

Ben Farmer

From: Sunshine Request <records@sunshinerequest.com>
Sent: Tuesday, April 04, 2017 7:21 PM
To: Records Request Mailbox
Subject: Public Records Request: Communications between Asheville Police Department and CPAC Chairman Larry Holt

Hi City of Asheville,

We've received a new public records request via SunshineRequest.com!

Subject: Communications between Asheville Police Department and CPAC Chairman Larry Holt

Message:

Hello,

I would like transcripts of any and all communications (whether written or verbal) including but not limited to appointment logs of face-to-face meetings, emails, phone calls, text messages, physical letters, faxes, etc. between any and all members of the Asheville Police Department and the Chairman of the Citizen's Police Advisory Committee, one Mr. Larry Holt, occurring in the period between the February 1st and April 5th meetings of CPAC.

Start Date: 02/01/2017

End Date: 04/05/2017

Thank you for your help with this request - I hope you have a great day!

Sunshine Request

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Tuesday, April 04, 2017 3:25 PM
To: allenbrailsford7@gmail.com; alliescott2256@gmail.com; BStein@ashevillenc.gov; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jlampkin@ashevillenc.gov; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov; PFetherston@ashevillenc.gov; shanamcdowell@hotmail.com; rcoa14@gmail.com
Subject: Updated Notes - March Community Meeting
Attachments: 03012017CPACMtgNotesUpdated.pdf

All,

Attached are proposed updated notes for the March Community Meeting for your consideration in advance of tomorrow's meeting. The only changes are format for noting who was present (committee members, staff and facilitator), calling the meeting to order, further explanation of the Motion made by Allison Scott at the end and the adjournment.

Let me know if you have any questions,
Janet

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*

Citizen Police Advisory Committee Meeting

March 1, 2017

(Location: Wesley Grant Center)

Present: Chair Larry Holt, Debbie Applewhite, Allen Brailsford, Jayden Gurney, Allison Scott, Carol Rogoff Hallstrom

Staff: Assistant City Manager Paul Fetherston

Facilitator: Lucia Daugherty

Meeting: The Community Meeting sponsored by CPAC was called to Order by Chair Holt at approximately 5pm

Agenda:

Introductions

Review of Committee Charge

Role and Purpose

Ground Rules

Open Dialogue

Wrap Up and Review of Next Steps

Ground Rules

- 1) Out of respect for other dialogue participants, and so that everyone has ample time to share, please limit your commentary to 3-4 mins in total duration. (suggested by **facilitator**)
- 2) Refrain from personal attacks (suggested by **facilitator**)
- 3) No cross talk (suggested by **participants**)
- 4) State your name each time you share (suggested by **participants**)
- 5) Project or speak loud so that others can hear you (suggested by **participants**)
- 6) Stand when speaking (suggested by **participants**)

What is currently going well?

- Stakeholders engaging is crucial to the process of change
- CPAC working to bring in fresh new voices; Diversifying the Committee
- Access to CPAC meeting minutes

- Community and Police came together to revise Use of Force policy; de-escalation to avoid violence
- Ms. Dee Williams, and others bringing information about police stops to lessen the occasions of violence (examination of racial disparity as pertains to traffic stops)
- Great strides have been taken to improve functionality of the Committee, in partnership with City Council
- CPAC's willingness to listen and come out into the community to engage (also, willingness to change the meeting time and location to further accommodate community)
- Grateful for this dialogue
- De-escalation training is currently being done within the Police force.
- Data is working. Diverse groups of people coming together. Low cost to no cost to stop racial profiling, to lower the numbers
- CPAC can advise City Council
- Information is reaching the school system
- As a protester, being arrested sort of draws a line in the sand, to show which side of the issue folks are on
- Many thanks to David Forbes for her presence, and for helping to get the word out
- Happy that young people from the community are present [for meeting]. Keep showing up, you have a voice

What not working?

- Communication needs improvement- how CPAC is spreading the word to community
- Function of CPAC needs to be further clarified
- Changes need to be made around assault weapons
- Information needs to be brought to the community about what CPAC is, what its role is, to increase trust and communication
- Deadline/Systematic sign off with officers
- CPAC needs to ask Council to create more balance between officer rewards and responsibility (for example, clarify what police can and cannot do regarding undocumented immigrants)
- Police officers need to be involved in these discussions. Marginalized segments of the community need to be given opportunities to ask questions and voice concerns directly to APD officers and chief
- Needs to be a power dynamic shift unarmed officers at mtgs. creates a lessened threat (response: If officers are in uniform or on duty, protocol requires that they be armed)
- How do we get information back to law enforcement, from community members? (will require direct interaction between community members and officers- relationship building, officer accountability, etc.)
- Another power dynamic issue: Those who have the privilege/ability to bring voices of those people to the room and carry pertinent information back to those members of the community

- Police shouldn't have to deal with marginalized people (examine containment policies especially concerning people of color)
- Data and Policy change is imperative (look at baseline, gather data, examine changes)
- HARM principle should be encouraged (relating to de-escalation and nonviolent communication). Move away from the corporate model and into 21st century policing (human relationship, data, accountability), serve and protect (service), and community policing
- To create change you must understand how the structure works. It is necessary that community members understand the role of each public servant, each board and commission, etc.
- Demotivating factor in lack of police presence
- No knowledge of what information is being taken back to Council
- CPAC's purpose is not to strictly take complaints
- Clarity needed to be provided to community, making them aware that police would not be present
- Suggestion: Hold one meeting with police presence, and one meeting without police presence
- Council should require that APC officers document (for the sake of transparency) stops and incidents
- Collective opportunity needed for CPAC members to more solidly plan and execute meetings in the future
- Request for this to be on record: Status of de-escalation training needed. Requested once by Carol. This request was recorded on meeting minutes
- Request for this to be on record: Carol would like clarity about the impact of executive orders as they relate to immigration
- Expectation not met due to communication issues, which also prevents trust
- Wish that more community members were present
- Officers should dress down a little more when attending community events and meetings. Also, when they attend, instead of only engaging with peers (other officers), leave cluster and interact with community attendees
- Officers can build trust by showing up during times outside of policing (building relationship with community in between time)
- Poverty and racism need to be dealt with locally. Telling the truth in these dialogues. Police protect Privilege
- Coffee with a Cop only works for some segments of the community, but not for all (like Public Housing residents). Make it more accessible to all
- Add a formal presentation about de-escalation training to meeting agenda
- Discuss powers of chairperson. Decisions need to be made by full committee (for example: lack of police presence at community meeting decision)
- Doesn't seem like issue was "not enough community engagement", but rather "too much engagement"
- Timing and location need to be changed

Wrap Up and Review of Next Steps:

- Changes need to be made and steps need to be taken
 - Discussion of de-escalation policy and deadline projections among committee members
 - Determine the status of the de-escalation training (suggestion- present to City Council)
 - Communication improvement: internal to the committee and out in the community
 - List Serve? Post meeting information on the City of Asheville Facebook page?
 - De-escalation training- Allison Scott moved to request that the City Council have the Chief of Police provide an update on the status of de-escalation training and timing for completion of such training. The motion was seconded by Carol Rogoff Hallstrom and carried unanimously (with Members Scott, Rogoff Hallstrom, Holt, Brailsford and Applewhite present).

The meeting adjourned at approximately 7pm.

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Monday, April 03, 2017 10:01 AM
To: PFetherston@ashevillenc.gov; ldholtavl@gmail.com
Subject: RE: CPAC MtgNotes 3-1-17.docx

Larry, what do you think? Happy to forward along now if you think appropriate.

Thanks, Paul!
Janet

From: Paul Fetherston
Sent: Monday, April 03, 2017 9:42 AM
To: Larry Holt; Janet Lampkin
Subject: CPAC MtgNotes 3-1-17.docx

Hi Larry and Janet:

Attached are proposed updated notes for the March Community Meeting. The only changes are format for noting who was present (committee members, staff and facilitator), calling the meeting to order, further explanation of the Motion made by Allison Scott at the end (not sure I got that accurately), and the adjournment (not sure I have the time accurate).

I wanted to pass these along for consideration in the event you want to get them out to the Committee in advance or at Wednesday's meeting or use as a template for adjustments, as I anticipate them.

My apologies – I should have made sure that these format adjustments were made prior to being distributed.

Let me know how I may be of assistance.

Thank you.

Ben Farmer

From: PFetherston@ashevillenc.gov
Sent: Monday, April 03, 2017 9:42 AM
To: ldholtavl@gmail.com; jlampkin@ashevillenc.gov
Subject: CPAC MtgNotes 3-1-17.docx
Attachments: CPAC MtgNotes 3-1-17.docx

Hi Larry and Janet:

Attached are proposed updated notes for the March Community Meeting. The only changes are format for noting who was present (committee members, staff and facilitator), calling the meeting to order, further explanation of the Motion made by Allison Scott at the end (not sure I got that accurately), and the adjournment (not sure I have the time accurate).

I wanted to pass these along for consideration in the event you want to get them out to the Committee in advance or at Wednesday's meeting or use as a template for adjustments, as I anticipate them.

My apologies – I should have made sure that these format adjustments were made prior to being distributed.

Let me know how I may be of assistance.

Thank you.

Citizen Police Advisory Committee Meeting

March 1, 2017

(Location: Wesley Grant Center)

Present: Chair Larry Holt, Debbie Applewhite, Allen Brailsford, Jayden Gurney, Allison Scott, Carol Rogoff Hallstrom

Staff: Assistant City Manager Paul Fetherston

Facilitator: Lucia Daugherty

Meeting: The Community Meeting sponsored by CPAC was called to Order by Chair Holt at approximately 5pm

Agenda:

Introductions

Review of Committee Charge

Role and Purpose

Ground Rules

Open Dialogue

Wrap Up and Review of Next Steps

Ground Rules

- 1) Out of respect for other dialogue participants, and so that everyone has ample time to share, please limit your commentary to 3-4 mins in total duration. (suggested by **facilitator**)
- 2) Refrain from personal attacks (suggested by **facilitator**)
- 3) No cross talk (suggested by **participants**)
- 4) State your name each time you share (suggested by **participants**)
- 5) Project or speak loud so that others can hear you (suggested by **participants**)
- 6) Stand when speaking (suggested by **participants**)

What is currently going well?

- Stakeholders engaging is crucial to the process of change
- CPAC working to bring in fresh new voices; Diversifying the Committee
- Access to CPAC meeting minutes

- Community and Police came together to revise Use of Force policy; de-escalation to avoid violence
- Ms. Dee Williams, and others bringing information about police stops to lessen the occasions of violence (examination of racial disparity as pertains to traffic stops)
- Great strides have been taken to improve functionality of the Committee, in partnership with City Council
- CPAC's willingness to listen and come out into the community to engage (also, willingness to change the meeting time and location to further accommodate community)
- Grateful for this dialogue
- De-escalation training is currently being done within the Police force.
- Data is working. Diverse groups of people coming together. Low cost to no cost to stop racial profiling, to lower the numbers
- CPAC can advise City Council
- Information is reaching the school system
- As a protester, being arrested sort of draws a line in the sand, to show which side of the issue folks are on
- Many thanks to David Forbes for her presence, and for helping to get the word out
- Happy that young people from the community are present [for meeting]. Keep showing up, you have a voice

What not working?

- Communication needs improvement- how CPAC is spreading the word to community
- Function of CPAC needs to be further clarified
- Changes need to be made around assault weapons
- Information needs to be brought to the community about what CPAC is, what its role is, to increase trust and communication
- Deadline/Systematic sign off with officers
- CPAC needs to ask Council to create more balance between officer rewards and responsibility (for example, clarify what police can and cannot do regarding undocumented immigrants)
- Police officers need to be involved in these discussions. Marginalized segments of the community need to be given opportunities to ask questions and voice concerns directly to APD officers and chief
- Needs to be a power dynamic shift unarmed officers at mtgs. creates a lessened threat (response: If officers are in uniform or on duty, protocol requires that they be armed)
- How do we get information back to law enforcement, from community members? (will require direct interaction between community members and officers- relationship building, officer accountability, etc.)
- Another power dynamic issue: Those who have the privilege/ability to bring voices of those people to the room and carry pertinent information back to those members of the community

- Police shouldn't have to deal with marginalized people (examine containment policies especially concerning people of color)
- Data and Policy change is imperative (look at baseline, gather data, examine changes)
- HARM principle should be encouraged (relating to de-escalation and nonviolent communication). Move away from the corporate model and into 21st century policing (human relationship, data, accountability), serve and protect (service), and community policing
- To create change you must understand how the structure works. It is necessary that community members understand the role of each public servant, each board and commission, etc.
- Demotivating factor in lack of police presence
- No knowledge of what information is being taken back to Council
- CPAC's purpose is not to strictly take complaints
- Clarity needed to be provided to community, making them aware that police would not be present
- Suggestion: Hold one meeting with police presence, and one meeting without police presence
- Council should require that APC officers document (for the sake of transparency) stops and incidents
- Collective opportunity needed for CPAC members to more solidly plan and execute meetings in the future
- Request for this to be on record: Status of de-escalation training needed. Requested once by Carol. This request was recorded on meeting minutes
- Request for this to be on record: Carol would like clarity about the impact of executive orders as they relate to immigration
- Expectation not met due to communication issues, which also prevents trust
- Wish that more community members were present
- Officers should dress down a little more when attending community events and meetings. Also, when they attend, instead of only engaging with peers (other officers), leave cluster and interact with community attendees
- Officers can build trust by showing up during times outside of policing (building relationship with community in between time)
- Poverty and racism need to be dealt with locally. Telling the truth in these dialogues. Police protect Privilege
- Coffee with a Cop only works for some segments of the community, but not for all (like Public Housing residents). Make it more accessible to all
- Add a formal presentation about de-escalation training to meeting agenda
- Discuss powers of chairperson. Decisions need to be made by full committee (for example: lack of police presence at community meeting decision)
- Doesn't seem like issue was "not enough community engagement", but rather "too much engagement"
- Timing and location need to be changed

Wrap Up and Review of Next Steps:

- Changes need to be made and steps need to be taken
 - Discussion of de-escalation policy and deadline projections among committee members
 - Determine the status of the de-escalation training (suggestion- present to City Council)
 - Communication improvement: internal to the committee and out in the community
 - List Serve? Post meeting information on the City of Asheville Facebook page?
 - De-escalation training- Allison Scott moved to request that the City Council have the Chief of Police provide an update on the status of de-escalation training and timing for completion of such training. The motion was seconded by Carol Rogoff Hallstrom and carried unanimously (with Members Scott, Rogoff Hallstrom, Holt, Brailsford and Applewhite present).

