



CITY COUNCIL WORK SESSIONS AGENDA

**CRAB Reports - Police Community Relations/ Petition for Congress to Shut Down the 1033
Program
Community Center
15 Crescent Road, Room 201
Wednesday, November 13, 2019
8:00 PM**

Work Session Packet - *Agenda*

- *Introductions*
- *Council Discussion*
- *Questions and Answers*
- *Other Items*

Police Community Relations Report

[Police Community Relations Report #2018-1.pdf](#)

[Excerpt from RM160711 Minutes.pdf](#)

Petition for Congress to Shut Down the 1033 Program

[CRAB Report #2019-2 - Petition for Congress to Shut Down the 1033 Program.pdf](#)

[E. Gaines Petition.pdf](#)

City Council Work Sessions Agenda Item Report

Meeting Date: November 13, 2019

Submitted by: Shaniya Lashley-Mullen

Submitting Department: Administration

Item Type: Work Session Item

Agenda Section:

Subject:

Police Community Relations Report

Suggested Action:

Attachments:

[Police Community Relations Report #2018-1.pdf](#)

[Excerpt from RM160711 Minutes.pdf](#)

**COMMUNITY RELATIONS ADVISORY BOARD (CRAB)
REPORT TO CITY COUNCIL**

SUBJECT: Council Referral – Police and Community Relations

BACKGROUND: At the Regular Meeting on July 11, 2016, Council referred this matter to CRAB. Specifically, Council's charge to CRAB was to establish police and community dialogue in light of recent national demonstrations regarding police incidents and the Dallas sniper attack on Police Officers.

DISCUSSION: CRAB considered and discussed this referral at meetings on:

- August 11, 2016
- September 8, 2016
- September 22, 2016
- October 3, 2016
- October 18, 2016
- November 1, 2016
- November 17, 2016

Members of the public and the Greenbelt Police Department attended/participated in these planning meetings. In addition, CRAB is grateful for the input from the Greenbelt Racial Equity Alliance (GREAA) and other engaged citizens in the development of these forums.

After completing the planning process, CRAB decided to hold four forums – one in each section of Greenbelt and one specifically for youth. There was also an opportunity to provide anonymous input online. CRAB identified outside facilitators from the University of Maryland to conduct the forums, Dr. Kris Marsh (who facilitated the first forum) and Dr. Rashawn Ray (who facilitated the remainder of the forums). Working with the facilitators and others, CRAB identified a format for the forums and conducted targeted, and broad, publicity and outreach. These forums were held with the intent of gathering community input and hearing directly from citizens of all ages, as well as members of the police force, about the positive and negative perceptions and interactions between the community and the Greenbelt police.

From the outset, CRAB was in agreement that the forums are the start of a community-wide conversation that could serve as an opportunity to foster ongoing dialog throughout the city and community.

ACTION: CRAB took action by designing and holding the following forums:

- November 29, 2016 at Springhill Lake Elementary School

- May 23, 2017 at the Greenbriar Community Building
- June 13, 2017 at the Greenbelt Community Center
- November 21, 2017 at Eleanor Roosevelt High School

Summaries of each forum are attached to this report. A brief survey was made available on the City website to receive comments from the public who could not attend the forums or preferred to remain anonymous. A printout of these comments is also attached.

RECOMENDATION: CRAB was satisfied with the level of public attendance during these forums in light of the fact that this was a new format and opportunity for the City to come together in this way. Public comments were presented respectfully, and public participation in subsequent small groups was cooperative and rewarding. CRAB was also pleased with attendance by police staff and the cooperative, informative responses to public questions and comments. The Board was particularly gratified by Acting Chief Kemp's efforts to find common ground and present departmental policies. His full and open cooperation was crucial to the dialogue and results. CRAB-recognizes that this is just one step toward an enhanced relationship between the police and the community, and recommends continued opportunities for the public to feel comfortable in sharing their stories.

Following these forums, and upon further deliberation and discussion, CRAB recommends the following steps be taken by the City to continue the dialogue and continue building trust between the community and the Police Department:

- Continue at-least annual (1/year) Police/Community Forums to have stakeholders gather on a regular basis. The sessions do not have to be formally-facilitated but could be informal (e.g. potluck, athletic event, etc.). CRAB will be responsible for coordinating the sessions. This ensures that the Police and the community have an opportunity to meet regularly. In the execution of the forums, CRAB will:
 - Continue to rotate the location of the forums throughout the multiple sections of Greenbelt.
 - Institute a standing annual Police/Community Forum at Eleanor Roosevelt High School (similar to the forum held November 21, 2017) for high school students. The session held during the school day, during the week of Thanksgiving allowed for full participation by members of the student body identified as appropriate by the school.
- Require the Greenbelt Police Department to publicize information about the Department's efforts in the News Review and regularly on the City website and other online platforms, including:
 - Implicit Bias Training
 - Meetings with the Deaf community

- Police complaint procedure
- Establish a standing citizen-member review panel to consider police concerns and complaints. CRAB recognizes that there are existing processes in place within the police department and the City Manager's Office for investigating complaints about police activity. However, those processes can be perceived as somewhat rigid and closed, and can leave the complainant with misunderstandings and lack of ultimate resolution. Our hope is that an independent panel of fellow citizens can help to resolve misunderstandings before the process begins and help shape the issues if an initial resolution is not forthcoming.

