



GWINNETT COUNTY
BOARD OF COMMISSIONERS

75 Langley Drive | Lawrenceville, GA 30046-6935
(O) 770.822.7000 | (F) 770.822.7097
www.gwinnettcounty.com

Charlotte J. Nash, Chairman
Jace W. Brooks, District 1
Ben Ku, District 2
Tommy Hunter, District 3
Marlene M. Fosque, District 4

Official

Informal Business Discussion Minutes

Tuesday, October 6, 2020 – 3:00 PM

Present: Charlotte J. Nash, Marlene M. Fosque

Via teleconference: Jace Brooks, Ben Ku

Absent: Tommy Hunter

1. Board of Commissioners

Police Chief Brett West provided an update on initiatives in the Police Department and recommendations. No official action taken.

Briefing

Gwinnett Police
Chief Brett West

October 6, 2020



Agenda

- CALEA Re-Accreditation
- Use of Force Policy
- Training
- Community Affairs
- Citizen Advisory Board



CALEA Re-Accreditation



CALEA



The Commission on Accreditation for Law Enforcement Agencies (CALEA), was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations:

- International Association of Chiefs of Police (IACP)
- National Organization of Black Law Enforcement Executives (NOBLE)
- National Sheriffs' Association (NSA)
- Police Executive Research Forum (PERF)

Accreditation

- Approximately 18,000 Law Enforcement Agencies in the United States
- Approximately 725 agencies are CALEA accredited (4%)
- Two tiers of accreditation
 - Tier 1 – Basic Law Enforcement Accreditation (185 Standards)
 - Tier 2 – Advanced Law Enforcement Accreditation (458 Standards)

Accreditation

- Gwinnett Police has been accredited since 1993
- Advanced Accreditation with Excellence
- Designated Flagship Agency

Re-Accreditation Process

- Four (4) Year Review Period
- Annual Compliance Review
- Site-Based Assessment Review
- Re-Accreditation Award



Use of Force Policy

Campaign Zero

Police Use of Force Policy Analysis

“Examined the relationship between police department use of force policies and the likelihood that those departments kill civilians. They discovered that police departments that implement more restrictions on police use of force kill significantly fewer citizens”

Campaign Zero

1. Require officers to de-escalate situations
2. Use of force continuum or matrix
3. Restrict chokeholds and strangleholds
4. Require officers to give a verbal warning
5. Prohibit officers from shooting at people in moving vehicles
6. Require officers to exhaust all other reasonable alternatives
7. Require officers to intervene
8. Require comprehensive reporting

“The average police department reviewed had adopted only three of the eight policies identified as placing clear restrictions on police use of force. No police department has implemented all eight.”

