

Raleigh Police Department



REPORT



August 2016



It is my pleasure to submit this report on behalf of everyone from the Raleigh Police Department and the Raleigh Community who participated in the Face-to-Face process. I know that I join with you to ensure that we will continue to work in many ways to further enhance the community conversation exemplified by our four Face-to-Face meetings.

This report provides background about the Face-to-Face development process, summaries surrounding key topics that consistently arose for discussion during our meetings, and, perhaps of the greatest interest to many, a status report on the follow-up steps taken by the Police Department since January. In some respects, these steps involved matters that the Department could do on its own based upon what it heard from the community. In other instances, the follow-up measures involved the ongoing community collaboration to which the Department is committed.

I want to stress that this report does not represent an end point. Having a stronger, more effective relationship between the police and the community is continual and perpetual, and I know we are dedicated to a meaningful long-term process.

Certainly, in addition to the daily work done by officers and community members to build closer ties, there will be other occasions that will allow us to work together on a larger scale. One such opportunity will be the upcoming “Community Dialogue” announced recently by Mayor Nancy McFarlane. The Raleigh Police Department looks forward to being a part of that effort, and I look forward to working with many of the Face-to-Face participants.

I thank everyone who is striving to make Raleigh an even better place to live, work, play and do business, and I look forward to continuing the progress we have made, are making and will make together.

A handwritten signature in cursive script that reads "Cassandra Beck-Brown".

Face-to-Face Report

August 22, 2016

BACKGROUND

In early 2015, the Raleigh Police Department created a core team of sworn and non-sworn departmental personnel to begin planning for a series of large-scale community meetings to take place at various locations throughout the City of Raleigh. The purpose of the community meetings was expressed in the following goals and desired outcomes set by the core team:

- An honest appraisal of the relationship across the Department and the community;
- Clearer community view into how the Raleigh Police Department works;
- Focused dialogue on topics meaningful to the community and the Department;
- Good relationships, partnerships, and mutual advocacy between the community and the Department;
- Helpful responses by the Department to attendees' top concerns;
- Open lines of communication across the community and the Department;
- Positive connection across the Department and local youth;
- Resources that can be helpful to youth, families, and the community as a whole; and
- Strong foundation for other police/community initiatives, such as Citizens Academy and Youth Summit.

During the summer of 2015, the RPD representatives met with Andy Sachs of the Dispute Settlement Center and began discussing the need for a professional to facilitate the community meetings. Mr. Sachs was contracted to fill this role and to assist the core team in finalizing plans. In October, personnel from the core team met with a focus group made up of community members representing a cross-section of Raleigh; the meeting was facilitated by Mr. Sachs. Feedback was offered and suggestions were made by the focus group, which contributed to the plans and preparation for what would become ***Face-to-Face: A Community Dialogue Hosted by Chief Cassandra Deck-Brown.***

During November, the goals and desired outcomes for the meetings were shared with RPD personnel, and training was conducted for more than 120 sworn and non-sworn Raleigh Police Department personnel who would participate in the Face-to-Face

meetings. Feedback was offered and suggestions were made by those who participated in the training and, again, the plans and preparation for the meetings were refined.

Prior to the Face-to-Face meetings, Chief Cassandra Deck-Brown identified a reoccurring community concern that had been expressed repeatedly to the Police Department – what to do and what to expect during a traffic stop. The Police Department partnered with the City of Raleigh’s in-house production unit, RTN, to produce a video that addressed this concern. The video would later be shared at the beginning of each of the Face-to-Face meetings.

When all plans and preparations were final, the Face-to-Face meetings were announced, the invitation below was distributed and an open invitation was extended to all community members through social media, news releases and direct contact by police officers.

The Raleigh Police Department invites you to participate in



A Community Dialogue Hosted by Chief Cassandra Deck-Brown

-Wednesday- December 2, 2015 North Raleigh Hilton 3415 Wake Forest Road	-Monday- December 7, 2015 Hilton Garden Inn Crabtree 3912 Arrow Drive	-Tuesday- December 15, 2015 Raleigh Convention Center 500 S. Salisbury Street	-Tuesday- January 5, 2016 McKimmon Center 1101 Gorman Street
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FACE to FACE is the essential piece that’s being added to the long-standing relationship between the community and the police department. This two-way conversation provides an opportunity for community members to ask questions and make suggestions about police operations and services and to receive information about departmental practices and programs.