Prince Georges County and Baltimore City (e.g. Civilian Review Board) have similar groups that can serve as models. The proposed format would be for a citizen to file a notice, verbal or written seeking panel review of a matter. The panel would listen to the citizen's concern or complaint, then seek a response or explanation from a member of the police leadership or a representative of the City Manager's Office. –After discussion, if the complainant is still not satisfied, the panel would forward the matter to the City Manager as a formal complaint, as they feel it is appropriate. The complainant, of course, retains the right to file a complaint directly themselves after this process or to forego the panel's consideration altogether.

- Membership should include representatives from each section of the City.
- The Panel does not take away from existing authorities of the City Manager and others but seeks to lift the burden off the Police Chief, City Manager, and Council by serving as an opportunity for complainants to air concerns prior to formal decisions.
- Expand the Police Blotter to include positive Police activities which occurred in the past week.
- Have the Police Public Information Officer (PIO) or a member of command staff regularly attend City Council meetings to talk about current activities and accomplishments.

Respectfully Submitted,

Rick Ransom, Chair
Community Relations Advisory Board

Police Community Relations Forum

NOVEMBER 29, 2016 / 7:00 PM / SPRINGHILL LAKE ELEMENTARY SCHOOL

Attendees

CRAB, Acting Chief Kemp, Captain Moreland, Lieutenant Pracht, Sergeant Sagan, MPO Torres, PFC Fernandez, George Mathews, Dana Hill, David Moran, and Council Members--Mayor Jordan, Mayor Pro Tem Davis, Silke Pope, Ed Putens, and Konrad Herling

Moderator - Dr. Kris Marsh, Associate Professor of Sociology at the University of Maryland

Agenda

1. Members of the community had an opportunity to let their voices be heard.
2. The audience broke into small groups to discuss issues between the community and the police in Greenbelt. Groups were also tasked with coming up with solutions.
3. The police department addressed the concerns of community members.

Notes

- **Carolyn Davis** expressed concerns with police not announcing who they are when they knock on the doors of citizens. She asked if police are allowed to go into homes without announcing who they are looking for.
- **Lois Rosado** further elaborated on the concern that was raised by Davis. Rosado noted that officers knocked on the door of a citizen at 3AM and a young male was pulled out of his home in his underwear. According to Ms. Rosado, the young man's mother asked officers what they were doing and Sergeant Dewey informed them that "this is a black community [and] you have to expect that kind of thing." Rosado noted that there needs to be an understanding of procedures and that officers need to show respect.
- **Alejandra (did not get last name)** informed the group that she is from Mexico and that race does not matter. She asked members of the community to open their hearts and minds. She stated that she "feel[s] segregated here." She asked the community to help her and explained that it is hard for her to form relationships here. Alejandra stated that she can be a liaison to communicate with others and to prevent problems with the police. She stated that the community needs to be strengthened first and that stereotyping all Mexicans as illegals is problematic.

- **Peggy Higgins** discussed an incident that involved her son having a fender bender. Her son ended up with five tickets and his car was towed. He did not know he could go to court and Higgins was concerned that her son was ticketed in excess because he is black. She asked for an explanation on why her son's car was towed if she was able to drive it away. She was told that the police have a contract with the tow truck company. Higgins asked officers to think about the costs before a tow truck is called.
- **Michael Hartman** spoke about two people that died as a result of police encounters--not in Greenbelt. One of the people was deaf and the other person had Down Syndrome. Hartman stated that he thinks it is important for officers to learn rudimentary sign language and to address training for people with disabilities.
- **Colin Byrd** mentioned that he had an encounter with Sergeant Dewey and that it was disrespectful. He stated that he wants officers to listen and take complaints seriously. After his incident with Dewey and another officer, he filed a complaint and was told "the officers were great officers." He asked that police acknowledge that there are problems and to acknowledge how police go about policing the community. Make sure people are not marginalized. Byrd challenged officers to think about who they are and what values they adopt. It is one thing to think you are diverse, but also think about how others perceive you. Focus on strengthening bonds of the community and the police department. Byrd suggested that officers do things that generate positive interactions with the community.
- **Unnamed Resident** raised concerns about police spending more time at target practice than diversity training. She also has concerns about crime and kids in Greenbelt. There was a recent discussion online where people were referred to as "hooligans" and she found that offensive.
- **Denise Knight** stated that she works in Franklin Park and she works with the police department directly. She said that crime has decreased 50% and that officers have done a lot of good work. They are a testament to community policing. She asked what the community can do to get more partnerships. Knight also raised concerns about the youth. She would like to see initiatives to bridge the gap and to get to know the community. She asked what the community can look forward to from Greenbelt and noted that the police have the team and expertise to get it done.
- **Reverend Raysor** noted that all of his interactions with police have been good. He stated that he has had issues in his building with a tenant, but people worked together to resolve the issue. Raysor stated that a lot of residents who chose not to attend the forum believe that things won't change and that it's not because of the police--it's Greenbelt. Greenbelt is segregated and you are treated differently depending on where you live. It's a caste system. The police reflect the attitudes of the community. The community has to change before the police can change.

Issues

1. The culture of Greenbelt translating to the actions of officers.
2. Crime in Franklin Park.
3. Security guards are not seen as authority.
4. Kids smoking and selling weed.
5. More traffic stops of Blacks and Hispanics.
6. Police officers aren't friendly.
7. People of color are treated differently.
8. Greenbelt is known for stopping and frisking.
9. The police department does not reflect the regional demographic.
10. There are concerns of how Muslims and Latinos are treated.
11. Escalating gun crime.
12. Dealing with people with disabilities and mental health issues. The community wants to feel that no one is going to die
13. Concerns were raised about de-escalation training.