Campaign Zero

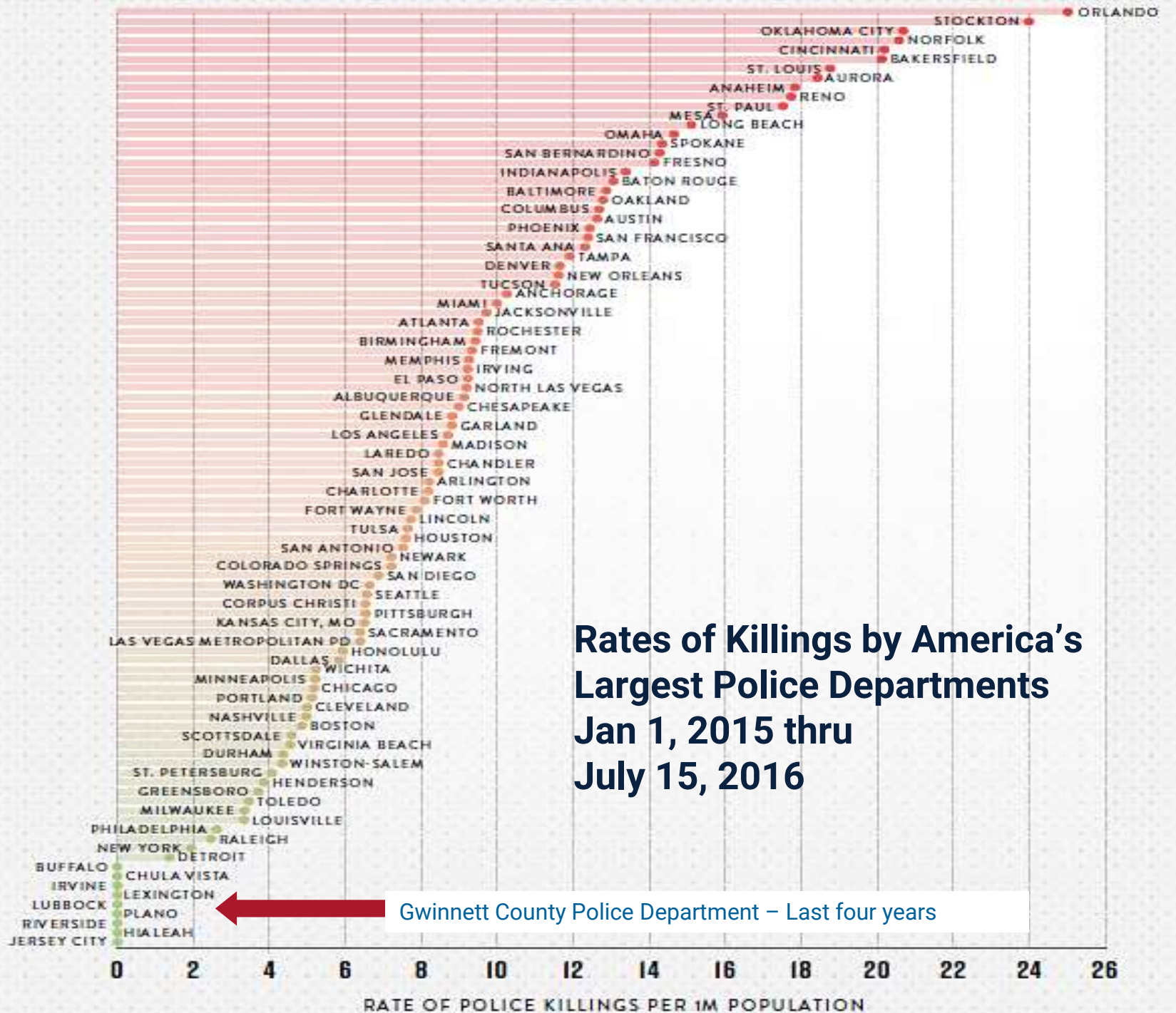
Gwinnett County Police Department

2016 – 0 Deaths

2017 – 1 Death

2018 – 2 Deaths

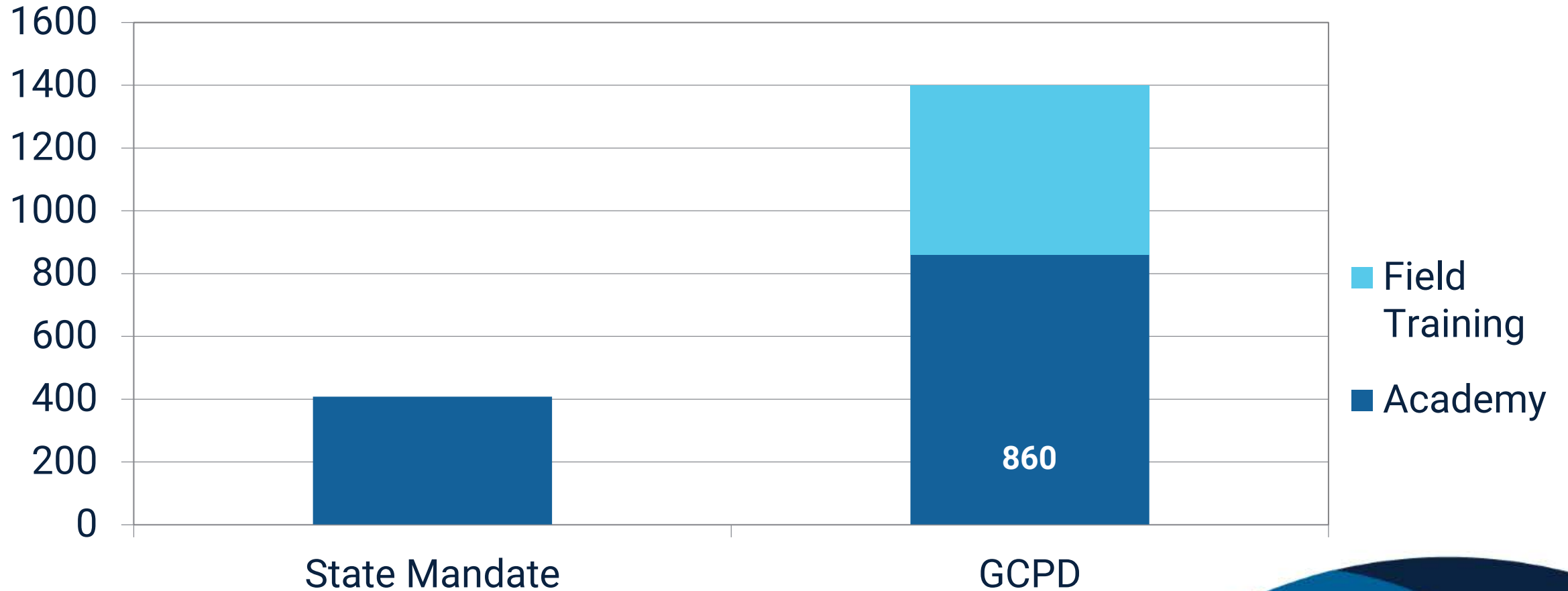
2019 – 1 Death



Training



Recruit Training Hours



De-Escalation Training

- De-escalation is a component in 114 hours of Basic and Advanced Recruit Training
- 16 of the hours are specific scenario based training
- Annual training requirement
- GCPD requires an additional 5 hours of de-escalation training annually
- Supervision & Management courses require an additional 14 hours of de-escalation training

Fair and Impartial Policing

The fair and impartial policing (FIP) perspective—based on the modern science of bias—is consistent with the profession’s current emphasis on evidence-based policing, whereby policies and practices are based on scientific research. This perspective changes the way experts in the field of policing and bias have been thinking about, talking about, and training on this topic.

Explicit vs. Implicit Bias

The scientific foundation of the FIP perspective comes from the social psychologists who have been studying bias and prejudice since the 1950s. Their research findings tell us two important things: (1) there are differences between “explicit” and “implicit” bias, and (2) bias today is more likely to be implicit rather than explicit.



Community Affairs



Community Affairs Section

- Community Affairs Section assigned to the Support Operations Division
- Led by a Police Major
- Supported with two (2) Lieutenants
- Office located at Central Precinct
- Consolidate existing community relations/crime prevention personnel and programs into this section

Community Affairs Section

- Expand Community Outreach Efforts
- Strengthen community relationships
- Enhance community trust
- Educate community on police policy & practices
- Develop solutions to community challenges
- Provide young people with enrichment opportunities



Citizen Advisory Board



Purpose