The meeting adjourned at approximately 7pm.

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Friday, March 31, 2017 3:40 PM
To: allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov; PFetherston@ashevillenc.gov; shanamcdowell@hotmail.com; rcco14@gmail.com
Subject: CPAC Meeting April 5, 2017
Attachments: 04052017CPACAgenda.Final.pdf; 02012017CPACDraftMinutes.pdf; 03012017MtgNotes.pdf

Having computer/operator error issues today – attached is the correct information for next Wednesday's meeting.
Janet

All,
Please see the attached agenda for the April 5 meeting, as well as draft minutes from February 1 and meeting notes from March 1.
Let me know if you have any questions,
Janet

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*



Citizens Police Advisory Committee (CPAC)
Wednesday, April 5, 2017 – 5:00 p.m.
Public Works Administration Building – 1st Floor Conference Room

“The Asheville Citizens Police Advisory Committee serves as a liaison between the police department and community. The committee mediates problems or conflicts and serves as an advocate for programs, ideas, and methods to improve the relationship between the police and community. The committee is also responsible for disseminating information to the community and to the government officials of Asheville”

As an advisory board to City Council, CPAC’s primary function is to make recommendations to the City Council and act as a source of citizen information.

CURRENT CPAC MEMBERS:

Larry Holt, Chair/ Central	Shana McDowell, Vice Chair/ At-Large
Carol Rogoff Hallstrom, North	Allen Brailsford, West
Debbie Applewhite, East	Sir Charles Gardner, Housing Authority Resident
Clifford Joslin, South	Allison Scott, At-Large
Jayden Gurney, Asheville Housing Authority	Chief Tammy Hooper, Ex-Officio (non-voting)
Lt. Michael Lamb, Ex-Officio (non-voting)	Keith Young, City Council Liaison (non-voting)

AGENDA

CALL TO ORDER

1. APPROVAL OF MINUTES
 - a. February 1, 2017
2. COMMUNITY MEETING DEBRIEF and NEXT STEPS (Lucia Daugherty, Facilitator)
 - a. Review of Community Meeting Notes
 - b. Identification of action steps related to Community Meeting
 - c. Preparations for June Community Meeting
3. ACCEPTANCE OF COMMUNITY MEETING NOTES
 - a. March 1, 2017
4. ASHEVILLE POLICE DEPARTMENT AND CITY STAFF UPDATES
5. NEW BUSINESS:
 - a. Committee member regional concerns
 - i. North Asheville
 - ii. South
 - iii. East
 - iv. West
 - v. Central
 - vi. Housing Authority Representative
 - vii. Housing Authority Resident
 - viii. At-Large (2)
6. PUBLIC COMMENT (4 minutes per speaker)

See guidelines below. Public comment is intended for the public to provide comments on topics of interest. In order to avoid violating open meeting rules, committee members should not engage in dialogue or deliberation with the public. Following the conclusion of Public Comment, the Committee may refer items to staff for review.
7. MAJORITY CONSENSUS REGARDING ITEMS FOR STAFF REVIEW
8. FUTURE AGENDA ITEMS
9. ADJOURNMENT

NEXT MEETING: May 3, 2017, Public Works Conference Room, 161 S. Charlotte Street

For more information on the Citizen Police Advisory Committee, please contact Janet Lampkin at (828) 259-5813.

Public Comment Guidelines

- Speakers are welcome to address the Committee regarding topics of interest.
- Speakers are to address the Committee from the podium at the front of the room, clearly stating their name before commenting.
- Each speaker will be allowed a single period of comment which is limited to 4 minutes.
- A person representing a group of three or more persons (not including the speaker) present has up to 10 minutes to address the Committee.
- All public comment should be addressed to the Committee as a whole. No comments may be addressed to individual Committee members, City staff, or members of the public.
- There shall be no debate on an issue raised during public comment. While Committee Members may pose clarifying questions, public comment is not intended to be a question and answer period. Matters raised during public comment may be referred by the Committee to City staff for review.

**Citizens Police Advisory Committee
Meeting Minutes
Wednesday, February 1, 2017
DRAFT**

Present: Councilmember Keith Young, Chief Tammy Hooper, Chair Larry Holt, Debbie Applewhite, Allen Brailsford, Jayden Gurney, Allison Scott, Carol Rogoff Hallstrom, Cliff Joslin, Lt. Michael Lamb

Staff: Deputy Chief James Baumstark, John Maddux

Meeting: Called to order by Chair Holt at 5:02 p.m.

Approval of Minutes:

- January minutes were approved as presented.

APD & City Staff Update: Chief Tammy Hooper

- Showed video clip that has been circulating on social media of incident that occurred in the Montford community on January 30 and picture of bb gun
- Based on the recent gunfire and the fact that in this case APD was responding to a gun call, deployment of a rifle was not inappropriate under the circumstances.
- In process of thorough internal administrative review to determine if officers' actions were compliant with APD policies and procedures
- But bigger issue is gun violence
- Community problem, so should come together to address underlying issues of poverty, education and health care

Presentation: Ian Mance, Staff Attorney, Southern Coalition for Social Justice – APD Traffic Stop data
Suggestions to reduce traffic disparities between black and white motorists by APD

- Prohibit or formally de-prioritize regulatory and equipment-based traffic stops known to disproportionately affect black motorists
- Invoke mandatory written consent to search motorists, rather than verbal
- Conduct routine audits of officer stop and search data
- For more, see attached "Notes From Review of Asheville Police Department Traffic Stop Data / No Cost Policy Proposals"

New Business

2017 CPAC meeting schedule to include dates and locations of offsite meetings

- After discussion, Mr. Gurney motioned to adopt approve 2017, meeting schedule and location as proposed (see attached)
- Motion carried on a unanimous vote
- After discussion, Mr. Joslin motioned to keep the meeting time at 5:00 p.m.
- Motion carried on a unanimous vote
- Ms. Scott asked that schedule be posted on CPAC webpage; Ms. Hallstrom requested assistance from the City's Communications and Public Engagement department in getting the word out

Committee member regional concerns

North: Carol Rogoff Hallstrom

- Participated in women's march on January 21
- Extraordinary turnout
- Terrific support from Sgt. Lisa Taube, Sgt. Tammy Flanigan-Bryson and Councilmember Gwen Wisler, as impact on downtown was much greater than anticipated

South: Cliff Joslin

- Read email from South resident commending APD efforts in deterring nuisance crimes and crimes of opportunity in neighborhood, even though "low on the priority list"
- Also commended officers for working with kids and parents to educate them about resisting peer pressure and making wise choices in the future

East: Debbie Applewhite

- Commended Chief Hooper on her presentation to City Council January 24 – "bravo"

West: Allen Brailsford

- Continue to have issues with car B&Es, but appreciate that they are being worked on by APD on a constant basis

Downtown: Larry Holt

- Buskar experiment going well
- Lots of downtown residents support them
- Appreciate City working with buskars

Housing Authority: Jayden Gurney

- Usually quiet in winter, but not this year
- Echo sentiments of Chief; challenges to figure out as a community

At-Large: Allison Scott

- Incident video difficult to watch; didn't do justice to officers
- But seemed like antithesis of de-escalation
- Glad for details from Chief
- Not criticizing; has nothing but respect for officers
- Thanks to Chief for bringing up

Public Comment:

Missy Reed: Project Director for Changing Together at SPARC Foundation

- At Changing Together, working hard to reduce violence in our community
- Adult clients tell them they wish they had more support when they were young
- Want to work alongside anyone who is interested in change
- Goal at CT is to come together and work together with both community and law enforcement to insure peaceful community
- Want to participate in reciprocal accountability; at CT have done their best to create complete transparency b/c know that is where real change can happen
- Staff in attendance; always available to talk with anyone interested in working together on making our community safer

Dee Williams

- Thanks to Ian Mance, Code for Asheville, and members of the NAACP Racial Justice Committee

- police department cannot be used or be expected to "contain" the ill effects of systemic poverty, in Asheville which has been caused by destruction of homes, businesses, and capital which was caused by Urban Renewal
- Urban Renewal in Asheville resulted in the largest "taking" of land area, of homes and businesses than any other city in North Carolina
- Asheville Housing Authority needs to be retrofitted to produce housing more than merely warehousing poor people in Asheville

Patrick Conant – Code for Asheville

- Thanked Mr. Mance for presentation
- Spoke in support of Mance's recommendations to reduce traffic disparities between black and white motorists by APD
- Critically important for citizens and local governments to work together; common sense strategies
- Should release geographic locations of stops

Jackie Latek – Changing Together

- Everyone in room has same agenda: reduce poverty and violence
- Calls for unity tonight in order to reach those goals
- Heard a lot of disrespect towards Chief and Committee; disrespect creates barrier to bringing everyone together
- Recommends laying ground rules for communication during public comment time
- SPARC in close collaboration with Chief and APD, Housing and others to reduce violent crimes in community
- National recidivism rate is 62%; in Buncombe County is 15% since program began
- If need to blame someone, blame her; as service provider, there is more she can do to prevent crime and poverty
- If want to talk about solutions or share perspective, call her

The following individuals expressed their deep concerns over the January 24 incident in the Montford community: Michael Beech, Bella Jackson (via letter), Delores Venable, Sabrahniha Raven, Javelin Duncan, Jonathon Robert, Melissa Hyman, Michael Crennan, Angel, Calvin, Lauri Newman, Matt Shepard, Patrick Conant, Matilda Bliss

Sentiments expressed included, but were not limited to: anger, frustration, trauma, details of personal negative interaction with law enforcement personnel, that Officer Oza needs to be fired, that these were kids with a toy, and fear for soul of community

Carol Rogoff Hallstrom, North

- Has been member of CPAC for 5 ½ years, with three police chiefs
- Really do believe this Chief serious about efforts to look internally
- Important to work day by day to solve or resolve substantial challenges in community and department
- Thanked everyone for their interest in both the problems and solutions

Future Agenda Items

- Concerns and clarifications of implications of federal orders as it relates to immigration and policing

- Update on training on de-escalation policy

Adjourned: 6:30 p.m.

Next Meeting Date: March 1, 5:00 p.m., Grant Southside Center, 285 Livingston Street, 28801

DRAFT

Citizen Police Advisory Committee Meeting

March 1, 2017

(Location: Wesley Grant Center)

Agenda:

Introductions

Review of Committee Charge

Role and Purpose

Ground Rules

Open Dialogue

Wrap Up and Review of Next Steps

Ground Rules

- 1) Out of respect for other dialogue participants, and so that everyone has ample time to share, please limit your commentary to 3-4 mins in total duration. (suggested by **facilitator**)
- 2) Refrain from personal attacks (suggested by **facilitator**)
- 3) No cross talk (suggested by **participants**)
- 4) State your name each time you share (suggested by **participants**)
- 5) Project or speak loud so that others can hear you (suggested by **participants**)
- 6) Stand when speaking (suggested by **participants**)

What is currently going well?

- Stakeholders engaging is crucial to the process of change
- CPAC working to bring in fresh new voices; Diversifying the Committee
- Access to CPAC meeting minutes
- Community and Police came together to revise Use of Force policy; de-escalation to avoid violence
- Ms. Dee Williams, and others bringing information about police stops to lessen the occasions of violence (examination of racial disparity as pertains to traffic stops)
- Great strides have been taken to improve functionality of the Committee, in partnership with City Council
- CPAC's willingness to listen and come out into the community to engage (also, willingness to change the meeting time and location to further accommodate community)
- Grateful for this dialogue

- De-escalation training is currently being done within the Police force.
- Data is working. Diverse groups of people coming together. Low cost to no cost to stop racial profiling, to lower the numbers
- CPAC can advise City Council
- Information is reaching the school system
- As a protester, being arrested sort of draws a line in the sand, to show which side of the issue folks are on

(What's going well continued....)

- Many thanks to David Forbes for her presence, and for helping to get the word out
- Happy that young people from the community are present [for meeting]. Keep showing up, you have a voice

What not working?