All sessions will begin at 6:30 p.m. RSVP today! Call 919-996-2010 or e-mail rpdp.rsvp@raleighnc.gov

The following attendance was recorded at Face-to-Face:

December 2:	115 Community and Police Participants
December 7:	112 Community and Police Participants
December 15:	172 Community and Police Participants
January 5:	233 Community and Police Participants

THE MEETINGS

Multiple round tables were used during each of the meetings, and each table consisted of both community members and police officers. To ensure that everyone had a voice and an opportunity to share, each meeting began with an explanation of and a mutual agreement to the ground rules, which were:

- To begin and end on time;
- To allow one speaker per table at a time and wait for a turn to speak;
- To listen attentively when others are speaking;
- To stick to the tasks and topics on the agenda;
- To share the floor with each other; and
- To acknowledge that it is okay to disagree, as long as it is done respectfully.

After the traffic stop video mentioned in the Background section of this report was shown, conversations began. Each table was asked to discuss issues relevant to the police/community relationship. There were questions and answers back and forth, comments were made and discussed, and personal experiences were shared.



Each table was also asked to come up with at least one question for Chief Deck-Brown to address later in the evening. An officer at the table recorded the topics that were raised and discussed, and the record of those points was later presented to the Chief. After a short break, the Chief provided a response designed to address the questions or ideas that had come up during the evening.

A wide range of questions were posed by the tables for the Chief, and the vast majority of them were related to one or more of the following topics:

- Community policing;
- Technology (particularly body-worn cameras);
- Transparency and accountability;
- Diversity in the community and the Department;
- Engaging the Latino community and addressing HB 318;
- Police training;
- Youth programs and partnerships; and
- Departmental vision and strategies.

The Chief addressed each of those issues during the Face-to-Face meetings. The following summaries provide information concerning each of the topic areas and the follow-up work that has taken place concerning them since the meetings.

SUMMARIES OF MAIN TOPIC AREAS

Community Policing

“Can we have more grassroots community-based programs that partner with the police?”

The Chief stressed that community policing involves each of us, especially the Department’s beat officers who are assigned to a particular geographical area and are expected to get to know the areas of their community on a personal basis. The Department expects officers to engage members of the community in non-enforcement and non-investigative encounters.

The Chief said she expects officers to get out of their patrol cars and get to know those who live, work, and play on their beats, and she expressed her appreciation for them doing that. This is community policing in one of its simplest but most effective forms. She also spoke of the efforts of the six police districts that partner with the community through their community policing squads and by attending meetings of Citizen Advisory Councils and other groups.

Ultimately, community policing is about establishing relationships and two-way conversation with the individuals, groups, and organizations within our community. The Chief introduced the six captains who are the District Commanders to the participants and encouraged people to get to know the captain of their respective districts.

Follow Up

Since the Face-to-Face meetings, the Raleigh Police Department has reaffirmed its commitment to community policing. Community engagement starts at the top. It involves everyone in the organization as well as the community.

That can be seen in areas of the Downtown District where officers walked door to door speaking with all residents and business owners in the neighborhood to listen to and document the concerns of the community. Strengthened relationships are giving more voice to those living and working there and are allowing the Police Department to better prioritize its activities to more effectively address community concerns and meet expectations.

There are other examples of renewed community activities. For example, in the Northeast District, officers are routinely hosting “Coffee with a Cop” events, which provide opportunities for the community to have a voice in expressing its top concerns and expectations. The District also hosted a job fair at the Northeast Outreach Center on

June 15th for youth 14 -17 years old. There were more than 80 participants who were able to take advantage of a pre-employment training session prior to meeting with a number of employers from the community.

The Department has also sought opportunities from the Face-to-Face meetings to establish new partnerships in engaging the community through different venues. One example of this was the Barbershop Rap Session held at the Bar Ber Shop on New Bern Avenue. The Barbershop Rap Session allowed members of the Raleigh Police Department and members of the community to come together at the shop and discuss issues affecting community/police relations. More of these events will take place in the future.

Additionally, the Raleigh Police Department is writing a new Community Policing policy. This policy will help create a sense of uniformity in various aspects of Departmental community policing activities while allowing flexibility for addressing the unique concerns and expectations of the communities from each district. As part of the policy-writing process, community input will be sought to create guidelines that most accurately address the needs and goals of both the Department and the community.



Technology

“What direction is the Department going with regards to body cameras?”