Possible Solutions

1. Greenbelt citizens should not be labeled or stereotyped by officers or citizens.
2. Let people know what training the department is going through.
3. Have officers volunteer at Greenbelt community organizations.
4. Review procedures at the micro-level.
5. Implicit bias training.
6. Review the new agenda for black lives and look at other communities to see what they are doing.
7. Non-enforcement interactions with the community.
8. Have police seek psychological help.

Police Response

Acting Chief Kemp addressed the audience

- Dana Hill attends the community meetings to document what takes place.
- Kemp would like the community to feel comfortable with addressing him on a first-name basis. We are here to listen.
- The police department encourages these types of meetings.
- Undocumented immigrant sweeps will not take place.

- Members of the department attended the 21st Century Policing forum at the White House, which addressed implicit bias. We will apply that knowledge to the work that we do.
- The department takes extensive training. Work will be done to get training posted on FaceBook. One of the department's goals is to address communication. Social media will be used more often.
 - Training that addresses the deaf community and people with intellectual disabilities is done in the spring and fall.
- Kemp and Command Staff knew of all three incidents that were discussed tonight. In reference to the young male that was pulled out of his home, officers were there because juveniles stated that the suspect was there. Kemp, Moreland, and Chief Craze met with the young man, his mother, and his younger brother after the incident occurred. Kemp is glad they all came out of the meeting on the same page.
- Kemp teaches a diverse group of students at PG Community College. Young people are owed a lot. A plan is in the works to get to get big screens and pizza for the police and the community to come together. So much can be accomplished this way.
- Concerns about identity and value were heard. All of it is doable.
- Ms. Higgins spoke about an unlicensed driver in an accident and adding another vehicle to the mix. There is a procedure for officers to be informative about court. We can improve. For officers these encounters are mundane, but for citizens they are life-changing. Kemp noted that sensitivity will be reinforced.
- The department would like to participate in more meet and greets.
- Officers do not have a quota to meet when it comes to arrests. Officers are not urged to generate funds for the city. There are performance standards.
 - Kemp is working to implement a community contact component to the standards. Officers would be required to get out of their cars for at least 30 minutes a day to interact with people.
 - Nothing will compromise enforcement and keeping the community safe.
- There is a Ride-Along Program. Residents were encouraged to submit applications. Kemp also mentioned an upcoming Explorers Program.
 - The Explorers Program will target youth between the ages of 14 to 20.
 - The program will be advertised in the spring.
- Kemp discussed the April 18th incident that involved a gentleman in Franklin Park firing indiscriminately. He noted that officers took the position of protectors.
- Kemp closed by reiterating that officers are here to listen. He stated that he wants to "own it" if the department is doing anything wrong and informed the group that "we have work to do."

Police Community Relations Forum # 2

MAY 23, 2017 / 7:00 PM / GREENBRIAR TERRACE ROOM

Attendees

CRAB, Nicole Ard (City Manager), David Moran (Assistant City Manager) Acting Chief Kemp, Lieutenant Pracht, Lieutenant Sagan, Sergeant White, MPO Lowndes, Dana Hill, and Council Members--Mayor Pro Tem Judith Davis, Silke Pope, and Ed Putens

Moderator Dr. Rashawn Ray, Associate Professor of Sociology at the University of Maryland

Agenda

1. CRAB member Rick Ransom opened the meeting and introduced other members of CRAB.
2. The Community Pledge was read.
3. A listening session was held for officers to address questions from community members.
4. Attendees separated into small groups to discuss the following topics (each group had one officer):
 - Describe an unsung hero moment--police and citizen.
 - Has something happened to you or been said to you by the police that you wondered why it was said or done?
 - Do you have a question for the police? For the community?
5. Attendees shared with the larger group what was discussed in the smaller groups.

Notes

- **Mayor Pro Tem Davis** noted that the event was hosted by CRAB and explained that council was there to show support. She added that council planned to observe what was taking place for the evening.
- **Dr. Rashawn Ray** highlighted a few points:
 - He is currently conducting research in PG County about the interaction between communities and police. During his research, he is interviewing residents and officers of the county.
 - Confidence in the news is generally low--it's always been low.
 - Optics matter. What people see and hear becomes reality.

- Sometimes citizens are unclear about who they are interacting with. They confuse PGPD with GPD.
- Community members suggested hanging flyers at the Roosevelt Center, the Aquatics and Fitness Center, Springhill Lake Recreation Center, and ERHS for the upcoming open house for the Explorers Program.

Questions From the Community

1. Is there a problem with the community and the police department? Is it documented?
2. What is the vote of no confidence about?
3. How can the relationship between the police and the pockets of the community (outside of historic Greenbelt) become stronger?
4. Is there a general level of Spanish proficiency that officers have to meet? There is a language barrier issue in Franklin Park and a difficulty of some residents to report incidents.
5. At the last forum a woman created a detailed illustration of the event. Can CRAB make copies of that?
6. What brings crime to different areas? There is difference in crime in the different parts of town.
7. Concerns were raised about the police force not matching the demographic of Greenbelt. Are there any plans in place for hiring?

