

The following questions were submitted to Borough Council on August 6, 2019. The responses were prepared by Borough staff and are in bold type.

1. Provide progress, plans or update regarding the 2016 recommendations from the community policing report

RESPONSE: Periodic reports on the recommendations made in the Task Force on Policing and Communities of Color Report have been given since 2016 to the chair of the Task Force and several other Task Force members. The last update was given in May 2019.

To increase awareness of and access to these periodic updates, the Borough will begin to post the plans for and progress of each Task Force Report recommendation on the Borough's web site (www.statecollegepa.us) with the next update that is expected in the Fall 2019.

2. Updates regarding what can be shared regarding the Internal Investigation and status of 3 officers involved

RESPONSE: The internal review is complete and was released on August 19, 2019. This was shared at the August 19, 2019 Borough Council meeting and is posted on the Borough web site at <https://www.statecollegepa.us/3077>. The Manager and Chief of Police met with community members to discuss this report on August 20, 2019. An additional meeting will be scheduled and announced to the public.

3. Creation of an Office of Equity and Inclusion for the Borough & SCPD
 - a. works with those responsible for recording bias, harassment, racial profiling, hate crimes, discrimination complaints

RESPONSE: At the August 19, 2019 Council meeting, Council approved short-term and long-term goals for the Borough's operating budget. A fiscal commitment to equity and inclusion was set as the highest priority goal for the 2020 budget cycle. The Borough is reviewing the feasibility of creating a Diversity, Equity, and Inclusion position within the Borough government. If it is determined to be both programmatically and financially feasible, this new position will be proposed in the 2020 Operating Budget.

4. Assembling an Advisory Board, Anti-Bias Discrimination Coalition, or Commission for Community Oversight regarding policing (recommended in 2016)
 - a. Appointed members for rotating term of 2 years meeting monthly
 - b. Convenes quarterly with the Borough Council and provides annual updates and public reports as needed
 - c. Improved accountability to enhance public safety with community oversight

RESPONSE: The recommendation for a community oversight board was one of the recommendations in the Task Force on Policing and Communities of Color Report in 2016. This was a lower priority recommendation in the report. This recommendation has not been actively pursued to date given its priority level; however, the recommendation will be considered as part of the 2016 Task Force Report implementation.

5. Hiring a full time licensed mental health counselor in SCPD with police experience

RESPONSE: At the August 19, 2019 State College Borough Council meeting, the creation of the joint Task Force on Mental Health Crisis Services was announced. This is a joint task force between State College Borough and the Centre County Commissioners. This suggestion will be provided to this task force to be considered as part of the work of the task force.

6. Assembly of a Crisis Intervention Team/Mental Health Specialized Team led by trained negotiator or embedded licensed counselor in SCPD full-time modeled after sexual assault intensive case manager Victim-Centered Intensive Case Management (VCICM)
 - a. One officers from University Police, State College Borough, Patton & Ferguson Townships (4-5-person team various level of authority/Sgt. Detective – nomination process)
 - b. Set expectation for developing rapport with mental health services and population served

RESPONSE: At the August 19, 2019 State College Borough Council meeting, the creation of the joint Task Force on Mental Health Crisis Services was announced. This is a joint task force between State College Borough and the Centre County Commissioners. This suggestion will be provided to this task force to be considered as part of the work of the task force.

7. Revisions and disclosure of the 302 mental health service warrant protocol

RESPONSE: At the August 19, 2019 State College Borough Council meeting, the creation of the joint Task Force on Mental Health Crisis Services was announced. This is a joint task force between State College Borough and the Centre County Commissioners. This suggestion will be provided to this task force to be considered as part of the work of the task force.