The Chief informed the participants that the Raleigh Police Department was carefully studying the potential use of body-worn cameras. She explained that the Department had conducted extensive research involving the cameras themselves and the best practices relating to their utilization. Body-worn cameras are a relatively new application of technology that require the Department to apply due diligence in addressing many complex legal, policy and privacy considerations regarding their use.

Chief Deck-Brown reminded everyone that the Raleigh Police Department has had dash-mounted video cameras in its patrol vehicles for a considerable period of time, and, like the dash-mounted cameras, body-worn cameras have been found by other jurisdictions to increase accountability and safety for both police officers and the members of the community.

Follow Up

At the time of the Face-to-Face meetings, the Raleigh Police Department was in the midst of extensive research concerning body-worn cameras. The results of that research led Chief Deck-Brown to appear before the Raleigh City Council on March 1 to deliver a presentation concerning the cameras. As a result, the Police Department was authorized to move forward with the testing and initial acquisition of cameras for its officers. Currently, proposals from potential vendors have been received, and selected camera systems will be tested in the fall of this year. The Department anticipates purchasing approximately 600 body-worn cameras during the next three fiscal years, beginning with a one-year pilot period. Moving forward, the Raleigh Police Department will seek community input regarding the body-worn camera program in order to most accurately address the needs and goals of both the Department and the community.

Transparency and Accountability

“How do you address complaints when it is a citizen’s word versus an officer’s?”

Chief Deck-Brown spoke about transparency and accountability and pointed out that the Face-to-Face meetings were, in fact, a part of enhancing those qualities. Departmental information was shared openly during the meetings about a variety of police topics including diversity in the Department, the internal affairs investigative process, and police use of force and training.

In the spirit of transparency and to facilitate expected discussions concerning Departmental demographics, the Police Department provided participants with the demographic information for the Police Department and the City. That information, which was current as the meetings began, is provided as APPENDIX A to this report.

Transparency is a vital element of accountability. It was hoped that having an unscripted, open dialogue between community members and rank-and-file police officers through the Face-to-Face meetings would enhance both transparency and accountability. However, the goal of the round table design was not simply to enhance transparency. The purpose of the open dialogue between community member and police officer was to provide an opportunity to establish a relationship – because the Department understands that there can be no accountability in the absence of understanding.

Chief Deck-Brown was asked her opinion regarding a civilian oversight board for police accountability. The Chief explained that the internal affairs process often begins with a complaint from a civilian community member. Complaints are thoroughly investigated by police personnel assigned to the Internal Affairs Unit, and all the available facts and

evidence are considered. If sufficient evidence is found, the findings of an investigation are presented to an independent civilian – either a magistrate or the district attorney – for a decision as to whether or not criminal charges should be applied.

The Chief also spoke to the fact that civilian oversight of the Police Department exists in the form of the City Manager as well as the elected officials of the City Council. Chief Deck-Brown expressed her confidence in the process that provides the Raleigh Police Department with oversight and accountability.

Follow Up

There were questions from the community during and after the Face-to-Face meetings regarding an individual's rights concerning consent searches. The Raleigh Police Department has recently updated the form used by officers when conducting a consent search. The new form, which is included as APPENDIX B, includes information that will help ensure community members understand those rights.

To increase the transparency and understanding that exists between the community and the police, the Raleigh Police Department will begin a Citizens Police Academy in early



2017. The program will be designed to strengthen community partnerships by providing insight into the operations and services of the Police Department. With a focus on community policing, the Citizens Police Academy will convey an understanding of the philosophy, policies and guiding principles of law enforcement, along with knowledge of the ethical conduct expected of those providing police services in

our community. This will afford citizens the opportunity to experience aspects of training that are taught in the police academy and in-service training sessions. More information will soon be released regarding details of the academy and its application process.

During the Face-to-Face meetings and afterwards, there has been discussion with the community regarding community oversight boards. The Raleigh Police Department has followed up with initial research and benchmarking work regarding this topic. The City of Raleigh has been advised that the creation of a community oversight board would require the approval of the N.C. General Assembly.

Diversity

“What is RPD doing to recruit diverse applicants?”

