

# Justice for All

*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.*



# Training

Include additional mandatory and ongoing training requirements for all sworn officers.

Cultural  
Sensitivity

Community  
Policing

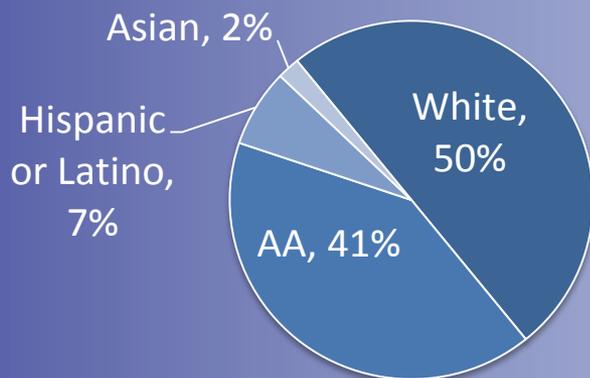
Peaceful  
Conflict  
Resolution

De-escalation  
Techniques

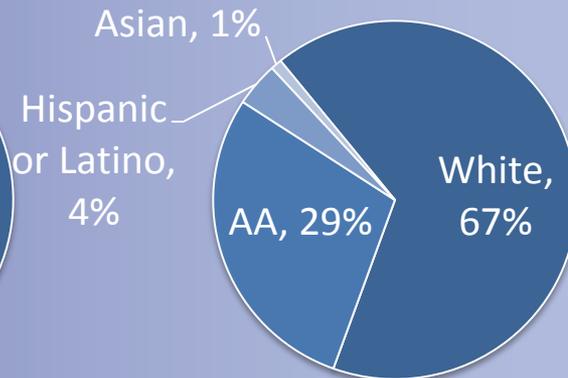
Unconscious  
Discrimination  
Recognition

Mental Illness  
Recognition

Chronic Illness  
Recognition



City of Columbia



Columbia Police

# 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.

## Focused Minority Recruitment Effort

- **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**

# Accountability

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



# Accountability

## Citizens Advisory Committee

- Appointed by City Council.
- Representing Columbia's diverse demographic make-up in order to ensure community engagement and input in a broad spectrum of law enforcement operations and policies.

## Citywide Body Cameras

- Expands our current effort beyond hospitality districts.
- Leverages Department of Justice leadership and support.
- Cameras 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 to include all complaints, dispositions and Use of Force data
- Recording all violent crime suspect interviews beginning first quarter of 2015
- Posting in progress calls for service on CPD website
- Completing national accreditation process (CALEA) by winter 2016

# Engagement

Building on the success of efforts like the Pro-Active Community Enforcement (PACE) Team, our youth sports programs, the Columbia Youth Commission and Columbia's local My Brother's Keeper initiative in partnership with the White House, the City of Columbia is committed engaging our community, especially our youth community, in a collaborative effort to build a new foundation of trust and partnership.

- **Expanding Columbia's local My Brother's Keeper initiative.**
- **Building new and ongoing partnership with student leadership at local colleges and universities.**
- **Promoting and supporting community-based youth engagement and diversion programs.**
- **Organizing ongoing listening sessions in communities across Columbia to provide a forum for citizen concerns and suggestions.**