Police Response

1. Because the vote of no confidence was towards Acting Chief Kemp, it is difficult for him to address it.
2. Much of the community supports the police and there are even banners around the city that show that support. At the same time, Kemp acknowledged that the department still has to work hard to break down barriers.
3. Greenbelt is one of the first police departments in the country to have a private/public partnership in place where an officer is assigned to a neighborhood.
4. The department has Spanish-speaking officers and officers that have computer programs to help with Spanish barriers. Additionally, officers have a pocket guide.
5. Recently there was a meet and greet at Franklin Park and the department selected this area because we recognize concerns. It was an opportunity to let residents see officers in elements that are not punitive.
6. The disparity in crime appears to be a matter of social equity.
7. Staffing is at an unprecedented low.
 - a. Council is offering financial rewards for police officer referrals, there is a generous take-home car policy, retired officers are helping with background investigations, and an Explorers Program is being started. The open house for the Explorers Program is Friday, June 2nd.
 - b. The initial physical agility requirement for EPOs has been waived to hire officers faster. It takes a significant amount of time to hire a new officer.

- c. Departments nationwide are fighting for the best people. Policing is not as popular as it used to be. Less people want to do the job.
- 8. The department aggressively attempts to recruit officers of different ethnicities. Mary Johnson is targeting specific areas for recruitment.

Group Session Summary

1. People have a hard time remembering positive things and it matters how we define "unsung hero." Police officers are bad marketers. They don't like to brag about all of the good things that they do.
2. Officers want citizens to know that they come to a scene for a reason. Sometimes they want to say why they are on the scene, but they have to clear it to keep everyone safe.
3. We all have different experiences and there is something about sitting in a group that helps people think about things in a different way.
4. Coffee with a Cop and citizens academies are different ways to have dialogue with the police.
5. Attendees should commit to bringing someone to the next meeting.
6. In any career, there is always an outlier who gives the job a bad name. We are humans. We make mistakes.

Police Community Relations Forum #3

June 13, 2017 / 7:00 PM / Greenbelt Community Center

Attendees

CRAB, Nicole Ard (City Manager), David Moran, Acting Chief Kemp, Captain Moreland, Lieutenant Pracht, Lieutenant Sagan, Sergeant White, Sergeant Dewey, MPO Lowndes, MPO Penn, George Mathews, Dana Hill, and Council Members--Mayor Pro Tem Judith Davis, Konrad Herling, Silke Pope, and Ed Putens

Moderator Dr. Rashawn Ray, Associate Professor of Sociology at the University of Maryland

Agenda

1. CRAB member Rick Ransom opened the meeting and introduced other members of CRAB.
2. The Community Pledge was read.
3. A listening session was held for officers to address questions from community members.
4. Attendees separated into small groups to discuss the following topics (each group had one officer):
 - Describe an unsung hero moment--police and citizen.
 - Has something happened to you or been said to you by the police that you wondered why it was said or done?
 - Do you have a question for the police? For the community?
5. Attendees shared with the larger group what was discussed in the smaller groups.

Notes

- **Dr. Rashawn Ray** highlighted a few points:
 - He is working on a large project with county police and residents that examines police and community relations. He is finding that a lot of things involve optics--what people perceive. The project will be ongoing for the next couple of years.
 - Greenbelt is trying to get ahead of this and this is an effort to make sure that the community is on speaking terms with the police.
 - Body-worn cameras have bipartisan support. Both parties believe the cameras will create more transparency.
 - De-escalation is a big topic that is covered by police departments and there are different scales that are employed for certain situations.
 - Campaign Zero is a good resource to learn more about de-escalation training.

- Crime is highest among youth during 3:00pm and 6:00pm.
 - Youth might feel marginalized.
 - There has been a shift with how youth interact with adults.
 - Youth need (1) positive mentorship, (2) mentorship that values education, (3) visible mentors, and (4) accessible mentors.
 - Younger youth emulate older youth.
 - Crime increases when youth don't have anyone to emulate.
- In every profession there are employees that don't know how to communicate with people. Some officers can and others can't talk to people.
- Officers often meet people on their worst day.
- Different groups claim space in a community at different times of the day. There are ways that different groups of people can share that space.

Questions/Comments From the Community

1. In hiring, can we make sure veterans don't have PTSD? Officers should understand they are cops and not warriors.
 - a. A community member explained an incident where two officers arrived on a scene and one of the officers was a veteran. The veteran practiced restraint and did not shoot. The citizen noted that you can't make general statements about all veterans.
 - b. Another community member added that rules of engagement are stricter in the military and that veterans are under a stronger discipline than the police.
2. A resident, Paul, stated that he and his wife are being terrorized by youth in the area. The kids have been stealing his property and have kicked in the doors on his vehicle. The kids are even walking up to his yard. The couple lives on Westway and his wife is afraid to leave the house. A lot of this is going on in Old Greenbelt and people are not in a good place right now. Someone tried to kick in a door on Lakeside at 11:00 at night. Paul noted that he knows police are taxed, but just cruising won't do. He has been to the police station and has asked for an unmarked vehicle to come to the area, but was told that there were no marked vehicles available. He requested to talk to the police about defending himself.
3. Are police receiving training on de-escalation?
4. A lot of the incidents in the News Review are a result of people passing through. What is the percentage of non-Greenbelt residents that perpetrate the area?
5. Waving at students and stopping for people in the crosswalk builds positive interactions.
6. It would be good if officers could get credit on the clock to participate in community activities.
7. Does the police force reflect the ethnic makeup of the city?

Police Response

1. The state of Maryland has strict standards for hiring, which includes a psychological exam. Applicants go through a strenuous background process before being hired.
2. Acting Chief Kemp explained that the department needed to hear Paul's story. He informed him that what he is dealing with is unacceptable in any part of the city and the police are here to gather information. He stated that he looks forward to working with Paul in a balanced way.
3. Officers are receiving de-escalation training. Additionally, all training that officers have received in the last three years is on our website. Out of the thousands of contacts that officers have with citizens, very few incidents involve use of force. Officers are trained to use Verbal Judo.
4. Discipline happens in-house, but it doesn't necessarily make it to the public.
5. The police recently had a meet and greet at Franklin Park.
6. The department is working to rearrange performance standards to give a quantitative value to officer interaction with the community. As officers have more free time, we will have face time.
7. Greenbelt experiences a significant amount of transient crime.
8. We target our recruitment to obtain the best candidates. We are reaching out to certain minority groups, but it is hard to say we want to hire particular groups. Influx is low. We are not where we want to be, but we are making progress.