- Communication needs improvement- how CPAC is spreading the word to community
- Function of CPAC needs to be further clarified
- Changes need to be made around assault weapons
- Information needs to be brought to the community about what CPAC is, what its role is, to increase trust and communication
- Deadline/Systematic sign off with officers
- CPAC needs to ask Council to create more balance between officer rewards and responsibility (for example, clarify what police can and cannot do regarding undocumented immigrants)
- Police officers need to be involved in these discussions. Marginalized segments of the community need to be given opportunities to ask questions and voice concerns directly to APD officers and chief
- Needs to be a power dynamic shift unarmed officers at mtgs. creates a lessened threat (response: If officers are in uniform or on duty, protocol requires that they be armed)
- How do we get information back to law enforcement, from community members? (will require direct interaction between community members and officers- relationship building, officer accountability, etc.)
- Another power dynamic issue: Those who have the privilege/ability to bring voices of those people to the room and carry pertinent information back to those members of the community
- Police shouldn't have to deal with marginalized people (examine containment policies especially concerning people of color)
- Data and Policy change is imperative (look at baseline, gather data, examine changes)
- HARM principle should be encouraged (relating to de-escalation and nonviolent communication). Move away from the corporate model and into 21st century policing (human relationship, data, accountability), serve and protect (service), and community policing

- To create change you must understand how the structure works. It is necessary that community members understand the role of each public servant, each board and commission, etc.
- Demotivating factor in lack of police presence
- No knowledge of what information is being taken back to Council
- CPAC's purpose is not to strictly take complaints
- Clarity needed to be provided to community, making them aware that police would not be present
- Suggestion: Hold one meeting with police presence, and one meeting without police presence
- Council should require that APC officers document (for the sake of transparency) stops and incidents
- Collective opportunity needed for CPAC members to more solidly plan and execute meetings in the future
- Request for this to be on record: Status of de-escalation training needed. Requested once by Carol. This request was recorded on meeting minutes
- Request for this to be on record: Carol would like clarity about the impact of executive orders as they relate to immigration
- Expectation not met due to communication issues, which also prevents trust
- Wish that more community members were present
- Officers should dress down a little more when attending community events and meetings. Also, when they attend, instead of only engaging with peers (other officers), leave cluster and interact with community attendees
- Officers can build trust by showing up during times outside of policing (building relationship with community in between time)
- Poverty and racism need to be dealt with locally. Telling the truth in these dialogues. Police protect Privilege
- Coffee with a Cop only works for some segments of the community, but not for all (like Public Housing residents). Make it more accessible to all
- Add a formal presentation about de-escalation training to meeting agenda
- Discuss powers of chairperson. Decisions need to be made by full committee (for example: lack of police presence at community meeting decision)
- Doesn't seem like issue was "not enough community engagement", but rather "too much engagement"
- Timing and location need to be changed

Wrap Up and Review of Next Steps:

- Changes need to be made and steps need to be taken
 - Discussion of de-escalation policy and deadline projections among committee members

- Determine the status of the de-escalation training (suggestion- present to City Council)
- Communication improvement: internal to the committee and out in the community
- List Serve? Post meeting information on the City of Asheville Facebook page?
- De-escalation training- Motion: Allison 2nd: Carol

(A quorum was present)

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Friday, March 31, 2017 3:34 PM
To: jlampkin@ashevillenc.gov; acarmichael@ashevillenc.gov; allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov; PFetherston@ashevillenc.gov; shanamcdowell@hotmail.com; rcco14@gmail.com
Subject: Recall: CPAC Meeting April 5, 2017

Janet Lampkin would like to recall the message, "CPAC Meeting April 5, 2017".

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Friday, March 31, 2017 3:33 PM
To: jlampkin@ashevillenc.gov; allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov; PFetherston@ashevillenc.gov; shanamcdowell@hotmail.com; rcco14@gmail.com
Subject: CPAC Meeting April 5, 2017
Attachments: 04052017CPACAgenda.Final.pdf; 02012017CPACDraftMinutes.pdf; 03012017MtgNotes.pdf

All,
Please see the attached agenda for the April 5 meeting, as well as draft minutes from February 1 and meeting notes from March 1.
Let me know if you have any questions,
Janet

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Friday, March 31, 2017 3:28 PM
To: jlampkin@ashevillenc.gov; acarmichael@ashevillenc.gov; allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov; PFetherston@ashevillenc.gov; shanamcdowell@hotmail.com; rcco14@gmail.com
Subject: Recall: CPAC Meeting April 5, 2017

Janet Lampkin would like to recall the message, "CPAC Meeting April 5, 2017".

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Friday, March 31, 2017 3:27 PM
To: jlampkin@ashevillenc.gov; acarmichael@ashevillenc.gov; allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov; PFetherston@ashevillenc.gov; shanamcdowell@hotmail.com; rccoa14@gmail.com
Subject: CPAC Meeting April 5, 2017
Attachments: 04052017CPACAgenda.pdf; 02012017CPACDraftMinutes.pdf; 03012017MtgNotes.pdf

All,
Please see the attached agenda for the April 5 meeting, as well as draft minutes from February 1 and meeting notes from March 1.
Let me know if you have any questions,
Janet

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*

Ben Farmer

From: PFetherston@ashevillenc.gov
Sent: Thursday, March 30, 2017 1:50 PM
To: jlampkin@ashevillenc.gov; ldholtavl@gmail.com
Subject: April 5 CPAC Agenda - Draft
Attachments: 04052017CPACDraftAgenda.docx

Hi Larry and Janet,

Attached is the latest version of the draft CPAC agenda based on what I believe was Larry's direction yesterday. I'm forwarding it to Larry for his final review and approval – with Janet's distribution as usual once approved.

Please let me know if I may be of assistance.

Thank you.

From: jlampkin@ashevillenc.gov
Sent: Thursday, March 30, 2017 8:46 AM
To: jlampkin@ashevillenc.gov; ACabe@ashevillenc.gov; RDodd@ashevillenc.gov; aroach@ashevillenc.gov; ABall@ashevillenc.gov; ADohmann@ashevillenc.gov; AWall@ashevillenc.gov; ARice@ashevillenc.gov; AWierzbicki@ashevillenc.gov; AAyers@ashevillenc.gov; APadilla-Cortes@ashevillenc.gov; AMcCray@ashevillenc.gov; ASmith@ashevillenc.gov; ABarker@ashevillenc.gov; AFournier@ashevillenc.gov; AMazeika@ashevillenc.gov; AZebeli@ashevillenc.gov; AYoung@ashevillenc.gov; ajohnson@ashevillenc.gov; ASorangelo@ashevillenc.gov; ARogers@ashevillenc.gov; AWood@ashevillenc.gov; APatterson2@ashevillenc.gov; bbrank@ashevillenc.gov; BDoty@ashevillenc.gov; BGreen@ashevillenc.gov; BChancey@ashevillenc.gov; bmccaskill@ashevillenc.gov; BButterfield@ashevillenc.gov; BBeddow@ashevillenc.gov; BWilson3@ashevillenc.gov; BFoust@ashevillenc.gov; BMillsaps@ashevillenc.gov; banderson@ashevillenc.gov; BHogan@ashevillenc.gov; BMoss@ashevillenc.gov; BSouthard@ashevillenc.gov; BWatkins@ashevillenc.gov; BGartz@ashevillenc.gov; BHunter2@ashevillenc.gov; GGudac@ashevillenc.gov; mbyrd@ashevillenc.gov; sgonce@ashevillenc.gov; CHerrington@ashevillenc.gov; CGentry@ashevillenc.gov; CLee@ashevillenc.gov; ctrimnal@ashevillenc.gov; cbridges@ashevillenc.gov; ceby@ashevillenc.gov; CHallingse@ashevillenc.gov; CSpiegel@ashevillenc.gov; CByers@ashevillenc.gov; CDennis@ashevillenc.gov; CGoodwin@ashevillenc.gov; CHickman@ashevillenc.gov; CKatt@ashevillenc.gov; CMorrow@ashevillenc.gov; CRubinic@ashevillenc.gov; CDavis@ashevillenc.gov; CFox@ashevillenc.gov; cloveland@ashevillenc.gov; CRoberts2@ashevillenc.gov; cjones@ashevillenc.gov; DJames@ashevillenc.gov; DJohnson@ashevillenc.gov; DJones@ashevillenc.gov; DLemley@ashevillenc.gov; JMundy@ashevillenc.gov; DGuyulas@ashevillenc.gov; DPace@ashevillenc.gov; DBratcher@ashevillenc.gov; dsheehan@ashevillenc.gov; DWilliams2@ashevillenc.gov; DOeser@ashevillenc.gov; ddanner@ashevillenc.gov; EMcGee@ashevillenc.gov; eeads@ashevillenc.gov; EHernandez@ashevillenc.gov; ELewis@ashevillenc.gov; EHalford@ashevillenc.gov; EStewart@ashevillenc.gov; IMCEAEX-_O=NT5_ou=00000000000000000000000000000000_cn=2F61F5F06DC28141A47C1B4C6C273586@ashevillenc.gov; EFlanders@ashevillenc.gov; fhamlin@ashevillenc.gov; gweaver@ashevillenc.gov; gpatton@ashevillenc.gov; HSilberman@ashevillenc.gov; hgillis@ashevillenc.gov; HHine@ashevillenc.gov; HDunne@ashevillenc.gov; HCarssow@ashevillenc.gov; HLayton@ashevillenc.gov; HWelborn@ashevillenc.gov; ILuther@ashevillenc.gov; ICooper@ashevillenc.gov; ISenyak@ashevillenc.gov; JBaumstark@ashevillenc.gov; JClubb@ashevillenc.gov; JFortner@ashevillenc.gov; JAyers@ashevillenc.gov; JGall@ashevillenc.gov; JHunter@ashevillenc.gov; jsams@ashevillenc.gov; JPeterson@ashevillenc.gov; JPeterson2@ashevillenc.gov; JIngle@ashevillenc.gov; JPayne2@ashevillenc.gov; JJameson@ashevillenc.gov; JPinkston@ashevillenc.gov; JRamirez@ashevillenc.gov; JMcCoy@ashevillenc.gov; jstover@ashevillenc.gov; JFioccola@ashevillenc.gov; jsjohnson@ashevillenc.gov; JJones@ashevillenc.gov; jrogers@ashevillenc.gov; JMcKee@ashevillenc.gov; JSanchez@ashevillenc.gov; JZeigler@ashevillenc.gov; JDerrick@ashevillenc.gov; JCollins@ashevillenc.gov; JMcCain@ashevillenc.gov; JMorgan@ashevillenc.gov; JKanupp@ashevillenc.gov; JHarris@ashevillenc.gov; JDurham@ashevillenc.gov; JGibson@ashevillenc.gov; JHumphrey@ashevillenc.gov; JKingry@ashevillenc.gov; JVeridal@ashevillenc.gov; JZetterholm@ashevillenc.gov; jgriffin@ashevillenc.gov; JGonzalez@ashevillenc.gov; JBooth@ashevillenc.gov; JBurns@ashevillenc.gov; JCoffey@ashevillenc.gov; JDean@ashevillenc.gov; JLewis2@ashevillenc.gov; JNorton2@ashevillenc.gov; JWilson@ashevillenc.gov; KO'Brien@ashevillenc.gov; KElkens@ashevillenc.gov; kmcculloch@ashevillenc.gov;

To:

KMesher@ashevillenc.gov; kwhittington@ashevillenc.gov; KLoiacono@ashevillenc.gov;
ksams@ashevillenc.gov; KCedeno@ashevillenc.gov; KSmith@ashevillenc.gov;
KWest@ashevillenc.gov; KSkonieczny@ashevillenc.gov; ktaylor@ashevillenc.gov;
khazlett@ashevillenc.gov; KHoffman@ashevillenc.gov; KHamilton@ashevillenc.gov;
KEdmondson@ashevillenc.gov; KLANasa@ashevillenc.gov; KWeaver@ashevillenc.gov;
LHawes@ashevillenc.gov; lraymond@ashevillenc.gov; LCordell@ashevillenc.gov;
lthomas@ashevillenc.gov; LRose-Clark@ashevillenc.gov; LRice@ashevillenc.gov;
cesams@ashevillenc.gov; deberhardt@ashevillenc.gov; grollins@ashevillenc.gov;
JStepp@ashevillenc.gov; jhawkins@ashevillenc.gov; JSilberman@ashevillenc.gov;
jsorrells@ashevillenc.gov; jbrown@ashevillenc.gov; mlamb@ashevillenc.gov;
myelton@ashevillenc.gov; LDelgado@ashevillenc.gov; laly@ashevillenc.gov;
LMaxwell@ashevillenc.gov; LWilson@ashevillenc.gov; mcreson@ashevillenc.gov;
MCobeco@ashevillenc.gov; MRodriguez@ashevillenc.gov; MScholtz@ashevillenc.gov;
mrice@ashevillenc.gov; MWohleben@ashevillenc.gov; MBrookshire2@ashevillenc.gov;
MCraig@ashevillenc.gov; MMetcalf@ashevillenc.gov; MFranks@ashevillenc.gov;
MStapanowich@ashevillenc.gov; mpigman@ashevillenc.gov; MGriffin@ashevillenc.gov;
MLackey@ashevillenc.gov; MFerguson@ashevillenc.gov; MOwenby@ashevillenc.gov;
MSorensen@ashevillenc.gov; mgodwin@ashevillenc.gov; MSmith2@ashevillenc.gov;
NDietiker@ashevillenc.gov; NSmith@ashevillenc.gov; NJones@ashevillenc.gov;
OCassada@ashevillenc.gov; PIrvin@ashevillenc.gov; PLiguori@ashevillenc.gov;
PBalthrop@ashevillenc.gov; PAllen@ashevillenc.gov; pmurfin@ashevillenc.gov;
PGrondahl@ashevillenc.gov; RFerguson@ashevillenc.gov; RHarrison@ashevillenc.gov;
RGarrett@ashevillenc.gov; RWard@ashevillenc.gov; RSix@ashevillenc.gov;
rzayatz@ashevillenc.gov; RShope@ashevillenc.gov; RTullis@ashevillenc.gov;
RDavis@ashevillenc.gov; RDisney-Coker@ashevillenc.gov; RHouse@ashevillenc.gov;
RLanning@ashevillenc.gov; RShelton@ashevillenc.gov; RJustus@ashevillenc.gov;
srogers@ashevillenc.gov; sbaker@ashevillenc.gov; SFoley@ashevillenc.gov;
SClarke@ashevillenc.gov; SFry@ashevillenc.gov; smuse@ashevillenc.gov;
SSutton@ashevillenc.gov; SDavis@ashevillenc.gov; SWarren@ashevillenc.gov;
SSimonds@ashevillenc.gov; atullis@ashevillenc.gov; afowler@ashevillenc.gov;
BRMoore@ashevillenc.gov; BMorgan@ashevillenc.gov; bmaltyby@ashevillenc.gov;
BGriffin@ashevillenc.gov; CWells@ashevillenc.gov; dloveland@ashevillenc.gov;
ECoward@ashevillenc.gov; JBoyce@ashevillenc.gov; JCecil@ashevillenc.gov;
JFrench@ashevillenc.gov; JHill@ashevillenc.gov; JMeindl@ashevillenc.gov;
LTaube@ashevillenc.gov; LLovelace@ashevillenc.gov; MAllen2@ashevillenc.gov;
mhensley@ashevillenc.gov; MMcClanahan@ashevillenc.gov; NBrown@ashevillenc.gov;
qmillar@ashevillenc.gov; rmartinez@ashevillenc.gov; RCrisp@ashevillenc.gov;
spruett@ashevillenc.gov; saardema@ashevillenc.gov; tflaniganbryson@ashevillenc.gov;
tradford@ashevillenc.gov; SOza@ashevillenc.gov; SRaines@ashevillenc.gov;
SParker@ashevillenc.gov; sescobedo@ashevillenc.gov; SBrunckhorst@ashevillenc.gov;
smcgraw@ashevillenc.gov; SBierce@ashevillenc.gov; SMParker@ashevillenc.gov;
scoon@ashevillenc.gov; SBranson@ashevillenc.gov; SEscobedo2@ashevillenc.gov;
SHendricks@ashevillenc.gov; SMcMullen@ashevillenc.gov;
SMacMurchy@ashevillenc.gov; TCalloway2@ashevillenc.gov; TBarnes@ashevillenc.gov;
TDarakjy@ashevillenc.gov; THamilton@ashevillenc.gov; TScapin@ashevillenc.gov;
TBrigman@ashevillenc.gov; TBoone@ashevillenc.gov; tcrowe@ashevillenc.gov;
tedmonds@ashevillenc.gov; TBarkley@ashevillenc.gov; TDuyck@ashevillenc.gov;
THarlson@ashevillenc.gov; TJones2@ashevillenc.gov; TTaylor2@ashevillenc.gov;
TRuble@ashevillenc.gov; IMCEAEX-_O=NT5_ou=00000000000000000000000000000000
_cn=B292D0BEAE74FF43AA4A1198C4E4A1FF@ashevillenc.gov;
VKhamsouk@ashevillenc.gov; VRuggiero@ashevillenc.gov; VGaretto@ashevillenc.gov;
wwood@ashevillenc.gov; wjwelch@ashevillenc.gov; WBentz@ashevillenc.gov;
WGulsby@ashevillenc.gov; WOlsen@ashevillenc.gov; WWoods@ashevillenc.gov;
WBunn@ashevillenc.gov; ZRaymond@ashevillenc.gov; robertdfisher@abtech.edu;

You Are Invited to a Retirement Reception for
SPO Kimberly C. Hazlett
of the Asheville Police Department



March 30, 2017
3:30 p.m. — 4:30 p.m.
Police & Fire Training Room
4th Floor Municipal Building
Please join us in celebrating
SPO Hazlett's
many years of public service
July 18, 1987 — March 31, 2017

To: allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com;
ctjoslin@charter.net; apple@exitrealtyvistas.com; jgurney@haca.org;
KeithYoung@avlouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov;
shanamcdowell@hotmail.com; rcco14@gmail.com

Subject: Reminder: Retirement Celebration

Attachments: K Hazlett.pdf

Reminder: This is TODAY!

FROM THE OFFICE OF THE CHIEF OF POLICE – TAMMY HOOPER

Please join us in wishing Senior Police Officer Kimberly C. Hazlett the best as she retires after many years of service with the Asheville Police Department.

*Janet Lampkin
Administrative Assistant
Office of the Chief of Police
City of Asheville
828.259.5813*

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Friday, March 03, 2017 10:32 AM
To: allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jlampkin@ashevillenc.gov; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov; PFetherston@ashevillenc.gov; shanamcdowell@hotmail.com; rcco14@gmail.com
Subject: APD De-Escalation Training

The Chief asked me to forward you the following link to a WLOS story that involves APD's de-escalation training.
Janet

https://youtu.be/Fv91o3TmL_I

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Thursday, February 23, 2017 3:41 PM
To: acarmichael@ashevillenc.gov; allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jlampkin@ashevillenc.gov; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov; PFetherston@ashevillenc.gov; shanamcdowell@hotmail.com; rcco14@gmail.com
Subject: CPAC Agenda March 1, 2017
Attachments: 03012017CPAC Agenda_Final.pdf; draft Minutes_CPAC 2 1 17.pdf

All,
Please see the attached agenda for the March 1 meeting, as well as draft minutes from February 1.
Let me know if you have any questions,
Janet

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*



Citizens Police Advisory Committee (CPAC) Community Meeting
Wednesday, March 1, 2017 – 5:00 p.m.
Grant Southside Center – 285 Livingston Street

“The Asheville Citizens Police Advisory Committee serves as a liaison between the police department and community. The committee mediates problems or conflicts and serves as an advocate for programs, ideas, and methods to improve the relationship between the police and community. The committee is also responsible for disseminating information to the community and to the government officials of Asheville”

As an advisory board to City Council, CPAC’s primary function is to make recommendations to the City Council and act as a source of citizen information.

CURRENT CPAC MEMBERS:

Larry Holt, Chair/ Central
Carol Rogoff Hallstrom, North
Debbie Applewhite, East
Clifford Joslin, South
Jayden Gurney, Asheville Housing Authority
Lt. Michael Lamb, Ex-Officio (non-voting)

Shana McDowell, Vice Chair/ At-Large
Allen Brailsford, West
Sir Charles Gardner, Housing Authority Resident
Allison Scott, At-Large
Chief Tammy Hooper, Ex-Officio (non-voting)
Keith Young, City Council Liaison (non-voting)

COMMUNITY MEETING AGENDA

1. Introductions – Committee and Community Members (Chair)
2. Review of Committee Charge (Chair)
3. Ground Rules (Chair)
4. Open Dialogue between Committee and Community regarding interactions with Police
 - a. What is not going well?
 - b. What is going well?
5. Wrap up and review of next steps

NEXT MEETING: April 5, 2017, Public Works Administration Building, 161 S. Charlotte Street

For more information on the Citizen Police Advisory Committee, please contact Janet Lampkin at (828) 259-5813.

**Citizens Police Advisory Committee
Meeting Minutes
Wednesday, February 1, 2017
DRAFT**

Present: Councilmember Keith Young, Chief Tammy Hooper, Chair Larry Holt, Debbie Applewhite, Allen Brailsford, Jayden Gurney, Allison Scott, Carol Rogoff Hallstrom, Cliff Joslin, Lt. Michael Lamb

Staff: Deputy Chief James Baumstark, John Maddux

Meeting: Called to order by Chair Holt at 5:02 p.m.

Approval of Minutes:

- January minutes were approved as presented.

APD & City Staff Update: Chief Tammy Hooper

- Showed video clip that has been circulating on social media of incident that occurred in the Montford community on January 30 and picture of bb gun
- Based on the recent gunfire and the fact that in this case APD was responding to a gun call, deployment of a rifle was not inappropriate under the circumstances.
- In process of thorough internal administrative review to determine if officers' actions were compliant with APD policies and procedures
- But bigger issue is gun violence
- Community problem, so should come together to address underlying issues of poverty, education and health care

Presentation: Ian Mance, Staff Attorney, Southern Coalition for Social Justice – APD Traffic Stop data
Suggestions to reduce traffic disparities between black and white motorists by APD

- Prohibit or formally de-prioritize regulatory and equipment-based traffic stops known to disproportionately affect black motorists
- Invoke mandatory written consent to search motorists, rather than verbal
- Conduct routine audits of officer stop and search data
- For more, see attached "Notes From Review of Asheville Police Department Traffic Stop Data / No Cost Policy Proposals"

New Business

2017 CPAC meeting schedule to include dates and locations of offsite meetings

- After discussion, Mr. Gurney motioned to adopt approve 2017, meeting schedule and location as proposed (see attached)
- Motion carried on a unanimous vote
- After discussion, Mr. Joslin motioned to keep the meeting time at 5:00 p.m.
- Motion carried on a unanimous vote
- Ms. Scott asked that schedule be posted on CPAC webpage; Ms. Hallstrom requested assistance from the City's Communications and Public Engagement department in getting the word out

Committee member regional concerns

North: Carol Rogoff Hallstrom

- Participated in women's march on January 21
- Extraordinary turnout
- Terrific support from Sgt. Lisa Taube, Sgt. Tammy Flanigan-Bryson and Councilmember Gwen Wisler, as impact on downtown was much greater than anticipated

South: Cliff Joslin

- Read email from South resident commending APD efforts in deterring nuisance crimes and crimes of opportunity in neighborhood, even though "low on the priority list"
- Also commended officers for working with kids and parents to educate them about resisting peer pressure and making wise choices in the future

East: Debbie Applewhite

- Commended Chief Hooper on her presentation to City Council January 24 – "bravo"

West: Allen Brailsford

- Continue to have issues with car B&Es, but appreciate that they are being worked on by APD on a constant basis

Downtown: Larry Holt

- Buskar experiment going well
- Lots of downtown residents support them
- Appreciate City working with buskars

Housing Authority: Jayden Gurney

- Usually quiet in winter, but not this year
- Echo sentiments of Chief; challenges to figure out as a community

At-Large: Allison Scott

- Incident video difficult to watch; didn't do justice to officers
- But seemed like antithesis of de-escalation
- Glad for details from Chief
- Not criticizing; has nothing but respect for officers
- Thanks to Chief for bringing up

Public Comment:

Missy Reed: Project Director for Changing Together at SPARC Foundation

- At Changing Together, working hard to reduce violence in our community
- Adult clients tell them they wish they had more support when they were young
- Want to work alongside anyone who is interested in change
- Goal at CT is to come together and work together with both community and law enforcement to insure peaceful community
- Want to participate in reciprocal accountability; at CT have done their best to create complete transparency b/c know that is where real change can happen
- Staff in attendance; always available to talk with anyone interested in working together on making our community safer

Dee Williams

- Thanks to Ian Mance, Code for Asheville, and members of the NAACP Racial Justice Committee

- police department cannot be used or be expected to "contain" the ill effects of systemic poverty, in Asheville which has been caused by destruction of homes, businesses, and capital which was caused by Urban Renewal
- Urban Renewal in Asheville resulted in the largest "taking" of land area, of homes and businesses than any other city in North Carolina
- Asheville Housing Authority needs to be retrofitted to produce housing more than merely warehousing poor people in Asheville

Patrick Conant – Code for Asheville

- Thanked Mr. Mance for presentation
- Spoke in support of Mance's recommendations to reduce traffic disparities between black and white motorists by APD
- Critically important for citizens and local governments to work together; common sense strategies
- Should release geographic locations of stops

Jackie Latek – Changing Together

- Everyone in room has same agenda: reduce poverty and violence
- Calls for unity tonight in order to reach those goals
- Heard a lot of disrespect towards Chief and Committee; disrespect creates barrier to bringing everyone together
- Recommends laying ground rules for communication during public comment time
- SPARC in close collaboration with Chief and APD, Housing and others to reduce violent crimes in community
- National recidivism rate is 62%; in Buncombe County is 15% since program began
- If need to blame someone, blame her; as service provider, there is more she can do to prevent crime and poverty
- If want to talk about solutions or share perspective, call her

The following individuals expressed their deep concerns over the January 24 incident in the Montford community: Michael Beech, Bella Jackson (via letter), Delores Venable, Sabrahniha Raven, Javelin Duncan, Jonathon Robert, Melissa Hyman, Michael Crennan, Angel, Calvin, Lauri Newman, Matt Shepard, Patrick Conant, Matilda Bliss

Sentiments expressed included, but were not limited to: anger, frustration, trauma, details of personal negative interaction with law enforcement personnel, that Officer Oza needs to be fired, that these were kids with a toy, and fear for soul of community

Carol Rogoff Hallstrom, North

- Has been member of CPAC for 5 ½ years, with three police chiefs
- Really do believe this Chief serious about efforts to look internally
- Important to work day by day to solve or resolve substantial challenges in community and department
- Thanked everyone for their interest in both the problems and solutions

Future Agenda Items

- Concerns and clarifications of implications of federal orders as it relates to immigration and policing
- Update on training on de-escalation policy

Adjourned: 6:30 p.m.

