

Moving Forward: Community Oversight in Fort Worth

Office of the Police Oversight Monitor

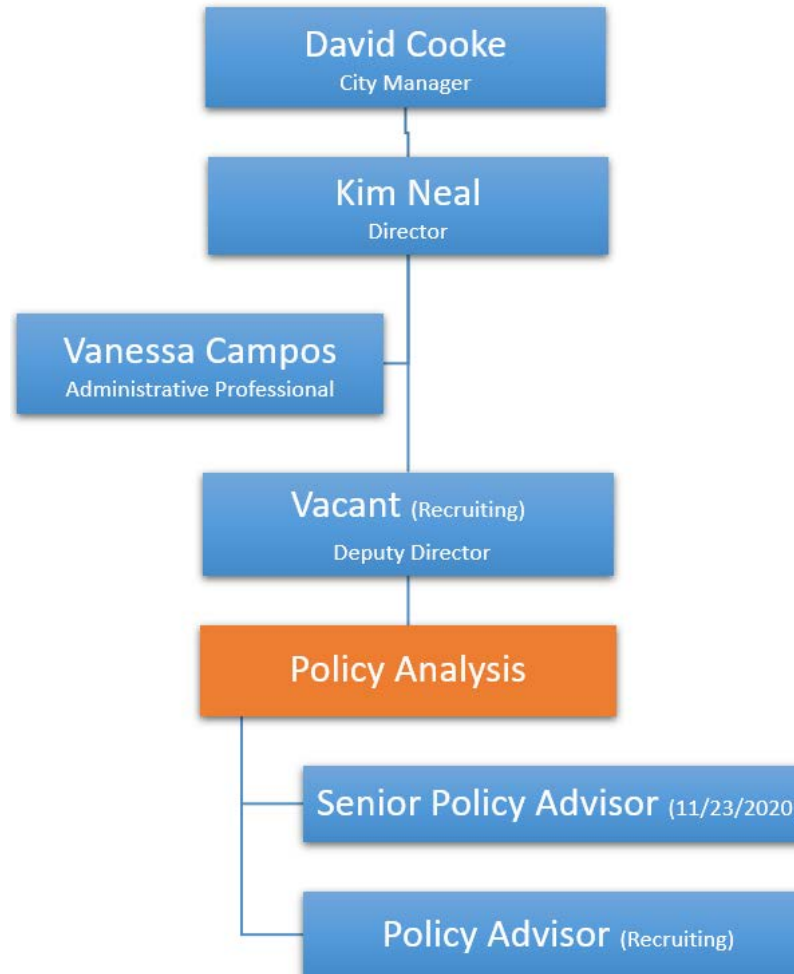
November 17, 2020

Office of the Police Oversight Monitor

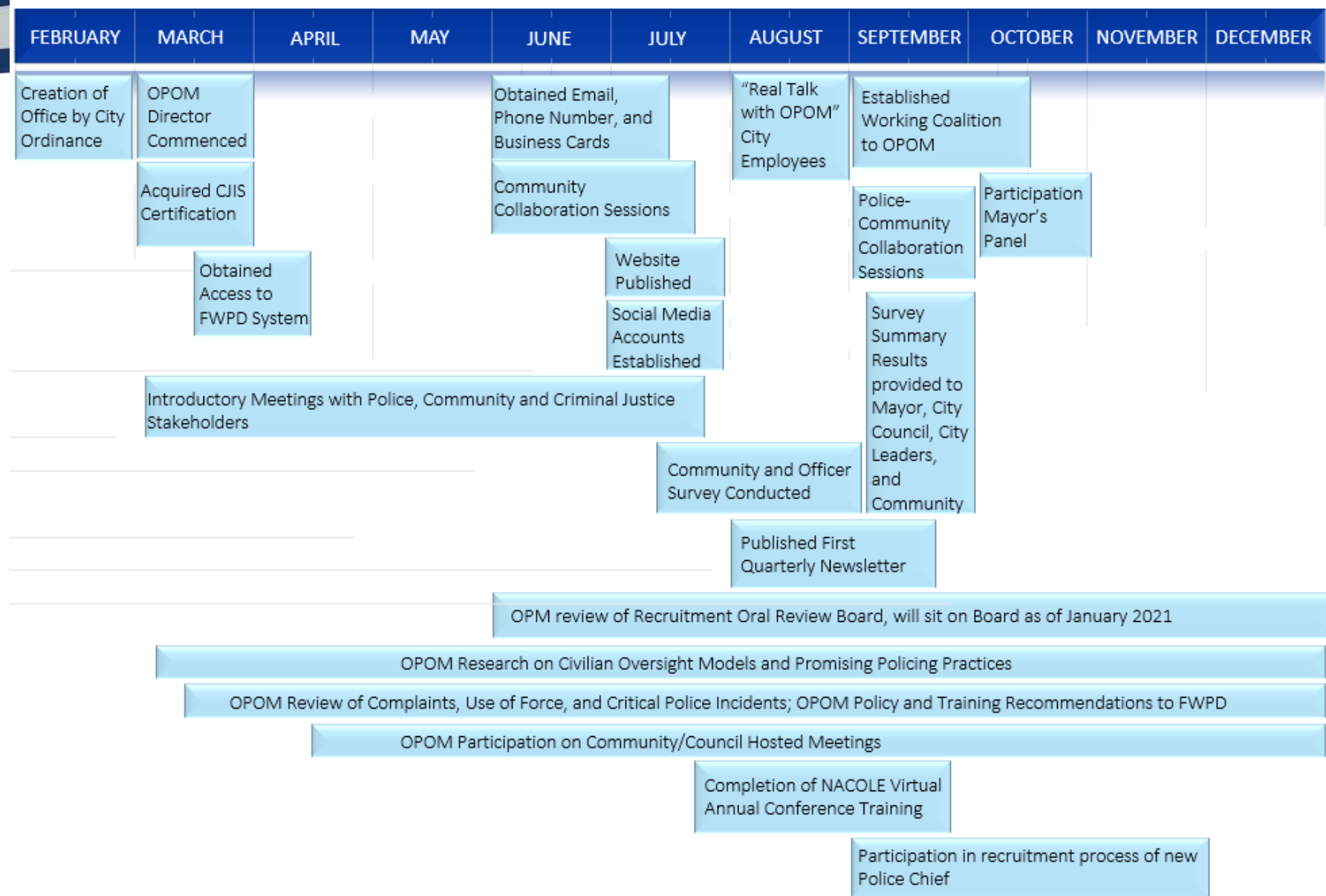
OPOM serves as the designated civilian oversight agency empowered to act fairly and impartially, ensuring greater accountability of and public trust in FWPD

