.</p>
<p>CPRB needs independent investigative power.</p>
<p>CPRB needs authority when needed to conduct investigations. Diverse board. More community awareness and communication.</p>
<p>Need cleared case to make decision. 1) Quantify need. 2) Clarify scope and role of CPRB and DPD now with proposed change.</p>
<p>We need to reduce costs, we cannot afford any more programs. How can we work to create this task force w/out having to add \$1 million of debt? We struggle to pay decent wages to police/ fire fighters and communities workers' wages.</p>
<p>Do not think we should recommend policing processes. Do not analyze police data, focus on complaints process and feedback to chief and leadership.</p>
<p>Get a process to make this work!</p>
<p>Dismantle the CPRB. If not dismantle, divest it of the coalition partners. Many are hostile to the constitution and negatively politicize the process. Better PR is needed so citizens with complaints know to contact their city council member for instance.</p>
<p>Retain these roles in the current system, with an eye on improving performance.</p>
<p>No citizen police review board!</p>
<p>Disband CPRB. The Chief of Police and IA should do their jobs, council and mayor should do their jobs.</p>
<p>We have to be very careful that the CPRB doesn't overstep their responsibilities that will interfere with IA complaints.</p>
<p>I think CPRB need more visibility. Should be better defined. If we prove that CPRB helps lower complaints or lawsuits against DPD, that is a pro.</p>

Citizens Police Review Board Survey Comments

	Cost is too high, between City Council reps and reporters there is already oversight.
	Disband entirely-Do not want my tax dollars going to this effort. Money needs to be spent on hiring needed police officers. Many of the coalition members organizations are controversial.
	This entire organization is totally unnecessary and quite scary-we need a stronger police department and more officers. This focus is on the small % of police who did something wrong.
	Support our police. I know there are problems, but they seem to be being dealt with. Stop stirring the pot.
	Add professional staff and budget it.
	CPRB should be 100% independent, no affiliation or influence by any group. Give CPRB data needed, investigative team and small paid staff for purpose of complaints only.
	How do we ensure that the current complaint forms are updated to include CPRB as an alternate source of assistance for those who are not comfortable or fearful of police? Coalition, citizens and DPD should work together with communities in a show of unity.
	Kudos to the police department. Improve internal affairs and doubt political organizations to influence your department. Thank you for protecting us.
	Quantifying the need, problems in Austin, how has restructure has helped. Thank you to city council members, police, chief of police for your calm presence. This is a blind community to the greater need.
	Propose New Oversight Board: Structural independence, procedure fairness, public outreach and engagement, training.
	This seems redundant to IA Unit. Commission members do not know police procedures. Put any \$ towards hiring more officers.
	No board.
Northeast	Transparency-sounds like not much support in favor of officer.
	I was a board member on the original board survey as chair. Often, we received reverted info that left out critical info that made a difficult and in complete violators investigated by their own.
	the police should be able to execute their jobs without restrictions and fear of criticism and judgement
	Your board appears to contain 2 races and 1 gender. That is not adequate and cannot effectuate appropriate judgements.
	Make the board an elected one by the public
	Disband in favor of a community education program that teaches citizens how to interact with police.

Citizens Police Review Board Survey Comments

	Without accountability of the board and a listing if any conflicts of interest and without term limits this board should remain as is and no funding.
	Research the structure of the State Bar Grievance panels how grievances are handled from the outset to final determination.
	Conflict of interest checks for members on the board; ability to accept complaints outside standard work hours; confidentiality calls for information viewed by board with penalties
	There should be an online complaint form that will be reviewed by a third-party source outside of the police department to monitor grievances. Public safety & trust should be top priority.
	Good Job
	Some members of the CPRB need to have law enforcement experience not just a course. Term limits one each member is a thought. The community needs to know the CPRB exist.
	Put the survey online; show empathy on both sides
	The board should have former police officers appointed with citizens evenly represented
	How about some positive, supportive, pro-police members on the board
	Yes, structure like the grievance oversight comm of the State Bar of Texas
	Basically, you want to have more power towards police officers while since 1980 people basically don't know you exist.
	Broaden Community Coalition-How were members selected? Dallas Morning News "Facing Pressure from activists"
	More focus on preventing police misconduct-careful hiring, early warning system
	The idea of the board providing a forum for the offender & the citizen is powerful; focusing on objectivity of board members; use secure online information system; make the board a conduit for positivity as well as critique
	Separate training for sexual harassment
Southeast	I think there should be more community notification as well as multiple mediums for communications
	Would like the board to have power to address the growing militarization of the police force including types of weapons/equipment procured
	I like turtles.
	Televising the CPRB's meeting
	No
	None
	The CPRB should have a broader make up to represent both professional and nonprofessional citizens

