

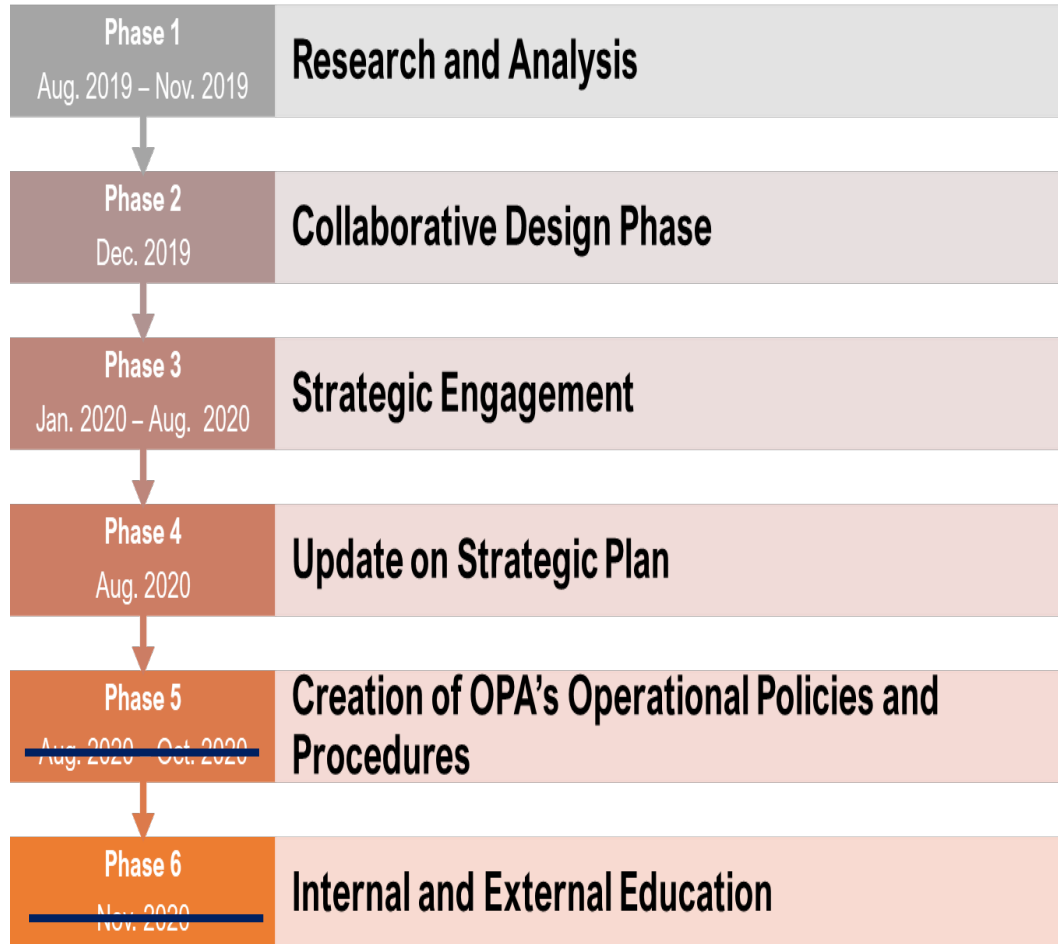


City of Grand Rapids Office of Oversight & Public Accountability



Public Safety Committee Update
September 29, 2020

Implementation



Next Steps



1. Recruit talented staff to help execute the mission of OPA by pursuing justice.
2. Create procedures to operationalize the strategies detailed in this plan.
 - a) Assess and implement programming based on current resources.
 - b) Create and publicly explain monitoring and investigatory procedures.
3. Redesign OPA's website to increase access to data and complaint tools.
4. Conduct internal and external education regarding the role and focus of OPA.
5. Report out on the progress of this plan on a semi-annual basis.

Let's Talk About It

**LET'S TALK ABOUT IT:
SOCIAL JUSTICE 2020**
Part One

PART 1 OF A SERIES OF DISCUSSIONS REGARDING SOCIAL JUSTICE, EQUITY, GUN VIOLENCE, AND THE NATIONAL MOVEMENT AROUND BLACK LIVES MATTER.