Next Meeting Date: March 1, 5:00 p.m., Grant Southside Center, 285 Livingston Street, 28801

Ben Farmer

From: mlamb@ashevillenc.gov
Sent: Thursday, February 16, 2017 1:28 PM
To: ldholtavl@gmail.com
Subject: FW: Coffee with a Cop Flyers
Attachments: coffee_with_a_cop_mar2017.jpg; coffee_with_a_cop_mar2017.pdf

From: Sgt. Evan Coward
Sent: Tuesday, February 14, 2017 9:02 AM
To: Police Downtown Unit
Subject: FW: Coffee with a Cop Flyers

See you there.

From: Christina Hallingse
Sent: Monday, February 13, 2017 14:50
To: Keith McCulloch; Sgt. Evan Coward; Justin Wilson
Subject: Coffee with a Cop Flyers

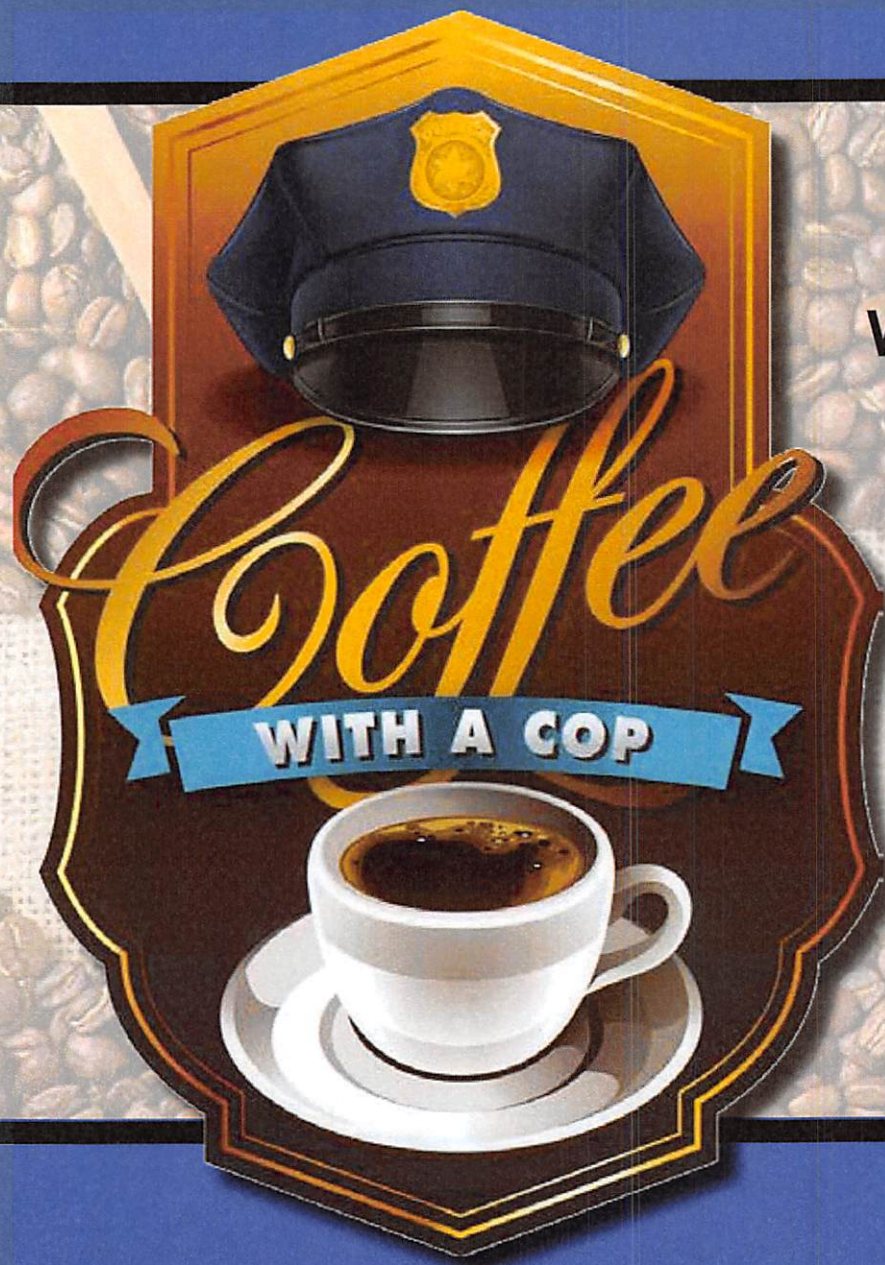
Good afternoon all!

I have started promoting the March 1st Coffee with a Cop event. I put the information on the Coffee with a Cop website, created a Facebook event and created an event on Nextdoor (setting it to notify those who live in Charlie District). Attached please find both a .pdf and .jpeg of the coffee with a cop flyer for you to print and post where you wish. Let me know if I can do anything else!

Thank you,

Christina Hallingse
Public Information Officer
Asheville Police Department
Office: (828) 259-5881
Cell: (828) 230-4471

Join Us for Coffee and Conversation



**Wednesday, March 1
7:30 - 9:30 a.m.**

**Penny Cup
at the YMI
39 S. Market Street**

Join your neighbors and law enforcement representatives from the Asheville Police Department for coffee and conversation. No agenda or speeches, just a chance to ask questions, voice concerns and get to know the officers in your neighborhood.

Contact Officer Keith McCulloch at
828-259-5834 for more information



Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Friday, February 10, 2017 3:54 PM
To: apple@exitrealtyvistas.com; ctjoslin@charter.net; ldholtavl@gmail.com
Subject: FW: draft minutes, February 1 mtg

I have asked her to track her changes ... ☺.
Janet

From: Carol Rogoff Hallstrom [mailto:crhesq@gmail.com]
Sent: Friday, February 10, 2017 3:39 PM
To: Janet Lampkin
Subject: RE: draft minutes, February 1 mtg

So ... I want to make a few modifications on the document and don't know how. I started pressing this and that and I now have yellow highlights where not wanted; how can I edit?

Thanks.

Carol Rogoff Hallstrom, Esq.
Asheville, NC 28804
crhesq@gmail.com
828.505.0528

From: Janet Lampkin [mailto:jlampkin@ashevillenc.gov]
Sent: Thursday, February 09, 2017 3:28 PM
To: Allen Brailsford; Allison Scott; Carol Rogoff Hallstrom; Cliff Joslin; Debbie Applewhite; Janet Lampkin; Jayden Gurney; Keith Young; Larry Holt; Shana McDowell; Sir Charles Gardner
Subject: draft minutes, February 1 mtg

Please see attached draft minutes. Reminder: please do not distribute until approved at the March meeting.
Thanks!
Janet

Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813

**Citizens Police Advisory Committee
Meeting Minutes
Wednesday, February 1, 2017
DRAFT**

Present: Councilmember Keith Young, Chief Tammy Hooper, Chair Larry Holt, Debbie Applewhite, Allen Brailsford, Jayden Gurney, Allison Scott, Carol Rogoff Hallstrom, Cliff Joslin, Lt. Michael Lamb

Staff: Deputy Chief James Baumstark, John Maddux

Meeting: Called to order by Chair Holt at 5:02 p.m.

Approval of Minutes:

- January minutes were approved as presented.

APD & City Staff Update: Chief Tammy Hooper

- Showed video clip that has been circulating on social media of incident that occurred in the Montford community on January 30 and picture of bb gun
- Based on the recent gunfire and the fact that in this case APD was responding to a gun call, deployment of a rifle was not inappropriate under the circumstances.
- In process of thorough internal administrative review to determine if officers' actions were compliant with APD policies and procedures
- But bigger issue is gun violence
- Community problem, so should come together to address underlying issues of poverty, education and health care

Presentation: Ian Mance, Staff Attorney, Southern Coalition for Social Justice – APD Traffic Stop data

Suggestions to reduce traffic disparities between black and white motorists by APD

- Prohibit or formally de-prioritize regulatory and equipment-based traffic stops known to disproportionately affect black motorists
- Invoke mandatory written consent to search motorists, rather than verbal
- Conduct routine audits of officer stop and search data
- For more, see attached "Notes From Review of Asheville Police Department Traffic Stop Data / No Cost Policy Proposals"

New Business

2017 CPAC meeting schedule to include dates and locations of offsite meetings

- After discussion, Mr. Gurney motioned to adopt approve 2017, meeting schedule and location as proposed (see attached)
- Motion carried on a unanimous vote
- After discussion, Mr. Joslin motioned to keep the meeting time at 5:00 p.m.
- Motion carried on a unanimous vote
- Ms. Scott asked that schedule be posted on CPAC webpage; Ms. Hallstrom requested assistance from the City's Communications and Public Engagement department in getting the word out

Committee member regional concerns

North: Carol Rogoff Hallstrom

- Participated in women's march on January 21
- Extraordinary turnout
- Terrific support from Sgt. Lisa Taube, Sgt. Tammy Flanigan-Bryson and Councilmember Gwen Wisler, as impact on downtown was much greater than anticipated

South: Cliff Joslin

- Read email from South resident commending APD efforts in deterring nuisance crimes and crimes of opportunity in neighborhood, even though "low on the priority list"
- Also commended officers for working with kids and parents to educate them about resisting peer pressure and making wise choices in the future

East: Debbie Applewhite

- Commended Chief Hooper on her presentation to City Council January 24 – "bravo"

West: Allen Brailsford

- Continue to have issues with car B&Es, but appreciate that they are being worked on by APD on a constant basis

Downtown: Larry Holt

- Buskar experiment going well
- Lots of downtown residents support them
- Appreciate City working with buskars

Housing Authority: Jayden Gurney

- Usually quiet in winter, but not this year
- Echo sentiments of Chief; challenges to figure out as a community

At-Large: Allison Scott

- Incident video difficult to watch; didn't do justice to officers
- But seemed like antithesis of de-escalation
- Glad for details from Chief
- Not criticizing; has nothing but respect for officers
- Thanks to Chief for bringing up

Public Comment:

Missy Reed: Project Director for Changing Together at SPARC Foundation

- At Changing Together, working hard to reduce violence in our community
- Adult clients tell them they wish they had more support when they were young
- Want to work alongside anyone who is interested in change
- Goal at CT is to come together and work together with both community and law enforcement to insure peaceful community
- Want to participate in reciprocal accountability; at CT have done their best to create complete transparency b/c know that is where real change can happen
- Staff in attendance; always available to talk with anyone interested in working together on making our community safer

Dee Williams

- Thanks to Ian Mance, Code for Asheville, and members of the NAACP Racial Justice Committee

- police department cannot be used or be expected to "contain" the ill effects of systemic poverty, in Asheville which has been caused by destruction of homes, businesses, and capital which was caused by Urban Renewal
- Urban Renewal in Asheville resulted in the largest "taking" of land area, of homes and businesses than any other city in North Carolina
- Asheville Housing Authority needs to be retrofitted to produce housing more than merely warehousing poor people in Asheville

Patrick Conant – Code for Asheville

- Thanked Mr. Mance for presentation
- Spoke in support of Mance's recommendations to reduce traffic disparities between black and white motorists by APD
- Critically important for citizens and local governments to work together; common sense strategies
- Should release geographic locations of stops

Jackie Latek – Changing Together

- Everyone in room has same agenda: reduce poverty and violence
- Calls for unity tonight in order to reach those goals
- Heard a lot of disrespect towards Chief and Committee; disrespect creates barrier to bringing everyone together
- Recommends laying ground rules for communication during public comment time
- SPARC in close collaboration with Chief and APD, Housing and others to reduce violent crimes in community
- National recidivism rate is 62%; in Buncombe County is 15% since program began
- If need to blame someone, blame her; as service provider, there is more she can do to prevent crime and poverty
- If want to talk about solutions or share perspective, call her

The following individuals expressed their deep concerns over the January 24 incident in the Montford community: Michael Beech, Bella Jackson (via letter), Delores Venable, Sabrahniha Raven, Javelin Duncan, Jonathon Robert, Melissa Hyman, Michael Crennan, Angel, Calvin, Lauri Newman, Matt Shepard, Patrick Conant, Matilda Bliss

Sentiments expressed included, but were not limited to: anger, frustration, trauma, details of personal negative interaction with law enforcement personnel, that Officer Oza needs to be fired, that these were kids with a toy, and fear for soul of community

Carol Rogoff Hallstrom, North

- Has been member of CPAC for 5 ½ years, with three police chiefs
- Really do believe this Chief serious about efforts to look internally
- Important to work day by day to solve or resolve substantial challenges in community and department
- Thanked everyone for their interest in both the problems and solutions

Future Agenda Items

- Concerns and clarifications of implications of federal orders as it relates to immigration and policing
- Update on training on de-escalation policy

Adjourned: 6:30 p.m.