Questions were asked and discussion took place regarding the efforts of the Raleigh Police Department to increase diversity among its ranks. Chief Deck-Brown responded to the questions and stressed the emphasis that the Department’s recruiting office has placed on recruiting from the community, HBCUs and women’s colleges and universities, and she expressed the difficulties faced in accomplishing this task. Chief Deck-Brown enlisted the support of the meetings’ participants in joining the work of the Department by reaching into the community and encouraging its members to become officers and employees of the Department. In her words, “We must *all* be recruiters for the Raleigh Police Department if we want it to more closely reflect the community it serves.”

Follow Up

Having a law enforcement agency that closely reflects the racial and ethnic diversity of the community is important to enhancing the legitimacy and trust that is necessary for the Department to accomplish its mission. As such, the Raleigh Police Department has focused its recruiting efforts on a goal that eighty percent of all recruiting activities are geared toward reaching prospective minority applicants, and the Department is committed to continuing these efforts. However, the Police Department recognizes it cannot achieve its goal alone. To be successful, we must all be recruiters for our Police Department, and **we are encouraging members of our community to consider a career in law enforcement and to explore joining the Raleigh Police Department.**

If you desire to seek reform in the policing profession, please consider applying to or referring others to the Raleigh Police Department.

<http://www.joinraleighpd.org/>

Raleigh Police Recruitment Office: 919-996-1343

Email: rpdreruitment@raleighnc.gov

Engaging the Latino Community and HB 318

“Since the passing of HB 318, the Matrícula Consular identification is no longer valid in (North Carolina) ... How open is RPD to accept an ID from an organization such as Faith Action?”

The Police Department was appreciative of and encouraged by the participation in the Face-to-Face meetings by the Latino community. Questions were raised at each of the meetings about HB 318, the North Carolina bill that made statutory changes regarding the forms of identification that may be accepted by government officials, and the impact that those changes have on members of our community.

In response to those questions, the Chief reminded participants that Raleigh Police officers are not typically involved in matters concerning immigration status and do not have access to federal databases that contain status information. However, she said that the Raleigh Police Department must and will follow the law. The Chief explained that law enforcement officers informally consider a wide variety of official and unofficial information when they have a need to identify someone. And she expressed her belief that the changes made by HB 318 would not affect the positive working relationship that has been built between the Raleigh Police Department and Raleigh’s diverse immigrant community.



Follow Up

The Raleigh Police Department has continued its efforts to engage with members of the Latino community, and that community has been willing and eager to maintain and enhance its interactions with us.

The Police Department held additional meetings with El Pueblo, Inc. to discuss ways to enhance relationships and work together in accomplishing community goals. The North District community policing squad, along with Chief Deck-Brown and her command staff, met with officials at the Mexican Consulate to discuss police/community interactions. Such efforts are part of an ongoing devotion to community policing.

Much of the conversation with representatives of the Latino community during the Face-to-Face meetings involved the topic of HB 318. The Police Department became more aware of the Faith Action Identification program, which provides community members with a non-governmental identification card. As a result, the Raleigh Police Department began researching the Faith Action ID program while the Face-to-Face

meetings were taking place, and that research continued. The Department recognizes positive aspects of the Faith Action ID program; however, given the N.C. statutory language in effect, there are concerns that adoption of the program would raise false hopes and potentially lead to greater confusion between program participants and local law enforcement agencies.

While the Raleigh Police Department has not pursued participation in the Faith Action ID program, it wishes to say again that law enforcement officers informally consider a wide variety of official and unofficial information when they have a need to identify someone. Again, the Department is committed to maintaining the positive working relationship it has with Raleigh's diverse immigrant community.

Training

“What is RPD doing to provide cultural diversity training for its officers?”

Considerable table discussion during the Face-to-Face meetings pertained to the day-to-day activities of the police officer such as traffic stops and responding to calls for service. As the officers described how they fulfill their duties during these events, they would inevitably begin a discussion on **police training**, and those conversations led to questions being posed to the Chief.

Chief Deck-Brown spoke about the 29 weeks of Raleigh Police Academy training and the 20 weeks of field training every police recruit must complete. During the *Academy*, recruits learn those subjects that are vital for a police officer through lecture, discussion, practical exercises and scenario-based training. The training is founded upon standards prescribed by the State of North Carolina, but the Raleigh Police Department nearly doubles the academy training hours required by the State. Chief Deck-Brown also shared information with the participants about the *In-Service Training* that all officers must complete every year. In-service training topics include refresher instruction on a variety of topics, including ethics, juvenile and minority sensitivity training that aims to increase the cultural competence of individual officers and the Department as a whole, and tactical communications skills that enable officers to de-escalate situations and to seek resolution by generating voluntary compliance from individuals during an encounter.