8. Expansion of in-service education that develops cultural competency that seeks to dismantle racialized and biased policing practices

RESPONSE: Since 2016, the State College Police Department has placed a priority on providing various cultural competency and social justice trainings. This will continue to be a priority, not just for the SCPD, but also for all Borough employees. Specifically, since 2016 police officers have received the following trainings:

- **2016 - Implicit Bias and Diversity training.**
- **2017 - Procedural Justice training.**
- **2017 and 2019 – Several police officers and supervisors attended the Community Diversity Conference.**
- **2018 - Bias and Hate Crimes training facilitated by the Pennsylvania State Police Equity and Inclusion Office, Heritage Affairs Unit**
- **2018 - Procedural Justice, De-escalation training, and diversity training titled "Battle with Moses People"**
- **2018 - Immigration training instructed by Penn State Law School's Center for Immigrants' Rights Clinic.**
- **2019 - Verbal Conflict training**
 - a. Increased CIT practice of de-escalation techniques and specially for use with individuals with mental illness

RESPONSE: At the August 19, 2019 State College Borough Council meeting, the creation of the joint Task Force on Mental Health Crisis Services was announced. This is a joint task force between State College Borough and the Centre County Commissioners. This suggestion will be provided to this task force to be considered as part of the work of the task force.

9. Require After Action Reports and annual public disclosure reporting of all fatalities
 - a. Exploring models and options regarding service of 302 warrants without guns
 - b. Provide post-traumatic stress counseling for officer involved shooting

RESPONSE: This suggestion is unclear; however, a response will be attempted. If #9 is referring to officer involved fatalities, those will always be disclosed publicly, and a thorough, post incident review would be conducted as it was done in the March 20, 2019 Officer Involved Fatality.

Regarding #9 a., there is no plan nor would the Borough consider having police officers serve 302 warrants without guns. However, Borough Council has approved a special appropriation to retain an independent consultant to review policies, procedures and training to make recommendations on enhancing existing policies. The Task Force on Mental Health Crisis Services will also consider the service of 302 warrants as part of its charge.

Regarding #9 b., post incident counseling is provided to and required for police officers involved directly or indirectly with an officer involved shooting. This was done in this incident.

10. Identify repercussions for officers with behavior unbecoming, failure to meet professional standards, incidents of racial bias, use of deadly force and reparations, financial compensation paid from liability insurance claims to victims, as well as, flexible funding to create interventions to rectify the impact.

RESPONSE: This suggestion has numerous parts that have different responses. State College Police Officers always have and continue to face repercussions for misconduct including unbecoming conduct, failure to meet professional standards and incidents of racial bias. There is a long-standing history and culture of police officers being held accountable.

Regarding repercussions for the use of deadly force, repercussions would be dependent on the police officer violating the law and/or department policy/procedures.

No claims for “Reparations, financial compensation to victims, and flexible funding to create interventions to rectify the impact” have been filed and are not being considered.

11. Body Cam protocols and committee for the potential for reviewing footage for training purposes (August timeline)

RESPONSE: It is unclear what is being requested here; however, a response will be attempted. The use of Body Worn Cameras (BWC) by State College Police Officers began in mid-July 2019, one month ahead of schedule. A policy was developed and put into place. The policy will be reviewed after the BWC’s have been in use for 60 days to determine if any policy modifications are warranted. That will occur in mid/late September. Once that is complete and any modifications are made, the BWC policy will be posted on the Borough’s website.

Currently, there is not a plan for a committee to review footage for training purposes. However, per policy, police supervisors are required to review certain BWC video and are expected to identify video that would be useful for training purposes.

12. Ongoing discussions, circles for healing the community and repairing the breach

RESPONSE: At the August 19, 2019 State College Borough Council meeting, the Borough Manager announced several initiatives in response to the officer involved shooting. Below is a summary of one of the updates provided that relates to having ongoing discussions, circles for healing the community, and re-establishing trust.

Community Conversations: The Borough plans to work with community groups including Community and Campus in Unity (CCU), Community Diversity Group (CDG), Standing Up for Racial Justice (SURJ), 3/20 Coalition, Forum on Black Affairs (FOBA), Persons of Color Student Leaders, police officers and possibly other groups to address racial equity and healing in the community. This series of conversations will be led by a professional facilitator. One outcome of the Community Conversations is to provide various recommendations on strategies for healing and enhancing the relationship between police and the African American community.