Next Meeting Date: March 1, 5:00 p.m., Grant Southside Center, 285 Livingston Street, 28801

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Thursday, February 09, 2017 3:28 PM
To: allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jlampkin@ashevillenc.gov; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; shanamcdowell@hotmail.com; rcco14@gmail.com
Subject: draft minutes, February 1 mtg
Attachments: draft Minutes_CPAC 2 1 17.pdf

Please see attached draft minutes. Reminder: please do not distribute until approved at the March meeting.

Thanks!

Janet

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*

**Citizens Police Advisory Committee
Meeting Minutes
Wednesday, February 1, 2017
DRAFT**

Present: Councilmember Keith Young, Chief Tammy Hooper, Chair Larry Holt, Debbie Applewhite, Allen Brailsford, Jayden Gurney, Allison Scott, Carol Rogoff Hallstrom, Cliff Joslin, Lt. Michael Lamb

Staff: Deputy Chief James Baumstark, John Maddux

Meeting: Called to order by Chair Holt at 5:02 p.m.

Approval of Minutes:

- January minutes were approved as presented.

APD & City Staff Update: Chief Tammy Hooper

- Showed video clip that has been circulating on social media of incident that occurred in the Montford community on January 30 and picture of bb gun
- Based on the recent gunfire and the fact that in this case APD was responding to a gun call, deployment of a rifle was not inappropriate under the circumstances.
- In process of thorough internal administrative review to determine if officers' actions were compliant with APD policies and procedures
- But bigger issue is gun violence
- Community problem, so should come together to address underlying issues of poverty, education and health care

Presentation: Ian Mance, Staff Attorney, Southern Coalition for Social Justice – APD Traffic Stop data

Suggestions to reduce traffic disparities between black and white motorists by APD

- Prohibit or formally de-prioritize regulatory and equipment-based traffic stops known to disproportionately affect black motorists
- Invoke mandatory written consent to search motorists, rather than verbal
- Conduct routine audits of officer stop and search data
- For more, see attached "Notes From Review of Asheville Police Department Traffic Stop Data / No Cost Policy Proposals"

New Business

2017 CPAC meeting schedule to include dates and locations of offsite meetings

- After discussion, Mr. Gurney motioned to adopt approve 2017, meeting schedule and location as proposed (see attached)
- Motion carried on a unanimous vote
- After discussion, Mr. Joslin motioned to keep the meeting time at 5:00 p.m.
- Motion carried on a unanimous vote
- Ms. Scott asked that schedule be posted on CPAC webpage; Ms. Hallstrom requested assistance from the City's Communications and Public Engagement department in getting the word out

Committee member regional concerns

North: Carol Rogoff Hallstrom

- Participated in women's march on January 21
- Extraordinary turnout
- Terrific support from Sgt. Lisa Taube, Sgt. Tammy Flanigan-Bryson and Councilmember Gwen Wisler, as impact on downtown was much greater than anticipated

South: Cliff Joslin

- Read email from South resident commending APD efforts in deterring nuisance crimes and crimes of opportunity in neighborhood, even though "low on the priority list"
- Also commended officers for working with kids and parents to educate them about resisting peer pressure and making wise choices in the future

East: Debbie Applewhite

- Commended Chief Hooper on her presentation to City Council January 24 – "bravo"

West: Allen Brailsford

- Continue to have issues with car B&Es, but appreciate that they are being worked on by APD on a constant basis

Downtown: Larry Holt

- Buskar experiment going well
- Lots of downtown residents support them
- Appreciate City working with buskars

Housing Authority: Jayden Gurney

- Usually quiet in winter, but not this year
- Echo sentiments of Chief; challenges to figure out as a community

At-Large: Allison Scott

- Incident video difficult to watch; didn't do justice to officers
- But seemed like antithesis of de-escalation
- Glad for details from Chief
- Not criticizing; has nothing but respect for officers
- Thanks to Chief for bringing up

Public Comment:

Missy Reed: Project Director for Changing Together at SPARC Foundation

- At Changing Together, working hard to reduce violence in our community
- Adult clients tell them they wish they had more support when they were young
- Want to work alongside anyone who is interested in change
- Goal at CT is to come together and work together with both community and law enforcement to insure peaceful community
- Want to participate in reciprocal accountability; at CT have done their best to create complete transparency b/c know that is where real change can happen
- Staff in attendance; always available to talk with anyone interested in working together on making our community safer

Dee Williams

- Thanks to Ian Mance, Code for Asheville, and members of the NAACP Racial Justice Committee

- police department cannot be used or be expected to "contain" the ill effects of systemic poverty, in Asheville which has been caused by destruction of homes, businesses, and capital which was caused by Urban Renew
- Urban Renewal in Asheville resulted in the largest "taking" of land area, of homes and businesses than any other city in North Carolina
- Asheville Housing Authority needs to be retrofitted to produce ____ more than merely warehousing poor people in Asheville

Patrick Conant – Code for Asheville

- Thanked Mr. Mance for presentation
- Spoke in support of Mance's recommendations to reduce traffic disparities between black and white motorists by APD
- Critically important for citizens and local governments to work together; common sense strategies
- Should release geographic locations of stops

Jackie Latek – Changing Together

- Everyone in room has same agenda: reduce poverty and violence
- Calls for unity tonight in order to reach those goals
- Heard a lot of disrespect towards Chief and Committee; disrespect creates barrier to bringing everyone together
- Recommends laying ground rules for communication during public comment time
- SPARC in close collaboration with Chief and APD, Housing and others to reduce violent crimes in community
- National recidivism rate is 62%; in Buncombe County is 15% since program began
- If need to blame someone, blame her; as service provider, there is more she can do to prevent crime and poverty
- If want to talk about solutions or share perspective, call her

The following individuals expressed their deep concerns over the January 24 incident in the Montford community: Michael Beech, Bella Jackson (via letter), Delores Venable, Sabrahniha Raven, Javelin Duncan, Jonathon Robert, Melissa Hyman, Michael Crennan, Angel, Calvin, Lauri Newman, Matt Shepard, Patrick Conant, Matilda Bliss

Sentiments expressed included, but were not limited to: anger, frustration, trauma, details of personal negative interaction with law enforcement personnel, that Officer Oza needs to be fired, that these were kids with a toy, and fear for soul of community

Carol Rogoff Hallstrom, North

- Has been member of CPAC for 5 ½ years, with three police chiefs
- Really do believe this Chief serious about efforts to look internally
- Important to work day by day to solve or resolve substantial challenges in community and department
- Thanked everyone for their interest in both the problems and solutions

Future Agenda Items

- Concerns and clarifications of implications of federal orders as it relates to immigration and policing
- Update on training on de-escalation policy

Adjourned: 6:30 p.m.

Next Meeting Date: March 1, 5:00 p.m., Grant Southside Center, 285 Livingston Street, 28801

Ben Farmer

From: Larry Holt <ldholtavl@gmail.com>
Sent: Thursday, February 09, 2017 10:48 AM
To: Janet Lampkin
Subject: Re: CPAC minutes

That worked great. Thanks! - Larry

On Thu, Feb 9, 2017 at 7:25 AM, Janet Lampkin <jlampkin@ashevillenc.gov> wrote:

Try this ..

Janet Lampkin

Office of the Chief of Police

City of Asheville

[828.259.5813](tel:828.259.5813)

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Thursday, February 09, 2017 10:26 AM
To: ldholtavl@gmail.com
Subject: CPAC minutes
Attachments: draft Minutes_CPAC 2 1 17.pdf

Try this ..

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*

**Citizens Police Advisory Committee
Meeting Minutes
Wednesday, February 1, 2017
DRAFT**

Present: Councilmember Keith Young, Chief Tammy Hooper, Chair Larry Holt, Debbie Applewhite, Allen Brailsford, Jayden Gurney, Allison Scott, Carol Rogoff Hallstrom, Cliff Joslin, Lt. Michael Lamb

Staff: Deputy Chief James Baumstark, John Maddux

Meeting: Called to order by Chair Holt at 5:02 p.m.

Approval of Minutes:

- January minutes were approved as presented.

APD & City Staff Update: Chief Tammy Hooper

- Showed video clip that has been circulating on social media of incident that occurred in the Montford community on January 30 and picture of bb gun
- Based on the recent gunfire and the fact that in this case APD was responding to a gun call, deployment of a rifle was not inappropriate under the circumstances.
- In process of thorough internal administrative review to determine if officers' actions were compliant with APD policies and procedures
- But bigger issue is gun violence
- Community problem, so should come together to address underlying issues of poverty, education and health care

Presentation: Ian Mance, Staff Attorney, Southern Coalition for Social Justice – APD Traffic Stop data

Suggestions to reduce traffic disparities between black and white motorists by APD

- Prohibit or formally de-prioritize regulatory and equipment-based traffic stops known to disproportionately affect black motorists
- Invoke mandatory written consent to search motorists, rather than verbal
- Conduct routine audits of officer stop and search data
- For more, see attached "Notes From Review of Asheville Police Department Traffic Stop Data / No Cost Policy Proposals"

New Business

2017 CPAC meeting schedule to include dates and locations of offsite meetings

- After discussion, Mr. Gurney motioned to adopt approve 2017, meeting schedule and location as proposed (see attached)
- Motion carried on a unanimous vote
- After discussion, Mr. Joslin motioned to keep the meeting time at 5:00 p.m.
- Motion carried on a unanimous vote
- Ms. Scott asked that schedule be posted on CPAC webpage; Ms. Hallstrom requested assistance from the City's Communications and Public Engagement department in getting the word out

Committee member regional concerns

North: Carol Rogoff Hallstrom

- Participated in women's march on January 21
- Extraordinary turnout
- Terrific support from Sgt. Lisa Taube, Sgt. Tammy Flanigan-Bryson and Councilmember Gwen Wisler, as impact on downtown was much greater than anticipated

South: Cliff Joslin

- Read email from South resident commending APD efforts in deterring nuisance crimes and crimes of opportunity in neighborhood, even though "low on the priority list"
- Also commended officers for working with kids and parents to educate them about resisting peer pressure and making wise choices in the future

East: Debbie Applewhite

- Commended Chief Hooper on her presentation to City Council January 24 – "bravo"

West: Allen Brailsford

- Continue to have issues with car B&Es, but appreciate that they are being worked on by APD on a constant basis

Downtown: Larry Holt

- Buskar experiment going well
- Lots of downtown residents support them
- Appreciate City working with buskars

Housing Authority: Jayden Gurney

- Usually quiet in winter, but not this year
- Echo sentiments of Chief; challenges to figure out as a community

At-Large: Allison Scott

- Incident video difficult to watch; didn't do justice to officers
- But seemed like antithesis of de-escalation
- Glad for details from Chief
- Not criticizing; has nothing but respect for officers
- Thanks to Chief for bringing up

Public Comment:

Missy Reed: Project Director for Changing Together at SPARC Foundation

- At Changing Together, working hard to reduce violence in our community
- Adult clients tell them they wish they had more support when they were young
- Want to work alongside anyone who is interested in change
- Goal at CT is to come together and work together with both community and law enforcement to insure peaceful community
- Want to participate in reciprocal accountability; at CT have done their best to create complete transparency b/c know that is where real change can happen
- Staff in attendance; always available to talk with anyone interested in working together on making our community safer

Dee Williams

- Thanks to Ian Mance, Code for Asheville, and members of the NAACP Racial Justice Committee

- police department cannot be used or be expected to "contain" the ill effects of systemic poverty, in Asheville which has been caused by destruction of homes, businesses, and capital which was caused by Urban Renew
- Urban Renewal in Asheville resulted in the largest "taking" of land area, of homes and businesses than any other city in North Carolina
- Asheville Housing Authority needs to be retrofitted to produce ____ more than merely warehousing poor people in Asheville

Patrick Conant – Code for Asheville

- Thanked Mr. Mance for presentation
- Spoke in support of Mance's recommendations to reduce traffic disparities between black and white motorists by APD
- Critically important for citizens and local governments to work together; common sense strategies
- Should release geographic locations of stops

Jackie Latek – Changing Together

- Everyone in room has same agenda: reduce poverty and violence
- Calls for unity tonight in order to reach those goals
- Heard a lot of disrespect towards Chief and Committee; disrespect creates barrier to bringing everyone together
- Recommends laying ground rules for communication during public comment time
- SPARC in close collaboration with Chief and APD, Housing and others to reduce violent crimes in community
- National recidivism rate is 62%; in Buncombe County is 15% since program began
- If need to blame someone, blame her; as service provider, there is more she can do to prevent crime and poverty
- If want to talk about solutions or share perspective, call her

The following individuals expressed their deep concerns over the January 24 incident in the Montford community: Michael Beech, Bella Jackson (via letter), Delores Venable, Sabrahniha Raven, Javelin Duncan, Jonathon Robert, Melissa Hyman, Michael Crennan, Angel, Calvin, Lauri Newman, Matt Shepard, Patrick Conant, Matilda Bliss

Sentiments expressed included, but were not limited to: anger, frustration, trauma, details of personal negative interaction with law enforcement personnel, that Officer Oza needs to be fired, that these were kids with a toy, and fear for soul of community

Carol Rogoff Hallstrom, North

- Has been member of CPAC for 5 ½ years, with three police chiefs
- Really do believe this Chief serious about efforts to look internally
- Important to work day by day to solve or resolve substantial challenges in community and department
- Thanked everyone for their interest in both the problems and solutions

Future Agenda Items

- Concerns and clarifications of implications of federal orders as it relates to immigration and policing
- Update on training on de-escalation policy

Adjourned: 6:30 p.m.