In addition, the Chief explained that the Raleigh Police Department has a *Reality Based Training Unit* that provides realistic scenario-based training for every officer in the Department. The Reality Based Training Unit helps the Department ensure that its officers not only possess the individual critical skills necessary for law enforcement, but

it also assesses the officers' ability to exercise sound judgment in applying one or more of those skills during scenario-based training.

The Chief also spoke about *Crisis Intervention Training (CIT)*, which many patrol officers have completed. The skills learned through the CIT program enable CIT-trained officers to better serve individuals undergoing a mental health crisis.

Finally, Chief Deck-Brown raised another training topic required for all officers – *Ethics*. She shared that ethics within law enforcement is of very high importance to her. That is why she personally teaches it to both academy recruits and to officers during in-service training. The Chief expressed her belief that officers must understand and demonstrate ethical conduct and decision making to maintain their integrity and the integrity of the Department. That importance, she said, is why she always makes the time commitment needed to be the instructor who delivers ethics training to each of the Department's sworn and non-sworn members.

Follow Up

Training is ever-present in police work, and it is continually progressing as new and better ways are developed to safely interact with the community. In addition to the training summarized earlier, the Raleigh Police Department will soon begin additional implicit bias training, as well as training curricula that highlight the "guardian" mindset of the police officer – a progressive step noted in the Final Report of The President's Task Force on 21st Century Policing. This training is intended to increase positive interactions between the police and communities they serve, while strengthening mutual trust.

The Raleigh Police Department is a recognized leader in the CIT program and has taken steps to bolster its already strong standing. Currently, there are 257 officers in the Raleigh Police Department who are CIT trained, and the Department aims to increase that number as opportunities for the out-of-house training become available. In addition, the Department began a CIT refresher course in March that all CIT officers will attend.

Youth

“How do we provide more programs for the youth that partner with the Police Department?”

Perhaps the greatest agreement found in the Face-to-Face meetings came in conversations concerning the need for the community and the police to engage our youth and provide impactful programs for them. Chief Deck-Brown took the opportunity to introduce personnel from the RPD’s Youth and Family Services Unit who were present at each meeting. Youth and Family Services Resource Guide booklets, which provide information about youth programs and resources, were made available for participants.

The Police Department was grateful for the opportunity to share details of the programs



that are already in place for the youth in our community. The Chief spoke about the work that the RPD and its community partners have accomplished. With assistance from our partners, we have interacted with more than 8,000 youth and their families through programs such as Charm School, the RPD Mentoring Baseball League, Soccer Camps, the Youth Mentor Program, Take-a-Kid-Fishing Trips, Shop with a Cop, and many others.

Chief Deck-Brown also mentioned the efforts of RPD School Resource Officers in our high schools as well as the new LEADER (Learning to Earn And Demonstrate Exemplary Respect) program, which has replaced the former DARE program in elementary schools.

While the Department is proud of its efforts and accomplishments concerning youth programs, it knows there is more that can and should be done. Thought is continually being given to more and better ways to provide positive options and good role models, and Face-to-Face participants were asked to consider ways in which they could partner with the RPD or others in efforts to reach the youth of our community.

Follow Up

The Raleigh Police Department’s Youth and Family Services Unit has remained very active since the Face-to-Face meetings. In addition to the many youth programs discussed during the meetings, several other activities have taken place including Youth Volleyball Camp, the Northeast District Youth Job Fair, and presentations to new drivers during Wake County drivers’ education classes to promote driver safety as well as better relationships with police and young drivers.

Also, since the Face-to-Face meetings, the Department has utilized grant funding to hire a Gang Resource Coordinator. The primary function of the new position is to identify and refer youth who are involved in gangs or at risk of gang involvement and to connect them with community resources that can have a positive impact. The Police Department is ideally situated to make contact with youth and identify gang involvement indicators, and the Gang Resource Coordinator will provide a valuable asset as we strive to deter gang participation and partner with community resources to make a positive difference.

The Raleigh Police Department remains committed to our youth. It appreciates the community support and partnerships that are a vital part of our efforts, asks for your continued assistance, and welcomes additional resources interested in helping to bring about positive change. Also, if anyone is aware of an issue regarding youth that is not being addressed or an opportunity that exists to better serve them, please let the Raleigh Police Department know. We look forward to working with our community partners to provide high-quality programs that make a constructive difference.