OUR PANELISTS

| | | |
|---|---|--|
|  Bernard "BunB" Freeman Hip Hop Artist/ Professor/Activist |  Mark Washington Grand Rapids City Manager |  Dr. Anthony Pinn Rice University Professor |
|---|---|--|

PREMIERING AT THE GRAND RAPIDS AFRICAN AMERICAN ART AND MUSIC FESTIVAL 2020
- SEPTEMBER 26, 2020 -
WITH FUTURE SHOWINGS VIA SOCIAL MEDIA

PANEL PRESENTED BY
THE CITY OF GRAND RAPIDS - OFFICE OF
OVERSIGHT AND PUBLIC ACCOUNTABILITY
P: (616) 456-4OPA
E: OPA@GRCITY.US


Brandon D. Davis, Esq.
Director of OPA

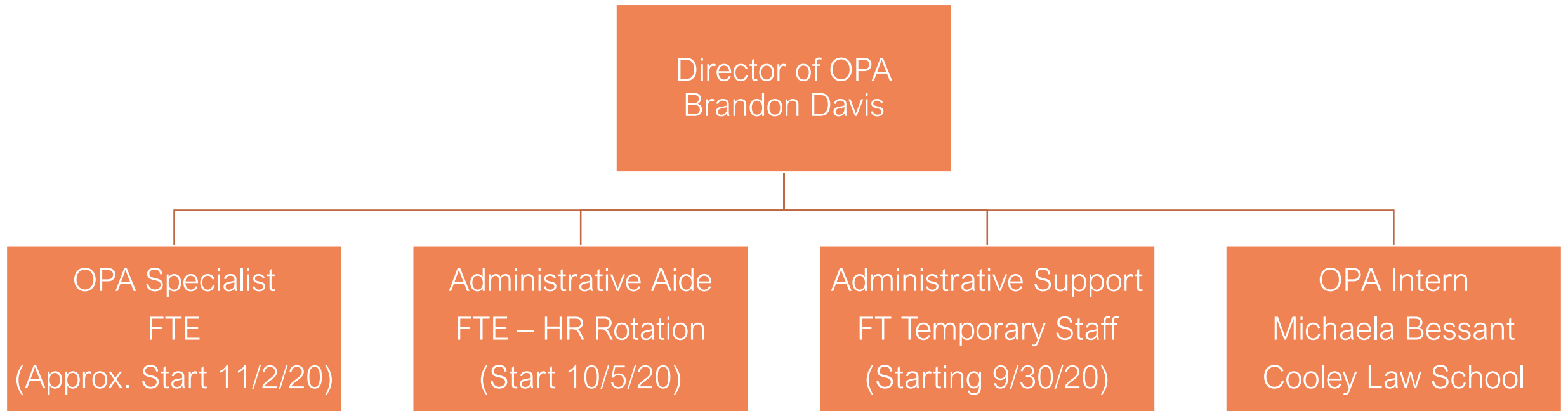
  

- “Let’s Talk About It” is the platform in which the City will facilitate a series of discussions regarding social justice, equity, gun violence, police reform and the national movement regarding Black Lives Matter.
- This effort aligns with the Empowerment and Engagement Section of OPA’s Strategic Plan and the Safe Community Section of the City’s Strategic Plan.
- This work will be done in partnership with OPA, the Office of Equity and Engagement and community.
- Let’s Talk About It: Social Justice 2020 Part One premiered September 26, 2020.
- Part 2 features Grand Rapidians and will be released in late October.
- Part One is available online at:
 - fb.com/oversightGR
 - grandrapidsmi.gov/OPA

Planned Programing Efforts

- Operation Fresh Start: Expungement Clinics
- I AM THE DREAM: Civil Rights Youth Academy
- City of Grand Rapids Law Day: An event to reflect on the role of law in the foundation of the country and to recognize its importance for society.
- ReGrow: Returning Citizen Reentry Program
- Talk About It: Public Safety/Community Mediation Program
- Big Ups!: Public Safety Commendation Program
- Trusted Voice: Safety and Accountability Ambassador Program
- Know Your Rights and Responsibilities: Community Education Campaign
- Racial Healing Circles: Facilitated community discussion regarding understanding the historic tension around public safety and race
- ASK! Social Justice Diversion Program: a program designed to reduce disparities and recidivism by allowing defendants charged with minor offenses the opportunity to earn a dismissal by taking responsibility for their actions and engage in personal and community service.
- Let's Talk About It: a program designed to navigate important discussions regarding social justice, equity, gun violence, police reform, and the national movement around Black Lives Matter.