Group Session Summary

1. There is a thin line between hero and enemy. Because of collective memories, it is easier to think of negative things about police.
2. Citizens want to know about accountability. We hear about bad apples. Overall, people are held accountable.
3. When citizens see 4-5 vehicles pulled over for one vehicle concerns are raised. We don't know what is going on because we don't have all the information. Citizen academies were recommended.
4. Forums help a lot. These build relationships and, over time, you'll remember people in this room.
5. When it seems officers are asking stupid questions, answer. Officers ask questions for very specific reasons and answering the questions can help. Citizens have the right to feel upset and there are interactional norms that can be improved.
6. When manpower increases, officers will be on bikes.
7. Agencies are having a problem hiring nationwide. A community member suggested bringing officers in from the outside when there is an opening for a promotion so that the department can get a diverse applicant pool.

Police Community Relations Forum for Youth

November 21, 2017 / 1:45 PM / Eleanor Roosevelt High School Auditorium

Attendees

Officer Rodriguez, MPO Aguilar, MPO Lowndes, Corporal Bladzinski, Sergeant White, Sergeant Lee, Sergeant Lauer, Lieutenant Pracht, Acting Chief Kemp, and Members of CRAB and the University of Maryland (UMD)

Moderator Dr. Rashawn Ray, Associate Professor of Sociology at the University of Maryland

- Rick Ranson from CRAB and Dr. Ray explained that there has been a goal to have a discussion between the community and police officers. Greenbelt Police, CRAB, and University of Maryland (Lab for Applied Social Science Research) has come together to carry out the goal.

Agenda

1. Scenario videos will be shown to the audience and the group will break out into smaller groups to discuss what they saw.
2. After discussing the scenarios, the smaller groups will share what they discussed with the larger group.

Scenario 1 Discussion Highlights

- An officer has been called for a suspicious person on the scene.

Student Reactions

What is the citizen thinking in this interaction?

- He may have been “on something” and thinks the cop is harassing him.
- The guy seems confused.
- The citizen might be special. He was nervous. He may feel that the police are out to get him.

What do you think the police officer is thinking in this interaction?

- The officer thinks the guy is acting weird.
- The officer thought the man was a threat.
- The police may think he’s crazy or on drugs.

Officer Feedback

- MPO Aguilar explained that officers are thinking about the safety of themselves and the individual. His main concern was that he was unable to see the individual's hands. He would ask to see the person's hands and if the person did not comply, that would alert Aguilar to call for another unit for his and the individual's safety. The person may have had a health issue, but it is difficult to discern. Officers have to make split-level decisions.

Scenario 2 Discussion Highlights

- A citizen is pulled over by a police officer.

What is the citizen thinking in this interaction?

What do you think the police officer is thinking in this interaction?

What happens if race and gender are changed?

Student Reactions

- A white officer would be more civilized with a white driver and a black officer more civilized with a black driver.
- It depends on the races of people in the scenario.
- Race would change things.
- The cop would be on edge if it was a person of color. They would think the person is doing something wrong.
- The cop would not ask questions if it was a Black guy. You don't get as much room to make mistakes and there would be less respectful language.
- Because there is a White woman in the car, the tone of the officer is more lenient. The officer would be more aggressive if the driver was a Black or Hispanic male.
- A student described a time her father was spoken to by a White officer like he was a child.
- Changing the race doesn't matter. You have to treat everybody the same.

Officer Feedback

- Lieutenant Pracht explained that there are things that run through an officer's head when they pull someone over, but they are not looking for race or gender. Officers are looking for things that can be articulated. There is a lot of back and forth at the window and officers try to treat everyone the same. If a person takes it to another level, the officer's level goes up.

Scenario 3 Discussion Highlights

- An immigrant with an accent is pulled over by a White officer.

Student Reactions

- Someone's ethnicity can cause miscommunication.
- An officer would be more lenient with a woman with an accent and more confrontational with a man with an accent.

- With accents you have to acknowledge that different races come with different stereotypes.

UMD Student Feedback

- We are predisposed to formed thoughts about people. We can't treat everyone the same. How do officers channel frustrations so that everyone can go home safely? Is the gun the first option that officers resort to? Are there other ways to manage a situation?

Officer Feedback

- Greenbelt is very diverse and it is difficult for an officer that can't speak an immigrant's native language. It can be frustrating for both sides in a high stress environment and things can escalate quickly. Greenbelt Police has officers that speak varying languages.
- Sergeant White explained that officers have varying options of force (e.g., verbal, pepper spray, Taser, etc.). He mentioned a video where an officer was following a suspect with his hands in his pocket. The officer pulled out a Taser and the suspect took out a gun to shoot the officer. When you do not know what you are threatened with, you can get injured or killed. An officer does not have to use a gun if they pull it out. De-escalation is based on what the suspect does.

White went on to explain that citizens can watch youtube videos with zero stress and challenged the audience to put themselves in these situations with increased stress levels. He informed the group that Greenbelt does a police academy which offers citizens the opportunity to make decisions a police officer would make with a fraction of a second to respond. It helps citizens see what officers go through.