Departmental Vision and Strategies

“What is the vision of the Department over the next three to five years?”

As police officers and community members talked during the Face-to-Face meetings, much became apparent about the values shared by the community and the police. And those common values are the foundation for the common hopes that spring from them.

Chief Deck-Brown shared that part of every Chief’s vision is a desire to leave his or her city in a better state than it was when they assumed command. The City of Raleigh has been awarded many accolades identifying it as one of the best places to live in America. However, that does not mean that there are not ways in which we can improve, and Raleigh is trying to do that.

Chief Deck-Brown shared comments about the City of Raleigh’s Strategic Plan. One of the key focus areas of that plan in which the Police Department is heavily involved concerns having a “Safe, Vibrant & Healthy Community.” This key focus area’s primary objective is to “promote a positive level of real and perceived safety that reflects a thriving atmosphere in which to live, work, and play.”

That objective for the City serves to drive the Department’s vision in conjunction with its mission: “In the spirit of service, the Raleigh Police Department exists to preserve and improve the quality of life, instill peace, and protect property through unwavering attention to our duties in partnership with the community.”

Together, the vision and mission move us to build greater relationships with the community – which was one of the desired outcomes for the Face-to-Face meetings. In effect, the Face-to-Face series served as an example of the Raleigh Police Department striving to meet its goals.

Follow Up

As mentioned, at its core, the Departmental vision involves building strong, more beneficial relationships with our community. During the upcoming year, the Raleigh Police Department will develop a new multi-year plan, which will prompt us to reevaluate our values, vision and mission. The Department will solicit input from internal and external stakeholders during this process. Working together, we must identify our common values and build a common vision. We eagerly look forward to working with the community as we labor to promote a positive level of real and perceived safety that reflects a thriving atmosphere in which to live, work, play and do business.

Other Questions

While the majority of the questions during the Face-to-Face meetings belonged to one of the above mentioned general topics, there were a few questions that were more specific in nature.

Some of those questions came during a discussion of the traffic stop video. The video, which was narrated by Capt. Mike Bruce, who leads the RPD's Internal Affairs Unit, served to prompt that discussion. One participant asked,



“What type of documents should I carry when driving?” The Face-to-Face meetings provided a great opportunity for direct police and community conversation for questions like this. Officers were able to share information about the North Carolina General Statutes, which prescribe the documents a driver must have with him or her while driving – a driver's license, (NCGS 20-7), the vehicle registration, (NCGS 20-57), and proof of insurance for the vehicle (NCGS 20-313).

Another traffic-stop related question asked, *“Can I tell the officer that I don't want him to search my vehicle?”* The Raleigh Police Department wanted to make sure everyone was aware of his or her rights. An individual has the right to deny permission to any officer asking consent to search his or her person or property. It is important to know that consent is only valid when it is willingly and voluntarily given to an officer and no

promises or threats have been used by an officer to gain consent. An individual also has the right, when granting consent, to limit the scope of the search and can tell the officer which area or areas he consents to be searched and which area or areas he does not consent to be searched. Furthermore, an individual has the right to revoke consent at any time, even after the search has begun.

The traffic stop video drew positive comments during the Face-to-Face meetings. Since that time, there has been considerable conversation about it inside and outside of the Police Department. As part of that conversation, it has been brought to the RPD's attention that the points of the video that deal with the type of behavior the community can expect from a Raleigh Police officer and the proper recourse for the community to take if that expectation of officer behavior is not met are clear and helpful. However, other issues such as those concerning whether a motorist has to answer all of a police officer's questions during a traffic stop and whether a motorist can deny a police officer's request to search his or her property or person during a traffic stop were not dealt with as clearly during the video.

In full disclosure, the Raleigh Police Department created the traffic stop video as a tool to increase public awareness of police practices to help both officer and community members have a safer and more positive encounter during traffic stops. Based upon community feedback during the Face-to-Face meetings and other input after the meetings, the Raleigh Police Department recognizes that the video did not provide the community with a clear description of all of community members' options during a traffic stop. It was not the intention of the Police Department to be misleading in these issues; rather, the focus of the video was placed on the behavioral rather than legal aspect of traffic stops. As such, the Raleigh Police Department will reproduce the traffic video in a manner which provides more clarity. The new video will be available in the near future.