OPA FY21 Staffing Plan



Additional Staffing Considerations: Partner with local colleges to provide Communications/Multimedia Externships and Project Management Externships.



Questions?



Introduction of Victim Services Coordinator and Behavior Specialist



Victim Services Coordinator

- Limited License Master of Social Work #6801103306
- Education:
 - Master of Science in Social Work- University of Louisville
 - Bachelor of Arts- Gender Studies and Spanish- Indiana University
- Previous Experience:
 - MIHP Social Worker at Clínica Santa Maria
 - Subject Matter Expert for the Kentucky Justice and Public Safety Cabinet
 - Advocacy Specialist at the Kentucky Association of Sexual Assault Programs
 - Crisis Intervention Advocate at the Center for Women and Families
- Currently employed through 3-year grant



Victim Services Coordinator- Job Duties

- Co-running volunteer Victim Advocate group
- Follow-up with victims of crime
- Collaboration with community groups to build networks of support for victims of crime
- Direct assistance:
 - Case management
 - Information and referral: victims' rights, education on CJ process, resources
 - Crisis intervention
 - Assistance with Crime Victim Compensation applications
 - Connection to investigators
- Training on trauma and trauma-informed victim response



Victim Services Coordinator- Overview of Services

- Outreach to victims by mail and phone
- Prioritizing Victims of These Crimes:
 - Homicide
 - Robbery
 - Aggravated assault
 - Arson
 - Burglary
- No requirement of case participation to access help



Victim Services Completed and Planned Projects

March 23rd-Present

- Set up Victim Services Unit
 - Created policies and procedures
 - Adapted data collection tool
 - Started work on sustainability plan
 - Developed relationship with Victim-Witness
 - Created outreach materials
- Completed roll-call presentations
- Started direct work with victims June 1, 2020

Future Projects

- Translation of materials
- Creation of a Victim Guide
- Psychoeducational groups
- Critical Incident Response
- Victims' rights information
- Program evaluation partnership with university
- Increased community presence



Behavioral Health Specialist

- Licensed Master Social Worker, Clinical #6801106776, (2014)
- Over 2,000 hours of supervised work experience to be eligible for licensure Clinical exam(s)
- Education
 - Masters in Social Work, 2010
 - Masters in Public Administration, 2010
 - Bachelors in Psychology, minors in substance abuse and gender studies, 2007
- Previous Experience:
 - Behavioral Health Clinician II, Orange County Health Care Agency/Orange County Sheriff Department
 - Clinical Social Worker II, CA Dept of Corrections and Rehabilitation
 - US Probation Officer



Behavioral Health Specialist- Job Duties

- Responsible for officer training and education on a variety of topics
 - Mental Health Awareness, Officer Wellness and Resiliency, Vicarious Trauma and Burn Out, Suicide Prevention and Awareness
 - Currently working on implicit bias training
- Providing brief, supportive therapy and serving as a liaison for additional mental health treatment through resource connection (EAP, private therapists, group counseling)
- Helping officers, dispatchers, forensics unit, non-sworn personnel, etc. with stress management
- Clinical consultant for peer support team and crisis negotiation team
- Trained in providing critical incident stress management debriefings and 1:1 support
- Ride-Alongs with officers
 - Critical aspect of this job for several reasons
- Collaborate with City Wellness Coordinator to bring additional wellness programming to the PD

Behavioral Health Specialist- 2020 and Future Planning



2020

- Developed training and education for department
- Creation of Mentor Program
- Ride-Alongs and Line-Ups
- Training and development with new officers
- Spouse and Family Summer Series
- Group debriefs
- Referrals from supervisors, friends/coworkers, and family members
- 1:1 Wellness Breaks for Dispatchers
- Ongoing training and opportunities to enhance my skill set and knowledge

2020/2021

- Continued training and education opportunities for the department
- Planning another family series for the spring with Peer Support
- Continue to embed into the department to establish trust and rapport (ride alongs, line-ups)
- Build relationship with community by working with Mental Health Liaison officer
- Continue partnership with City Wellness Coordinator for initiatives specific to officer wellness
 - Financial
 - Fitness and Nutrition



Questions?