Other Highlights

- Dr. Ray encouraged the group to go through a police academy. He explained the challenges he faced when going through simulations and stated that it is important to try to understand how difficult it is to not react.
 - A Capitol Heights citizen, Mel (also a UMD student), spoke about not seeing positive relationships between the police and her community and how she is working through that. She stated that "whiteness has a currency that blackness does not have," but noted that she likes that Greenbelt has the citizens academy. Further, she stated that she is unsure that police can measure what it feels like to be Black. Like police, Black people make conscious decisions. She asked how to reconcile relationships with communities like hers with no funding. How can Greenbelt's citizens academy be replicated elsewhere? This is not happening in Capitol Heights.
 - The Assistant City Manager, David Moran, encouraged Mel and members of her community to demand that their community do these things. This is not an expensive program to have and officers go out and do this in the community. Problems do not get solved overnight, but the community should encourage the local government to get involved.

Ms. Davis moved that Council approve replacing the shredded rubber with Engineered Wood Fiber at the playgrounds at 7 Court Southway and 2 Court Research and work out a payment arrangement with GHI (agreed to by all parties) for its 25% cost share for this work as stipulated in the Playground Agreement.

The motion passed 5-1. (Putens)

Ms. Davis requested staff contact Windsor Green and Greenwood Village and determine if they want the shredded rubber surfacing removed from their playgrounds since the City is agreeable to working out a payment arrangement for the 25% cost share for the work.

CITY MANAGER SEARCH UPDATE: Mayor Jordan reported that with the announcement of the City Manager retiring at the end of the year, Council has sought interest from six (6) highly regarded executive search firms specializing in assisting local governments recruit a new City Manager. He said five (5) firms responded and the Council has interviewed four (4) of them. Mayor Jordan advised that second interviews will be conducted with two (2) of the firms and it is anticipated one of the firms will be selected and approved for the work at a Special Meeting of the City Council on July 25, 2016.

Mr. Orleans, Greenbelt, asked and was provided answers to several questions.

COUNCIL REPORTS: Council congratulated Mr. Herling on his appointment to the Board of the Prince George's Arts and Humanities Council.

Councilmembers commented on their attendance at the following events.

Meet and Greet for Dora Kennedy French Immersion School Principal Mr. Parfait Awono –
Ms. Davis, Ms. Mach and Mr. Herling

National League of Cities Leadership Meeting & Board Meeting – Ms. Mach

Prince George's Arts and Humanities Council Meeting – Mr. Herling

Roosevelt Center Merchants Association Meeting – Ms. Davis, Mr. Putens and Mr. Herling

Maryland Municipal League Convention – Mayor Jordan, Ms. Davis, Mr. Putens and Mr. Herling

Clean Water Partnership Forebay Plans Presentation – Mayor Jordan, Ms. Davis and Ms. Pope

News Review Open House – Mayor Jordan, Ms. Davis and Mr. Herling

Greenbelt Interfaith Leadership Association Rumi Forum and Iftar Dinner – Mayor Jordan

Prince George's County Chamber of Commerce Installation of New Board – Mayor Jordan

LETTER OF SUPPORT FOR STATEWIDE BAN ON HYDRAULIC FRACTURING: Ms. Davis moved that Council send a letter of support for a statewide ban on hydraulic fracturing to the District 22 State Delegation, Speaker of the State House of Delegates Michael Busch, President of State Senate Thomas Miller, Jr., and Prince George's County House Delegation Chair Jay Walker, urging support of a statewide ban on hydraulic fracturing. Ms. Mach seconded.

The motion passed 6-0.

REFERRAL TO COMMUNITY RELATIONS ADVISORY BOARD TO CONVENE A FORUM ON POLICE/COMMUNITY ISSUES: Mr. Herling moved that Council refer the idea of conducting a forum/community discussion to establish police and community dialogue in light of recent national demonstrations regarding police incidents and the Dallas sniper attack on Police Officers. Mr. Putens seconded. The motion passed 6-0.

City Council Work Sessions Agenda Item Report

Meeting Date: November 13, 2019

Submitted by: Shaniya Lashley-Mullen

Submitting Department: Administration

Item Type: Work Session Item

Agenda Section:

Subject:

Petition for Congress to Shut Down the 1033 Program

Suggested Action:

Attachments:

[CRAB Report #2019-2 - Petition for Congress to Shut Down the 1033 Program.pdf](#)

[E. Gaines Petition.pdf](#)

**COMMUNITY RELATIONS ADVISORY BOARD (CRAB)
REPORT TO CITY COUNCIL**

SUBJECT: Council Referral – Petition for “Congress to shut down the 1033 program”

REFERRAL: At the Regular Meeting on October 9, 2017, Council referred this petition to CRAB. Specifically, the petition was signed by “Greenbelters who do not want military equipment as part of our police department’s arsenal, ...and who do not want the police considering the public to be the enemy”.

BACKGROUND: CRAB considered and discussed this referral at meetings on:

- February 13, 2018
- March 8, 2018
- November 8, 2018
- December 13, 2018
- February 9, 2019
- June 13, 2019

Members of the public and the Greenbelt Police Department attended/participated in these meetings. Specifically, Greenbelt Police Chief Richard (Rick) Bowers made himself available for numerous discussions as well as question/answer sessions. In addition, CRAB is grateful for the information provided by petitioner Ms. Elizabeth (Lolly) Gaines as well as input from the Greenbelt East Advisory Coalition (GEAC), Greenbelt Racial Equity Alliance (GREAA) and other engaged citizens in the discussion and consideration of this topic.