LOOKING BACK:

As we look back at the progress made since the Face-to-Face meetings began, it would serve us well to revisit the goals and desired outcomes that were declared from the beginning:

- An honest appraisal of the relationship across the Department and the community;
- Clearer community view into how the Raleigh Police Department works;
- Focused dialogue on topics meaningful to the community and the Department;

- Good relationships, partnerships, and mutual advocacy between the community and the Department;
- Helpful responses by the Department to attendees' top concerns;
- Open lines of communication across the community and the Department;
- Positive connection across the Department and local youth, especially young men;
- Resources that can be helpful to youth, families, and the community as a whole; and
- Strong foundation for other police/community initiatives, such as Citizens Academy and Youth Summit.

It is our sincere hope that the efforts described in this report will demonstrate the achievement of both the community and the Department in meeting each of these goals and desired outcomes.

MOVING FORWARD:

As much work has been done by the Raleigh Police Department and its community partners, much work remains to be done. The Face-to-Face meetings were not just singular events; they were part of a process that must continue. There will be continued discussion, more involvement, more action and more progress as we *all* work together to make Raleigh the best place that it can be for everyone.

APPENDIX A

Raleigh P.D. Demographics (Sworn) – December, 2015

<u>Race/Gender</u>	<u>Total Present</u>	<u>Percentage</u>
Asian/Female	0	0.00%
Asian/Male	6	0.80%
Black/Female	12	1.60%
Black/Male	65	8.68%
Hispanic/Female	2	0.27%
Hispanic/Male	25	3.34%
Other/Female	2	0.27%
Other/Male	7	0.93%
White/Female	57	7.61%
White/Male	573	76.50%
Total Present	749	100.00%

Raleigh P.D. Demographics (Sworn) – August, 2016

<u>Race/Gender</u>	<u>Total Present</u>	<u>Percentage</u>
Asian/Female	0	0.00%
Asian/Male	8	1.05%
Black/Female	15	1.97%
Black/Male	67	8.80%
Hispanic/Female	2	0.26%
Hispanic/Male	29	3.81%
Other/Female	2	0.26%
Other/Male	5	0.66%
White/Female	58	7.62%
White/Male	575	75.56%
Total Present	761	100.00%

Raleigh P.D. Demographics (Non-sworn) – December, 2015

<u>Race/Gender</u>	<u>Total Present</u>	<u>Percentage</u>
Asian/Female	0	0.00%
Asian/Male	0	0.00%
Black/Female	25	27.17%
Black/Male	8	8.70%
Hispanic/Female	2	2.17%
Hispanic/Male	3	3.26%
Other/Female	1	1.09%
Other/Male	1	1.09%
White/Female	34	36.96%
White/Male	18	19.57%
Total Present	92	100.00%

Raleigh P.D. Demographics (Non-sworn) – August, 2016

<u>Race/Gender</u>	<u>Total Present</u>	<u>Percentage</u>
Asian/Female	0	0.00%
Asian/Male	0	0.00%
Black/Female	24	25.53%
Black/Male	8	8.51%
Hispanic/Female	2	2.13%
Hispanic/Male	3	3.19%
Other/Female	1	1.06%
Other/Male	1	1.06%
White/Female	34	36.17%
White/Male	21	22.34%
Total Present	94	91.26%

City of Raleigh Race and Ethnicity

<i>Race</i>	2014
White	61.3%
Black or African-American	27.2%
Asian	3.7%
Other	5.3%
Two or More Races	2.6%
<i>Ethnicity</i>	
Hispanic or Latino	12.0%

Source: U.S. Census Bureau, 2014 American Community Survey (ACS)

APPENDIX B

RALEIGH POLICE DEPARTMENT

CONSENT SEARCH

I, _____ do knowingly and voluntarily consent to the search of
(Print Full Name)

_____ by a law enforcement officer.
(Describe person/property to be searched)

By signing below, I acknowledge the following:

- That I am giving my consent to search knowingly and voluntarily. No threats or promises have been made to me.
- That I have been advised and understand I have the right to refuse to give consent to search the above described location.
- That I have been advised and understand I have the right to limit the scope of the search. I can determine what specific areas of the above described location can and cannot be searched by law enforcement at this time.
- That I have been advised and understand I can change my mind, and revoke my consent to search at any time, even after the search has begun.

Signed: _____

Witness: _____

Case Number: _____

Date: _____

Time: _____

SERVE - PROTECT