SEPTEMBER IS NATIONAL PREPAREDNESS MONTH: ARE YOU READY?

Allison Farole, Emergency Management Administrator

City of Grand Rapids

afarole@grcity.us 616-456-3900

Emergencies Can Happen at Any Time

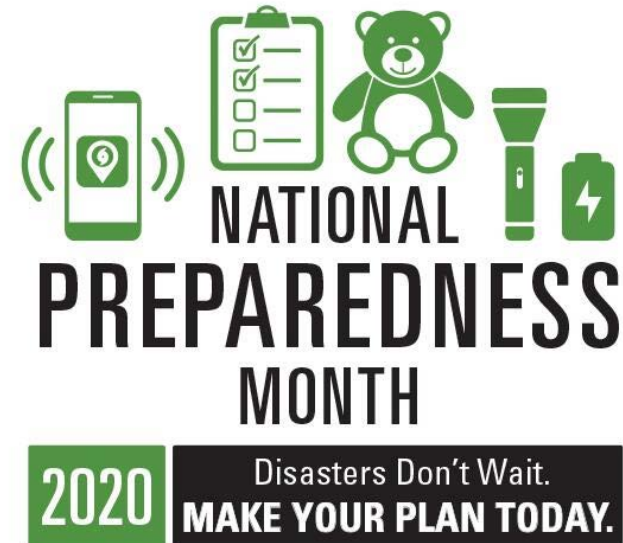
17



Steps to Take to Be Ready

18

- Know the hazards and how to protect yourself
- Create an emergency family and communications plan
- Build an emergency kit
- Get informed!



Actions to Protect Yourself

19

- Knowing what to do will help you respond quickly and safely. You must know:
 - Your space and available emergency resources
 - i.e. shelter for a tornado
 - Your emergency contacts
 - What your emergency plan says
 - Home, workspace, house of worship, etc.
 - How you'll hear about an emergency/disaster
 - What decisions you may have to make
 - How to shelter in place
 - How to get out/evacuate
 - How to get help
 - How to stay informed



Build an Emergency Kit

20

- Water
- Canned or packaged food (with manual can opener)
- Battery powered radio (with extra batteries)
- Flashlight
- First aid kit
- List of prescription medicine
- Toiletries
- Special supplies for kids, elders, disabled and pets
- [Video on building a kit](#)
- Visit www.ready.gov for a full list



Emergency Family & Communications Plan

21

- Family Emergency Plan
 - Evacuation locations
 - Rally locations
 - Important documents
- Communications Plan
 - List of important phone numbers
 - Out of state contact



Hearing About an Emergency

22

- Television & Radio
- Weather Radio
- Social Media
- Emergency Alert System
 - Email and text message
 - <https://www.grandrapidsmi.gov/Services/Grand-Rapids-Community-Alerts-Nixle>
- Alerted by a friend
- Witness the event



Deciding What To Do

23

- ❑ Gather information
- ❑ Watch and listen for instructions
 - ❑ Email – text message – phone calls – fire alarms – sirens – verbal announcements
- ❑ Follow instructions
- ❑ Use your best judgment
- ❑ Shelter in place or evacuate



Getting Help

24

- **For any emergency threatening life or property call 911**
 - Remain calm
 - Speak clearly
 - Listen to all instructions
 - Answer all questions completely
 - Stay on the line until you are told you may hang up
- **If 911 fails**
 - Call alternate emergency numbers
 - Go to your closest neighbor
 - Go to your closest police or fire station
 - Go to the closest hospital



Next Steps:

25

- Create a Family Emergency and Communications Plan
- Build an Emergency Kit
- Sign up for City of Grand Rapids Emergency Alert System
- Get informed!