- Key components of the OPOM
 - Complaint/Commendation Intake, Review and Monitor Investigations
 - FWPD Policy/Practices Review, Analyses, and Recommendations
 - **Community Engagement/Information Collection and Dissemination**
 - Public Affairs
 - Ongoing Reporting
 - Mediation
 - Other Key Initiatives

OPOM Organizational Structure



OPOM Timeline



Community Engagement/Information Collection and Dissemination

- Community Engagement
 - Introductory meetings with internal and external community stakeholders
 - Community hosted meetings, presentations and speaking engagements
 - Community Collaboration Sessions
 - Employee Collaboration Sessions
 - Community and Police Perception Surveys
 - Community-Police Collaboration Sessions (Summer Series)

Other Recommendations Received

- Fort Worth Race and Culture Task Force
- Collaboration between participants from Rotary Club, NAACP and LULAC
- Tarrant County Coalition for Community Oversight
- Independent Expert Review Panel
- NAACP
- Comments received via community conversations

Community Oversight in Fort Worth

- Recommendation will be developed with
 - Input gathered from Community Collaboration Sessions and Community and Officer Perception Surveys
 - Research and promising practices
 - Recommendations received from community
- Recommendation should be “Best Fit” for City of Fort Worth



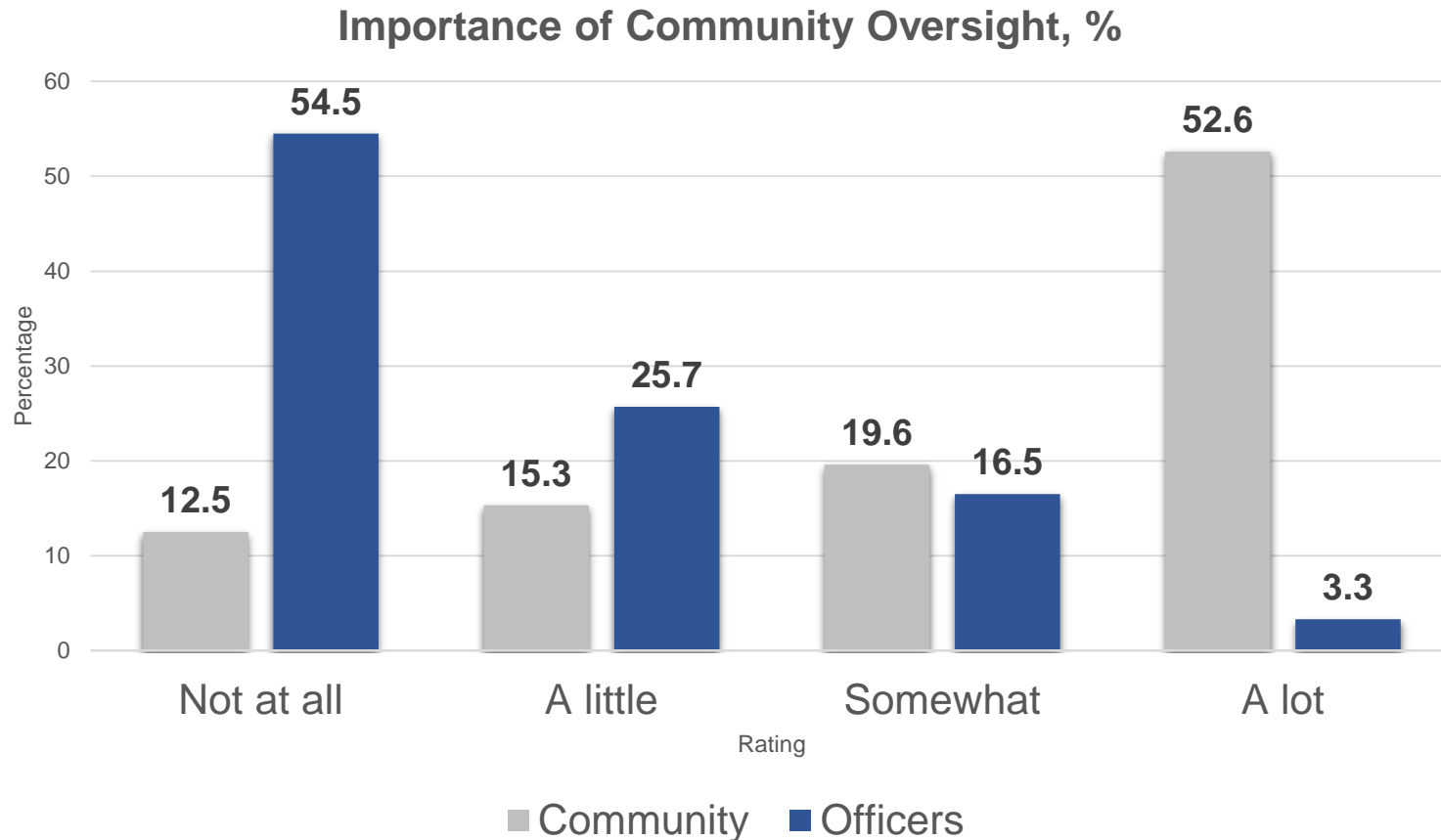
Community Oversight in Fort Worth Consensus