DISCUSSION: CRAB fully recognizes and appreciates the perspective of the petitioner, as well as the signers of the petition, and shares the desire to ensure that the existing positive relationship between the Greenbelt police and Greenbelt citizenry is maintained and fostered. CRAB also shares the desire to prevent an “us” versus “them” mentality throughout our community, and recognizes the need for diligence in preventing any visible presence or military-style dress or equipment, which can foster fear in the community and perpetuate distinctions between the police and citizens.

For this reason, CRAB carefully deliberated the issue over multiple meetings and multiple months. CRAB took the opportunity to thoroughly review the supplemental materials provided by the petitioner as well as hold a conversation with her. In addition, CRAB sought to fully understand the Military surplus 1033 program in general, as well as how it

is applied and used in Greenbelt through a series of conversations, and written Questions and Answers (attached), with Chief Bowers.

By way of background, the 1033 Program (formerly the 1208 Program) permits the Secretary of Defense to transfer, without charge, excess U.S. Department of Defense (DoD) personal property (supplies and equipment) to state and local law enforcement agencies (LEAs).

Since the items can be acquired free of charge, CRAB views the 1033 program as one outlet to lessen the burden on local municipalities' limited budgets, and also as an avenue to reduce waste when equipment is no longer needed by the military. Examples include desks, office supplies, helmets, and other office equipment. Waste reduction is a Greenbelt value that CRAB supports and wishes to encourage.

RECOMENDATION: Since the 1033 Program is a federal program, CRAB recommends that it is not the jurisdiction of local municipalities to recommend to Congress that the program be terminated.

However, CRAB recommends that the City uphold the need for the community to maintain a strong relationship with the police, while balancing the desire to honor the value of surplus equipment that can be protective (e.g. helmets and Kevlar vests) and reduce injury to both police and citizens alike.

In order to ensure that no excessive equipment is acquired from the military, CRAB recommends that the City Manager, in her role as the public safety officer for Greenbelt, ensure that the following steps are taken in sequence whenever the need/opportunity arises to use the 1033 program:

- The mission need for any piece of equipment is identified first
- Then the item to fulfill that need is identified
- The cost for that item is identified
- Available resources are examined from other sources
- Once the specific need is identified, a surplus catalog can be looked at in order to acquire the item
- Items can be acquired, if appropriate, for free (plus the cost of shipping from wherever it is located domestically)

This Civilian oversight is a critical component in maintaining the strong connection between the police force and the community. It is also an important element to maintain the distinction that, while sometimes outwardly apparent military equipment may be required for protection, as a community we must be diligent to ensure that it remains a rare exception and does not become the norm. In addition, efforts should be made to minimize the outward militaristic appearance of any items obtained for

civilian use (e.g. Armored Personnel Carrier painted blue; Greenbelt logos affixed to the items, etc.)

CRAB also encourages City Council, CRAB and PSAC to continue to monitor, and provide the opportunity, for the community to share any rising concerns if additional equipment is acquired. This can be done through regular open-comment time during existing CRAB or PSAC meetings.

CRAB recommends that the City should continue to allow, encourage, and require the police force to fully participate in the training they need.

CRAB asks that the police website be continuously updated to ensure that all trainings are listed and current.

<https://www.greenbeltmd.gov/government/departments-cont/policy/police-training>.

Respectfully Submitted,

Rick Ransom and Jamie Krauk,
Co-Chairs
Community Relations Advisory Board

Questions:

- 1) How often does the Greenbelt police force provide de-escalation for its officers?

Our officers receive training at various points during the year, with use of force taught during firearms training and during defensive tactics / Taser training. During these blocks of training, de-escalation tactics are covered.

- 2) Does Greenbelt police have a SWAT/ "tactical" special team?

The department has in the past maintained an ERU (SWAT) team; however several years ago due to a drop in staffing level the team was suspended from operations. The department is currently working to reactivate the team now that staffing has improved and we have officers who are interested in pursuing that career path.

- 3) If so, how often is it used, and under which circumstances? Is the team deployed during routine arrests or to serve warrants? How has the presence/usage of such a team evolved over the years?

In 2016 the last year the team was active they were involved in nine operations. The team is generally not used in routine matters, but will execute operations that carry a higher risk due as determined by factors like crime type and criminal history.

The role of SWAT has changed over the last decade, many departments, including Greenbelt, have tight policies that control the teams use. In Greenbelt we use a threat matrix to provide a guide on the use of the team. In addition to being more cautious in deployment, entry tactics have changed to minimize the danger created during operations. The evolution of SWAT tactics continues to change and we would be happy to provide more information at one of your meetings.

- 4) Are there instances in which Greenbelt police carry rifles? If so, describe those instances.

The department currently allows for the use of patrol rifle as described in General Order 617. The department does not have rifles for every officer and they are an optional piece of Equipment.

The weapons can be deployed under the guidelines in G.O. 617 and allows for *"Officers shall use a carbine/semiautomatic rifle only in special circumstances, such as tactical or high-risk arrest situations, when it is anticipated that officers may confront an armed suspect(s)."*

- 5) What is the current inventory of equipment received under the 1033 program (or under any similar predecessor program)? For that existing equipment, what is the necessary annual budget for operations and maintenance of that former-military equipment?

The department only has one item from the 1033 program that is our rescue vehicle. The cost to operate the vehicle is minimal.

compliance. By creating a “safer” space for officers to work, we prevent the people in crisis from forcing a confrontation with officers which results in the use of deadly force.