Next Meeting Date: March 1, 5:00 p.m., Grant Southside Center, 285 Livingston Street, 28801

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Wednesday, February 08, 2017 9:51 AM
To: ldholtavl@gmail.com
Subject: draft minutes
Attachments: draft Minutes_CPAC 2 1 17.docx

What do you think?

Thanks!

Janet

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*

**Citizens Police Advisory Committee
Meeting Minutes
Wednesday, February 1, 2017
DRAFT**

Present: Councilmember Keith Young, Chief Tammy Hooper, Chair Larry Holt, Debbie Applewhite, Allen Brailsford, Jayden Gurney, Allison Scott, Carol Rogoff Hallstrom, Cliff Joslin, Lt. Michael Lamb

Staff: Deputy Chief James Baumstark, John Maddux

Meeting: Called to order by Chair Holt at 5:02 p.m.

Approval of Minutes:

- January minutes were approved as presented.

APD & City Staff Update: Chief Tammy Hooper

- Showed video clip that has been circulating on social media of incident that occurred in the Montford community on January 30 and picture of bb gun
- Based on the recent gunfire and the fact that in this case APD was responding to a gun call, deployment of a rifle was not inappropriate under the circumstances.
- In process of thorough internal administrative review to determine if officers' actions were compliant with APD policies and procedures
- But bigger issue is gun violence
- Community problem, so should come together to address underlying issues of poverty, education and health care

Presentation: Ian Mance, Staff Attorney, Southern Coalition for Social Justice – APD Traffic Stop data

Suggestions to reduce traffic disparities between black and white motorists by APD

- Prohibit or formally de-prioritize regulatory and equipment-based traffic stops known to disproportionately affect black motorists
- Invoke mandatory written consent to search motorists, rather than verbal
- Conduct routine audits of officer stop and search data
- For more, see attached "Notes From Review of Asheville Police Department Traffic Stop Data / No Cost Policy Proposals"

New Business

2017 CPAC meeting schedule to include dates and locations of offsite meetings

- After discussion, Mr. Gurney motioned to adopt approve 2017, meeting schedule and location as proposed (see attached)
- Motion carried on a unanimous vote
- After discussion, Mr. Joslin motioned to keep the meeting time at 5:00 p.m.
- Motion carried on a unanimous vote
- Ms. Scott asked that schedule be posted on CPAC webpage; Ms. Hallstrom requested assistance from the City's Communications and Public Engagement department in getting the word out

Committee member regional concerns

North: Carol Rogoff Hallstrom

- Participated in women's march on January 21
- Extraordinary turnout
- Terrific support from Sgt. Lisa Taube, Sgt. Tammy Flanigan-Bryson and Councilmember Gwen Wisler, as impact on downtown was much greater than anticipated

South: Cliff Joslin

- Read email from South resident commending APD efforts in deterring nuisance crimes and crimes of opportunity in neighborhood, even though "low on the priority list"
- Also commended officers for working with kids and parents to educate them about resisting peer pressure and making wise choices in the future

East: Debbie Applewhite

- Commended Chief Hooper on her presentation to City Council January 24 – "bravo"

West: Allen Brailsford

- Continue to have issues with car B&Es, but appreciate that they are being worked on by APD on a constant basis

Downtown: Larry Holt

- Buskar experiment going well
- Lots of downtown residents support them
- Appreciate City working with buskars

Housing Authority: Jayden Gurney

- Usually quiet in winter, but not this year
- Echo sentiments of Chief; challenges to figure out as a community

At-Large: Allison Scott

- Incident video difficult to watch; didn't do justice to officers
- But seemed like antithesis of de-escalation
- Glad for details from Chief
- Not criticizing; has nothing but respect for officers
- Thanks to Chief for bringing up

Public Comment:

Missy Reed: Project Director for Changing Together at SPARC Foundation

- At Changing Together, working hard to reduce violence in our community
- Adult clients tell them they wish they had more support when they were young
- Want to work alongside anyone who is interested in change
- Goal at CT is to come together and work together with both community and law enforcement to insure peaceful community
- Want to participate in reciprocal accountability; at CT have done their best to create complete transparency b/c know that is where real change can happen
- Staff in attendance; always available to talk with anyone interested in working together on making our community safer

Dee Williams

- Thanks to Ian Mance, Code for Asheville, and members of the NAACP Racial Justice Committee

- police department cannot be used or be expected to "contain" the ill effects of systemic poverty, in Asheville which has been caused by destruction of homes, businesses, and capital which was caused by Urban Renew
- Urban Renewal in Asheville resulted in the largest "taking" of land area, of homes and businesses than any other city in North Carolina
- Asheville Housing Authority needs to be retrofitted to produce ____ more than merely warehousing poor people in Asheville

Patrick Conant – Code for Asheville

- Thanked Mr. Mance for presentation
- Spoke in support of Mance's recommendations to reduce traffic disparities between black and white motorists by APD
- Critically important for citizens and local governments to work together; common sense strategies
- Should release geographic locations of stops

Jackie Latek – Changing Together

- Everyone in room has same agenda: reduce poverty and violence
- Calls for unity tonight in order to reach those goals
- Heard a lot of disrespect towards Chief and Committee; disrespect creates barrier to bringing everyone together
- Recommends laying ground rules for communication during public comment time
- SPARC in close collaboration with Chief and APD, Housing and others to reduce violent crimes in community
- National recidivism rate is 62%; in Buncombe County is 15% since program began
- If need to blame someone, blame her; as service provider, there is more she can do to prevent crime and poverty
- If want to talk about solutions or share perspective, call her

The following individuals expressed their deep concerns over the January 24 incident in the Montford community: Michael Beech, Bella Jackson (via letter), Delores Venable, Sabrahniha Raven, Javelin Duncan, Jonathon Robert, Melissa Hyman, Michael Crennan, Angel, Calvin, Lauri Newman, Matt Shepard, Patrick Conant, Matilda Bliss

Sentiments expressed included, but were not limited to: anger, frustration, trauma, details of personal negative interaction with law enforcement personnel, that Officer Oza needs to be fired, that these were kids with a toy, and fear for soul of community

Carol Rogoff Hallstrom, North

- Has been member of CPAC for 5 ½ years, with three police chiefs
- Really do believe this Chief serious about efforts to look internally
- Important to work day by day to solve or resolve substantial challenges in community and department
- Thanked everyone for their interest in both the problems and solutions

Future Agenda Items

- Concerns and clarifications of implications of federal orders as it relates to immigration and policing
- Update on training on de-escalation policy

Adjourned: 6:30 p.m.

Next Meeting Date: March 1, 5:00 p.m., Grant Southside Center, 285 Livingston Street, 28801

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Tuesday, February 07, 2017 10:45 AM
To: ldholtavl@gmail.com
Subject: did get your voice mail ...

Thanks!

Will get draft minutes to you by middle of week ... waiting to hear back from Missy Reed and Jackie.



Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Friday, February 03, 2017 2:50 PM
To: shanamcdowell@hotmail.com
Cc: allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov; rcco14@gmail.com
Subject: RE: Committee requests from meeting last night
Attachments: Updated-Slide-Seven-v2.pdf

Our crime analyst updated the crime density map to and labeled all of the cluster areas that had 10 or more incidents. Let me know if you have any other questions,
Janet

From: SHANA MCDOWELL [mailto:shanamcdowell@hotmail.com]
Sent: Friday, February 03, 2017 3:34 AM
To: Janet Lampkin
Cc: Allen Brailsford; Allison Scott; Carol Rogoff Hallstrom; Cliff Joslin; Debbie Applewhite; Jayden Gurney; Keith Young; Larry Holt; Lt. Michael Lamb; Sir Charles Gardner
Subject: Re: Committee requests from meeting last night

Thank you for sending out this information, I have a few questions.

The information (hot spots) reflected in the crime report located on slide 7, what are the other large red locations, other than housing developments????

Sent from my iPhone

On Feb 2, 2017, at 3:40 PM, Janet Lampkin <jlampkin@ashevillenc.gov> wrote:

All,

I have updated the website page to reflect the 2017 meeting schedule adopted last night. I have also forwarded the information to Marsha Stickford, Neighborhood Coordinator with the City's Communication & Public Engagement department for her to distribute.

<http://www.ashevillenc.gov/Departments/CityClerk/BoardsCommissions/CitizensPoliceAdvisoryCommittee.aspx>

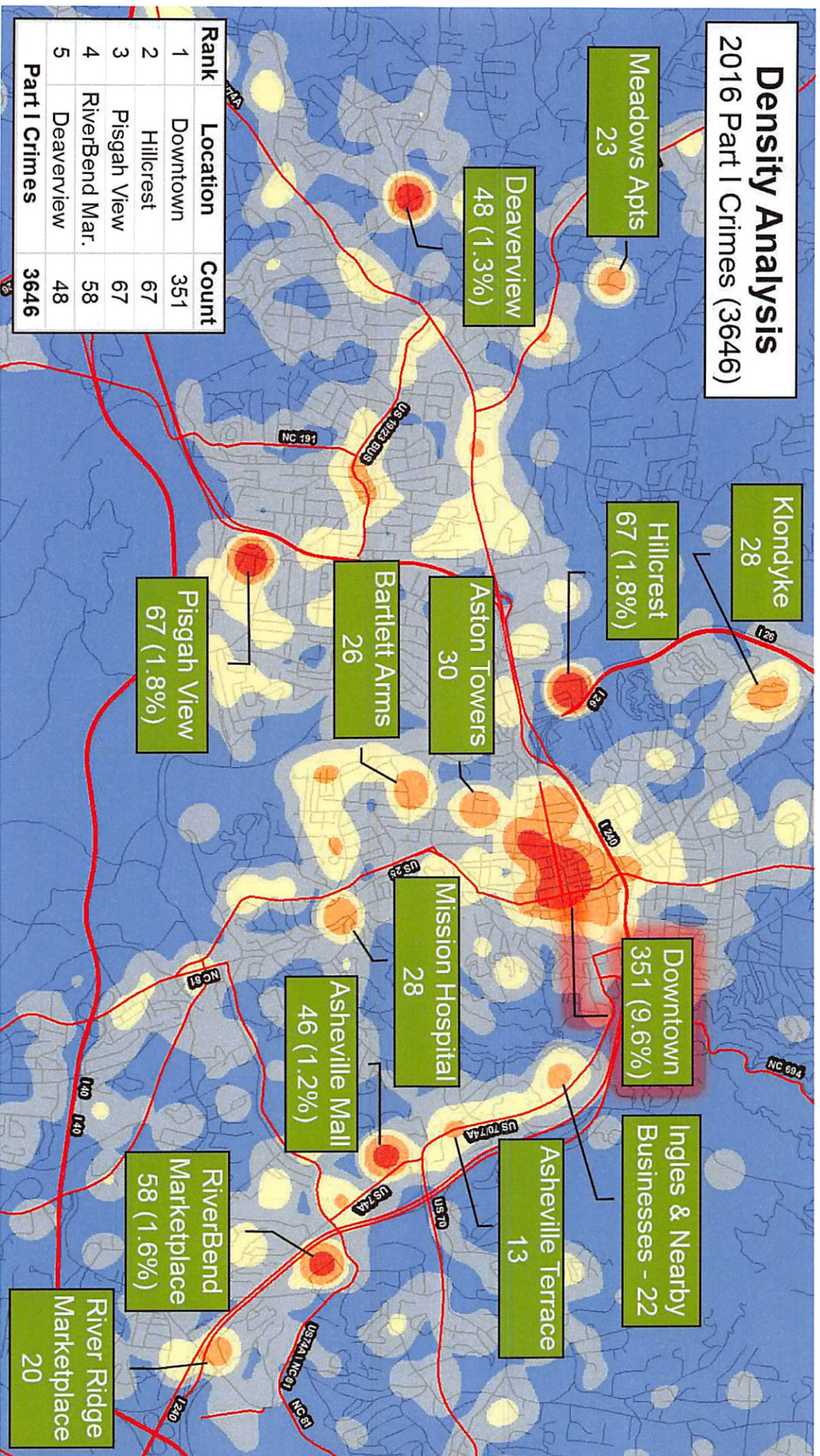
Also – please find attached the Chief's presentation at the January 24 City Council meeting.

Let me know if you need anything else,
Janet

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*

Density Analysis

2016 Part I Crimes (3646)



Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Friday, February 03, 2017 1:08 PM
To: allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jlampkin@ashevillenc.gov; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; shanamcdowell@hotmail.com; rcoa14@gmail.com
Subject: PRESS RELEASE - Spots Still Available for Spring Citizen's Police Academy

The Chief encourages anyone who hasn't already participated in the Citizen's Police Academy to apply.
Janet

FOR IMMEDIATE RELEASE

City of Asheville
Asheville Police Department

Spots Still Available for Spring Citizen's Police Academy

Asheville, NC (February 3, 2017): The Asheville Police Department is accepting applications for the Spring 2017 semester of the Citizen's Police Academy. Space is limited and spots are quickly being filled. The spring semester begins on Thursday, March 2nd. If you are interested in attending please fill out an [application](#) and return by mail, fax or email to:

City of Asheville Police Department
Citizens Police Academy Program
PO Box 7148
Asheville, NC 28802
Fax: (828) 251-4003
Email: kmcculloch@ashevillenc.gov

The Citizens Police Academy is a free course that teaches citizens about the philosophies, policies and guiding principles of law enforcement and the ethical conduct governing police services in the community. It gives citizens an appreciation for the problems and challenges facing law enforcement and also an opportunity to offer comments, ideas and solutions. The Academy is held twice a year (Fall/Spring) on Thursdays from 6:00 p.m. to 9:00 p.m. for fourteen consecutive weeks at the Municipal Building in downtown Asheville. The course consists of basic classroom, demonstrations and presentations on topics such as criminal investigation, use of force, departmental structure, specialty units and defensive tactics. Course participants are also given the opportunity to go on a ride-along with a patrol officer.