Citizens Police Review Board Survey Comments

	Review and audit of lacking procedures. My concern is that the DPD has allowed for several loop holes to escape accountability and discipline due to a lack of define procedures/policies around proper conduct and process of civilian interactions.
	Power to review DPD budget and make recommendations
	More police officers to show their support for the increase of public trust.
	Staff it up, fund it, give actual power to do something about violations of people's rights.
	Concern between "oversight" vs. "review"- Big difference in meaning; consider recommendations on filtering quality recruits and revamp the current process used to evaluate recruits.
Southwest	It is imperative to have civilian oversight of our paramilitary force
	Every misconduct/incident should be investigated by CPRB & internal affairs
	Great Start
	Where are the long lists of requests & recommendations from DPD for CPRB
	Should remain volunteers
	When you give townhalls shorter presentation to hear from the community more
	Board needs a lot of organizations! Produce results
	Working together without personal agendas
	The intact/complaint form should be electronic & be able to be shared across governmental I.T. platforms & among multiple sources individuals. (Multiple questions asked)
	Yes. Instead of appointing board members by city council and mayor, who are of privileged class and somewhat removed from the community, I believe that the board members should be chosen by their neighbors.
	Have meetings in different part of town.
	Keep what is already in place. Don't duplicate I.A.
	A name change would help bridge the Citizen Police Relation Panel
	I would need to know where funds would come from. The city has other pressing issues that could use the money instead of CPRB
South Central	We Need Accountability
	The proposed staff should not draw salaries but receive a stipend annually
	The complaint should be also sent/received at DPD to ensure timely responses. I don't envision an admin investigator being able to handle the handle the amount of incidents or investigations that would be required with this scenario.
	No keep up the good work keep make Dallas Strong
	Did not get any more information
	I need more information

Citizens Police Review Board Survey Comments

	N/A
	Need to partner with Dallas THRT; needs to independent investigative partner; needs racial bias training; needs regular forms with city citizens
	Board Meeting in the PM (5:00-7:00PM)
	Get rid of Citizens Police Review Board
	Abolish the citizens police review board
	Disband CPRB; have the police chief, councilman, review board, & mayor do their job.
	we should not fund this board. They can continue to volunteer and seek others to do same. I would be willing, along with many other of my friends/colleagues would as well
	Would limit the use of retired police as staff. Maybe conflict of interest. I would advocate for CPRB to have a budget and staff
	Yes. We have to many boards
	Subpoena power is the most important needed by the CPRB
	Police officers should let the public know they are not against transparency to improve community relations.
	All to improve relations between the community and our Police Dept.
	Transparently/accountability is vital to citizen public trust going forward in 2019. For instance, subpoena power is needed for the reasons and cases.
	The CPRB is an impotent vehicle that is not allowed to go anywhere. There members operate in a vacuum and one continually stymied by Internal Affairs
	With new guidelines and power what will the criteria for CPRB.
	Best practices elsewhere should be considered. The USI and UHT Dallas has established program geared towards improving relations between citizens and law enforcement.
	Why did we not have a copy of presentations?
	Change the meeting time for CPRB to evening or weekends. Add more women to the board. Have special meeting for each district with the representative of that District.
	We do not need a review board; more people need to educate themselves using DPD/City website
	The citizen police review board should be given a budget in which to work from and additionally should have support staff in order to help them to do the job needed.
	Pray the CPRB is made up of a diverse group they need at least staff and more power
	IAD needs to be transparent and officers should not be allowed to continue to stay on force with several complaints.
	Common citizens should not have power to make decision on anyone's life. They are not qualified.

Citizens Police Review Board Survey Comments

	They need a budget
	Change times for citizens to attend meetings.
	Not at this time.
	The CPRB should work hand-in hand with Internal Affairs and the grand jury. The current board needs to be dismissed in favor of brand new members with more diverse backgrounds.
	Improve diversity of board members. 1.5 mill need to go to police because they are short staffed. Why does it cost so much for transparency?
	Clearly this has become a race issue vs the allocations of funds, fiscal responsibility the board will do. It lacks teeth, detail, and specificity.
	More use of social media platforms needed to reach community (Twitter, Instagram) in addition to Facebook. Consider a social media manager via city staff if needed (Public Affairs Office)
	Please implement
	Yes
	I don't see this oversight board as appropriate solution to the problems presented
Online	The CPRB is not necessary. The Police already have checks & balances through Internal Affairs. These funds should go to the Police Dept which need them for staffing and safety initiations
	The CPRB is critical bridge between the community and DPD that is broken. It needs reform to be effective
	Citizen oversight a good thing for our community
	Thank you for your consideration
	Police should have to answer to the community in which it serves and, on the other hand lauded for their good deeds.
	I really love the DPD and think they do a good job, but citizens need to be sure that every encounter will be handled right. This is a good way to do that and is working in other cities around the country
	The CPRB needs a budget and support
	While I disagree with subpoena power in a legal sense, there should be a mechanism to compete cooperation from DPD officers in investigations As comprised, this board serves no purpose.
	It should remain an appeal procedural organization not become yet another investigative body. If the police are handling a situation incorrectly or there is a pattern-Speak up. Otherwise keep the same structure.
	Better training of officers
	The board composition should include a DPD rank and file officer. CPRB meetings with citizen's making a complaint should meet at a neutral location and not the Police Department

Citizens Police Review Board Survey Comments

	The "coalition partners" for this program have an agenda. Most of them have shown a disdain for law enforcement.
	Cultural Awareness & Sensitivity training, equity & Inclusion Training for the CPRB & all police staff
	NO
	Any investigation should be taken with an open-minded approach..and therefore those selected to serve should have unquestionable integrity in their ability to keep and open mine and provide the public and DPD with a balance perspective/truth.
	I appreciate that a wide variety of organizations support this restructuring, reflecting a broad cross-sections of the city
	Citizen have no place on a police review board
	Adopt the polices recommended by the ACLU & Mothers Against Police Brutality
	I think giving citizens an opportunity to be heard is good, but I don't think the board should have any power over officers, regarding discipline & investigations.