Further, viable collaboration is needed!

Community Oversight in Fort Worth

- 87.5% of community survey respondents believe community oversight will help “a little,” “some” or “a lot.”
- 45.5% of police survey respondents believe community oversight will help “a little,” “some” or “a lot.”
- Community and police agreed that the first priority of community oversight should be to advance fair and professional policing that is responsive to community needs.
- Community and police desire to further engage and build trust and legitimacy, noting the importance of effective community-police relations.

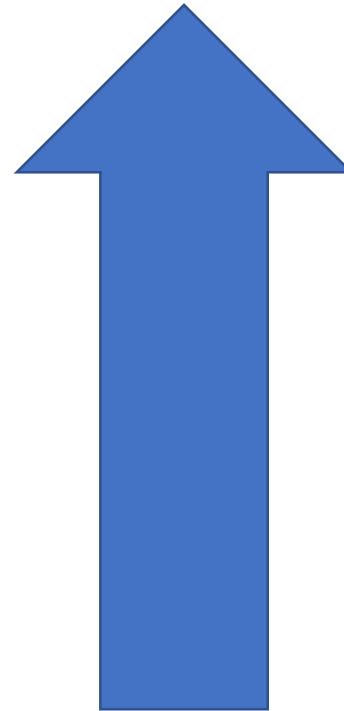
Perceptions about Community Oversight



Perceptions about Community Oversight

Community Members
1. Advance fair and professional policing that is responsive to community needs.
4. Review complaint investigation summaries and provide feedback.
8. Represent the Office of Police Oversight Monitor (OPOM) as a public speaker and disseminate information about OPOM and FWPD.

Most Important



Least Important

Officers
1. Advance fair and professional policing that is responsive to community needs.
4. Review and provide feedback on FWPD policies and procedures.
8. Investigate complaints and provide recommended findings.

Community Oversight in Fort Worth

Observations

- Often communities who are most affected by various policing practices can be challenging to reach, but tend to express lack of equitable treatment by police.
- Community members expressed concern about the lower survey responses from marginalized, impacted communities.
- City also received recommendations from outside community groups regarding the implementation of community oversight.
- Additional survey was generated by local community group that expressed concerns regarding equitable treatment by police.

Community Oversight in Fort Worth Recommendation

- Recommend the community accountability (oversight) model focus on review/recommendation of changes to FWPD policies, procedures and training as well as review identified policing patterns.
- City Manager Mutual Accountability Group
 - Consists of designated diverse community and police representatives appointed via collaboration between City Manager and OPOM Director.
 - Primary purpose will be to collaborate on proposed community accountability model.

Community Oversight in Fort Worth Recommendation

- City Manager Mutual Accountability Group
 - Administered and facilitated by OPOM.
 - 60-Day timeframe, commencing week of December 14, 2020.
 - Meetings of Group occur biweekly.
 - Proposed recommendation to Mayor and City Council in February/March 2021.

Community Oversight in Fort Worth

“Collaboration is akin to the tape measure in a carpenter’s tool kit: The carpenter can build few things of quality without it, but it must be used with other tools to accomplish the desired outcomes. And just as counting the number of officers or citizens trained in problem solving does not, by itself, tell us much about the effectiveness of government, neither does listing agencies, organizations, and groups. It is only when we can link collaboration (and other methods) to improvements in the welfare of people, including police officers, that we can judge the value of the collaboration.”

(Saul Green, Esq., former Detroit, MI Deputy Mayor, US Attorney and Independent Federal-Appointed Monitor)