The goal of the Citizen Advisory Board is to assist the department, by collaborating with the community, in the implementation and sustainment of reforms that improve community-oriented policing practices, transparency, professionalism, accountability, community inclusion, fairness, effectiveness, and public trust, taking into account national standards, best practices, current and emerging research, and community expectations.

Benefit

Strengthening community-police relations requires understanding community dynamics and building individual connections between community members and their law enforcement agency. When police and community members engage with each other, departments receive valuable feedback and assistance, while community members gain insight into how departments function.

Citizen Advisory Board

One way to engage the community is to form a citizen advisory board—a volunteer group which meets regularly to provide advice and perspectives. A board's membership should be carefully chosen to represent different voices and needs from the community.

Eleven (11) Member Board

- One member appointed by the Commission Chairman
- One member appointed by Commission District 1
- One member appointed by Commission District 2
- One member appointed by Commission District 3
- One member appointed by Commission District 4
- One member of the Gwinnett 101 Citizens Academy Alumnae Board

Eleven (11) Member Board

- One member of the Gwinnett County COPS Neighborhoods
- One member of the Gwinnett County Chamber of Commerce Board of Directors
- One member of the Gwinnett County Bar Association Board of Directors
- One member of the Gwinnett Municipal Association
- One member of the Georgia Gwinnett College Student Association

Responsibilities

- Provide input regarding policing policies, practices, and training programs
- Maintain a partnership between the community and law enforcement
- Assist law enforcement in helping to maintain police standards of accountability
- Hold public meetings to discuss issues surrounding police matters

Responsibilities

The Citizen Advisory Board will conduct assessments and make recommendations related to:

- Use of Force Policies
- Use of Deadly Force Review and Officer Accountability
- Basic Recruit Training
- In-Service Training
- Complaint Process
- Trust & Transparency
- Improving Community Relations

Questions?