For more information on the academy please contact Officer Keith McCulloch at (828) 259-5834 or at kmcculloch@ashevillenc.gov.

###

For more information, please contact:
Christina Hallingse
Public Information Officer
Asheville Police Department
Office: (828) 259-5881
Cell: (828) 230-4471

Ben Farmer

From: jlampkin@ashevillenc.gov
Sent: Thursday, February 02, 2017 3:41 PM
To: allenbrailsford7@gmail.com; alliescott2256@gmail.com; crhesq@gmail.com; ctjoslin@charter.net; apple@exitrealtyvistas.com; jlampkin@ashevillenc.gov; jgurney@haca.org; KeithYoung@avlcouncil.com; ldholtavl@gmail.com; mlamb@ashevillenc.gov; shanamcdowell@hotmail.com; rcco14@gmail.com
Subject: Committee requests from meeting last night
Attachments: Asheville Police Department Update 2016 final.pdf

All,

I have updated the website page to reflect the 2017 meeting schedule adopted last night. I have also forwarded the information to Marsha Stickford, Neighborhood Coordinator with the City's Communication & Public Engagement department for her to distribute.

<http://www.ashevillenc.gov/Departments/CityClerk/BoardsCommissions/CitizensPoliceAdvisoryCommittee.aspx>

Also – please find attached the Chief's presentation at the January 24 City Council meeting.

Let me know if you need anything else,
Janet

*Janet Lampkin
Office of the Chief of Police
City of Asheville
828.259.5813*



ASHEVILLE POLICE DEPARTMENT

- Update on APD items of interest:
- Property and Evidence
 - Matrix Recommendations/ Multi-Year Work Plan
 - Recruitment Plan
 - 2016 Crime Trends
 - Community Policing/ Trust Building Efforts



ASHEVILLE POLICE DEPARTMENT

City Council Update
January 24, 2017



- Formulated through a collaborative internal process.
- Focus areas are strongly influenced by SOP and Matrix Report as well as ensuring alignment with the City Council's 2036 VISION.
- Maximizes the Police Department's ability to effectively manage resources, provide accountability, and adapt to change.
- A guiding document that is constantly reviewed, updated and aligned with our community's values.

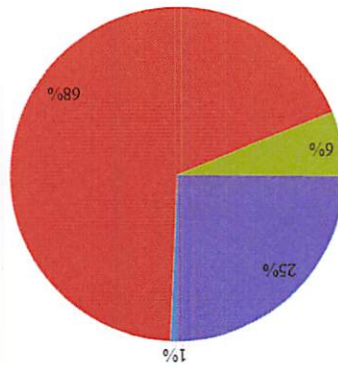
The APD Multi-Year Work Plan FY17-FY19:

Matrix Report recommendations were completed in July, 2016

MATRIX RECOMMENDATIONS/ MULTI-YEAR WORK PLAN



- Items Purged August 1, 2014 to June 30, 2015
- Items Purged July 1, 2015 to January 4, 2017
- Items Retained as of January 4, 2017
- Backlog Total Remaining to be Researched/Inventoryed



OLD ROOM - Backlog Items Breakdown

PROPERTY AND EVIDENCE

RECRUITMENT PLAN

- In 2016, the APD implemented a Recruitment Plan to guide in actively recruit, hire, train, and promote a qualified workforce that mirrors the community we serve.
- Out of 560 police officer applicants, 36 were hired (6.4%)
 - 26 were white males, 7 were white females and 3 were Latino males
- Attended more than 15 recruiting events in North Carolina, South Carolina and Tennessee
- Engaged community partners
- Advertised nationally among a network of minority outlets
- Maximize efforts to increase African American applicants and hires.

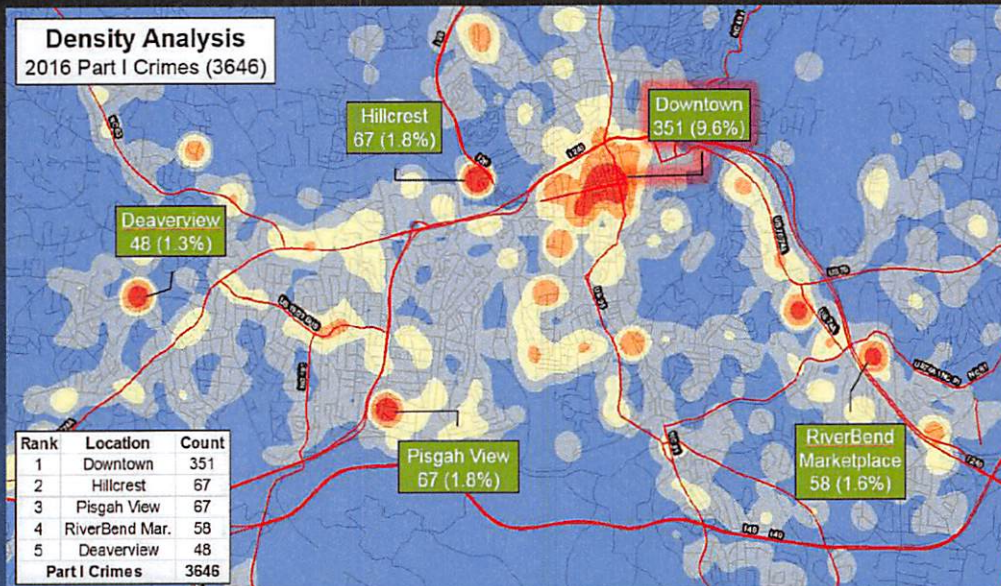


2016 CRIME TRENDS

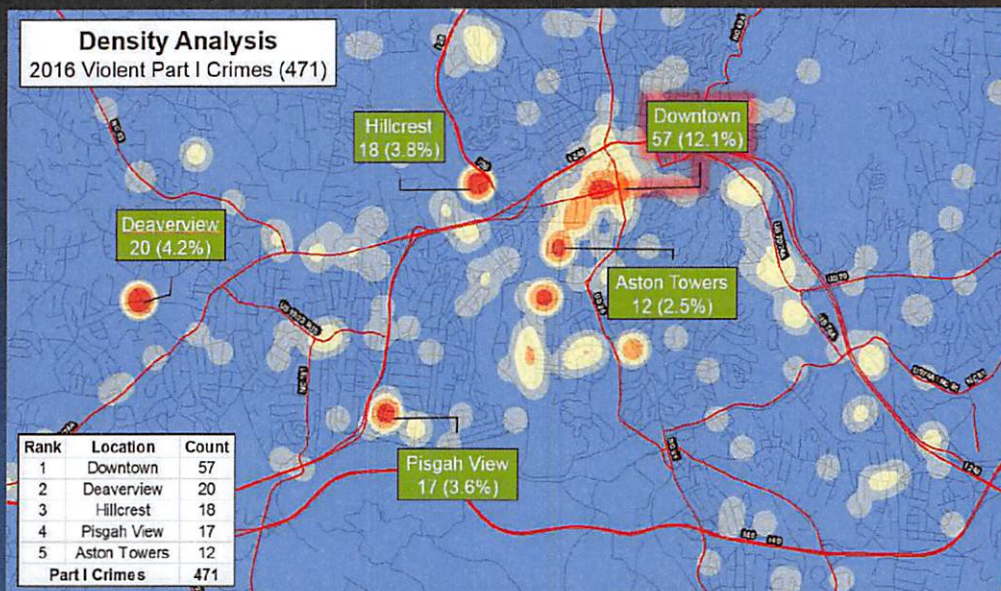
- Part 1 Crime in 2016 increased 1% compared to 2015
- Slight reduction in Property Crime
- Overall increase driven by Aggravated Assaults
- Domestic Related Agg Assaults increased by 33%
- Attributable to increased reporting consistent with changes in practices by LE and service providers, as well as advent of FJC.
- Non-Domestic Agg Assaults increased by 22%
- Significant increase in gun related crimes
- Both Domestic and Non-Domestic above 5 year averages



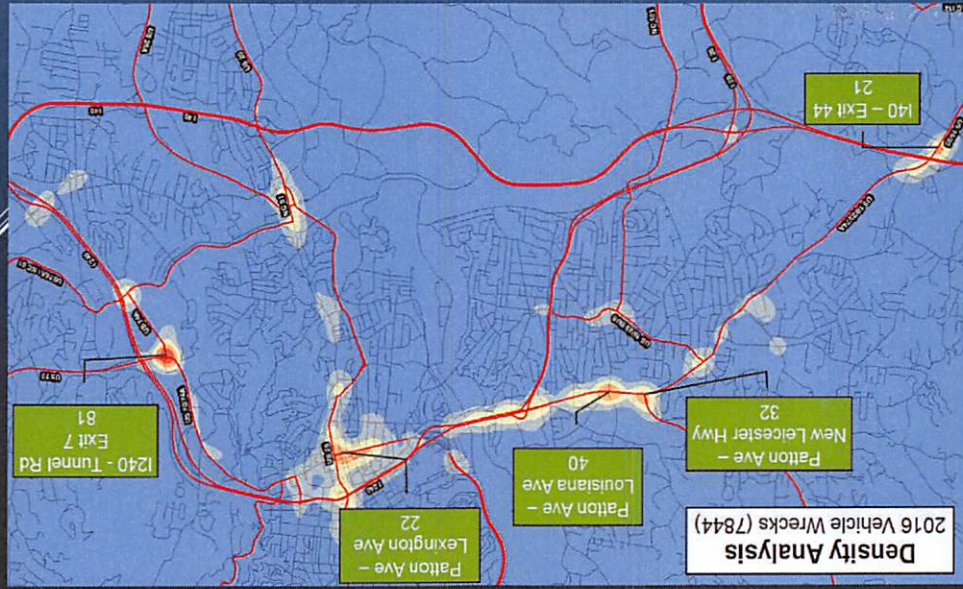
CRIME TRENDS 2016



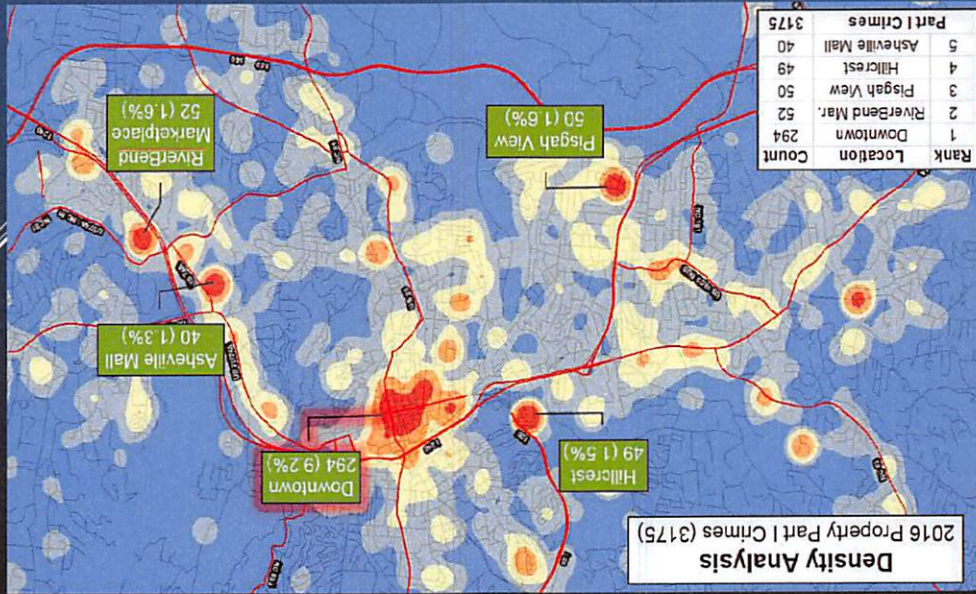
CRIME TRENDS 2016



TRAFFIC ACCIDENTS 2016



CRIME TRENDS 2016





COMMUNITY POLICING AND TRUST

Accountability, Credibility and Community Trust - APD has and will continue to implement programs, training and initiatives to promote accountability and strengthen relationships between the department and diverse communities.

- Body Worn Camera Program
- Use of Force Policy Revision
- Officer Training - CIT, ICAAT, REI
- Continued partnerships with community members and groups
- Working to mentor youth



2017 AND BEYOND

Complete inventory and purge of Property and Evidence room
Accomplish goals and objectives in the Multi-Year Plan
Increase recruiting efforts to hire, train, and promote a qualified workforce that mirrors the community we serve.
Partner with community to reduce crime and violence and improve quality-of-life through evidence based strategies.
Police in an equitable manner that reflects community values.
Enhance community policing and trust through programs, training and initiatives that promote accountability and strengthen relationships