10) In the spirit of the partnership described in the context/comments section above, how do we (Greenbelt; Greenbelt police) define "community policing"?

Community policing can mean a lot of different things, in the simplest terms I see it as a partnership with our residents to solve problems and improve the quality of life for all. As we work with our residents we build trust and form bonds that lead to long term improvements in relations between the community and police.

There are a number of programs that we can use to create these partnerships, like Police Explores, or Citizens Academies. However, the programs are not as important as the commitment from the department to ensure we are setting and reaching out goals.

I look forward to an opportunity to speak to you in person where we can expand on these topics further.

October 3, 2017

To: Mayor Jordan, Mayor Pro tem Davis, Council members Roberts, Putens, Mach, ~~Herling~~, and Pope and Colin Byrd

Please find enclosed a petition signed by Greenbelters who do not want military equipment as part of our police department's arsenal.

Our officers are wonderful Community Oriented Police (COPS). We do not want them considering the public to be the enemy. War time equipment is used against enemy combatants. I believe our police generally have an excellent, friendly relationship with the citizens.

Crime is much more likely to either not occur under the present relationship, and Officers need assistance from the public to solve cases. Greenbelters are more likely to help if we are not considered "the enemy", as is true in war time or war equipment is used that will alienate many.

Thank you for your consideration. I spent about ten minutes getting these signatures, standing out side Co-op. I can spend more time and acquire many more if you feel you need that.

Thank you for your consideration, as always.

Sincerely,



Elizabeth Lolly Gaines

lakeside Drive

301-513-0934

Our communities aren't warzones.
Military equipment has no place
in Greenbelt's law enforcement.

Militarization of the police is a serious issue.

Grenade launchers, tanks, & equipment
built for combat zones
don't belong in local law enforcement for
use against civilians.

The 1033 program sends this equipment to local police forces.
Petition: Congress shut down the 1033 program.

Name	Email address	ZIP Code
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William D. Scally	contactgc@gmail.com	20903
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Ariela Haber	ariela.haber@gmail.com	20903
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Michaela Haber	mihab002@mail.goucher.edu	20740
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Jim Cowan	jimcowan02@gmail.com	
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Ethan Cowan	ethan24@gmail.com	20770
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Notes:

1. IN, "Trump to lift military gear ban for local police," August 28, 2017.

2. The Rundown Live, "List of Military Equipment Used by Local Police from the 1033 Program" August 15, 2014

3. The Verge, "Feds are using Stingray cell-trackers to find undocumented immigrants,"

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Name	Email address	ZIP Code
Erica Dunninghaus		20770
Alonzo Washington		20770
Maria Hult	mnhult@gmail.com	20770
Lahey M. Roberts	lrm38m@gmail.com	20770

Sources:

1. IN, "Trump to lift military gear ban for local police," **August 28, 2017.**
2. The Rundown Live, "List of Military Equipment Used by Local Police from the 1033 Program" **August 15, 2014**
3. The Verge, "Feds are using Stingray cell-trackers to find undocumented immigrants,"

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Name

Email address

ZIP Code

SYLVESTER JAMES SAGUNESIS @ GMAIL

U. for Ramon

Amel Clarke

Michael Arthur

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Lore Rosenthal

Simplicitygroups.net

207 7

Sources:

1. NN, "Trump to lift military gear ban for local police," **August 28, 2017.**
2. The Rundown Live, "List of Military Equipment Used by Local Police from the 1033 Program" **August 15, 2014**
3. The Verge, "Feds are using Stingray cell-trackers to find undocumented immigrants,"

Adopt-A-Dog Month Proclamation: Mayor Jordan read a proclamation in recognition of Adopt-A-Dog Month for the month of October. The proclamation was presented to Lauren Crossed and Howard Stanback. They provided information about the adoption process.

PETITIONS AND REQUESTS:

* Elizabeth Gaines, Greenbelt resident, petitioners against the Greenbelt Police Department having military equipment as part of their arsenal. Council referred the petition to the Police staff and CRAB. *

Colin Byrd, Mathew Street, recognition of the Vegas shooting, he asked the Council to send a letter to the President asking for support a ban on bump stocks and to direct City Council on a City level to address this issue and/or on a State level to support in the upcoming legislative session.

Bill Orleans, Greenbelt resident, same request from 7/10/2017. He is seeking information on the Executive Session of Council regarding annexation, acquisition of property and potential litigation.

MINUTES OF COUNCIL MEETINGS: None

ADMINISTRATIVE REPORTS

Mr. Moran provided information to the Council on the upcoming fall events.

COMMITTEE REPORTS: None

LEGISLATION

OTHER BUSINESS

Zoning Re-Write - Neighborhood Conservation Overlay Zone (NCOZ) Letter: Mayor Jordan read the agenda comments. Ms. Davis had some modifications to the letter. Mayor Jordan recommended the Council hold a work session on the NCOZ. It was moved by Ms. Davis and seconded by Ms. Mach to revise the letter for review and signage at the next meeting. Motion carried 7-0.

2017 Community Questionnaire: Mayor Jordan read the agenda comments. It was moved by Mr. Putens and seconded by Mr. Herling for adoption. The Council discussed various revisions to the 2017 Community Questionnaire. It was moved by Mr. Putens and seconded by Ms. Davis to adopt the 2017 Community Questionnaire as amended. Motion carried 7-0.

Baltimore-Washington Superconducting Maglev Project: Mayor Jordan read the agenda comments. Mr. Roberts requested that this item be added to agenda. He's seeking Council's position to go on record opposing the MAGLEV Project. A work session with Baltimore