

Chico Police Department
Police Community Advisory Board



Wednesday, December 15, 2021
8:00am – 9:30am

Fire Training Center ~ 1466 Humboldt Road

Group Agreements

- Be Respectful • Stay Fully Present • Speak and Listen from the Heart • Expect and Accept Non-Closure •
 - Hold the Complexity of Other's Experiences Without Judgment • Maintain Confidentiality •

AGENDA

- I. Opening Remarks – Chief Madden
- II. Approval of Minutes
- III. Report Review
- IV. Schedule of Future Topics
 - a. January – Support Service Units
 - b. February – Recruitment/Hiring/Retention
 - c. March – Officer Safety and Wellness

Chico Police Department | Police Community Advisory Board (PCAB)
Fire Training Center Classroom ~ 1466 Humboldt Road
December 15, 2021 8:00am – 9:30am

BOARD MEMBERS PRESENT:

Chief Matt Madden, Giovanni Tricerri, Gloria Halley, Scott Kennelly, Michael Lo, Tray Robinson, Julia Yarbough, Tom van Overbeek

ALSO PRESENT:

PD Admin Analyst Crystal Peppas, North Valley Community Foundation Executive Assistant Dillon Raney

OPENING COMMENTS

Jovanni opened the meeting, and the board approved the previous meeting's minutes. PCAB has met over the last year to have constructive discussions on key issues facing Chico PD and the Chico community. This meeting is an opportunity to review a draft report of PCAB's recommendations to Chief Madden. The report is designed to be two to three pages maximum on any one topic, including the recommendations, so it is concise and easy to read.

DISCUSSION

Jovanni allowed time for the board to review the draft report. Then he started the conversation regarding the content on the topic of community policing to see if the board had additions or adjustments to the report.

Tom said that the concept of community policing must be imbedded in a natural way in how the department interacts with the public versus discreet programs that reach out to individual groups. The community decides what the societal norms are and the type of community they want, and police respond to their calls. Often, community members have no interaction with the police unless they break the law. That is why Coffee with a Cop and other community outreach programs are so important. Small things can make a big impact. The Chief being in public and engaging with the community sets a tone and officers will take his lead.

Chief Madden agreed on the importance of expectation, mission and creating a culture of community policing. This starts with the chief, and it must grow organically. There was some trouble getting the Community Liaison Program (CLP) off the ground, with pushback from community groups because it felt forced. Chief Madden stated they will be looking to PCAB to help get CLP started up within the next year. Communities across the nation are realizing that they need police departments and are re-engaging. Now may be a good time to make an intentional effort to repair fractured relationships within our community. Faith based groups could be a good place to start and PCAB may want to hold a Town Hall type of meeting at some point.

Tray said he is working on a document for Butte College on how to establish a basis of respect and will share that document with PCAB. Before open PCAB meetings, Chico PD may want to start developing relationships with established groups within the local college and cultural communities such as the Hispanic Resource Council, Black in Butte, or the African Cultural Center. The pre-established basis of respect and rapport with community groups who will be in attendance, may lead to a more productive Town Hall type meeting.

Michael stated that the Asian Pacific Association (APA) is having its grand opening in April 2022 and channels are open to the PD and others to have their voices heard. If representatives from Chico PD came to speak to them, there would be much respect as there is a sense of safety with uniformed personnel.

Julia suggested gathering small groups in different districts or regions to listen to people and find out what they think, feel, and what they need from their police department. Then bring a larger group together at a Town Hall meeting. **Jovanni** said that there will be work to do, prior to a Town Hall meeting and that some of the community issues and concerns may not even be regarding law enforcement, it could be with public works or other areas of city government.

Tom stated that small groups may be more productive, as in the past, open meetings have tended to deteriorate.

Tray said some people will never be supportive, yet you establish communication in hopes to develop authentic relationships. If they are not willing or ready, then that is ok. **Scott** added that some people are very polarized and will not change. At open meetings, their voices need to be heard and documented so the meeting will continue to move on. Ground rules and acknowledgement up front is important.

Jovanni moved the conversation to the next topic in the report, officer training. An introduction or narrative still needs to be added to the section of the report.

Chief Madden said one of the best things he has done as chief is to establish the Training Unit, with one sergeant and an administrative assistant. They have organized in-house trainings, as well as “train the trainer”, and are looking at other local providers to lead courses. This keeps the costs associated with traveling to training down. City Council requested officers go through 40 hours of Crisis Intervention Training (CIT) over a two-year period, and the Training Unit was able to accomplish this goal in one year. All first responders received this training, not just officers, to include Dispatch and Animal Control officers.

Tray said Scenario Village recently opened at Butte College. Scenario Village is a new training area with simulators and programs for student recruits from law enforcement, fire, and fish and wildlife. This facility provokes interesting thoughts on collaboration and localized resources. Perhaps language should be added to the report about this.

Chief Madden responded that he would like to see local law enforcement regionalize training. It would be beneficial to know how other agencies train, especially as they occasionally operate in each other’s jurisdictions. Chief Madden would also like to see a PCAB presentation to Council about the direction of PCAB with board members speaking on the topics they have researched and the board’s recommendations. One great recommendation is that any reimbursement for POST training to go back into the PD training budget, rather than the City’s General Fund. This would perpetuate training. New officers could attend CIT training and additional training could be added to the program like Equity, Diversity, and Inclusion (EDI) or Axon Virtual Reality training which provides officer feedback in realistic training scenarios.

Scott suggested the report should add Crisis Intervention Training (CIT) and define what it is. Butte County recently received a CIT grant, as part of larger funding for mobile crisis. At this time, Scott is unsure if the grant funding can be utilized for officer training time or just for a trainer, but he can get clarification on this.

Tom stated that the report talked about diversity training, yet most of the Chico community is Caucasian and the majority of our homeless and unsheltered population are Caucasians in lower socio-economic circumstances. **Gloria** said that the EDI recommendations stemmed from looking at the training that is currently required and offered, then addressing the gap that exists in diversity training. **Michael** said when someone lives their life as a majority, they may not see the other side and how minorities are hit hard. Training can help people understand where someone is coming from and how to reach out to anyone and everyone. **Julia** stated that the population in Chico is changing and shifting. Diversity training for officers will help them be aware and to the understand the depth of why each interaction is important. **Tray** added that the issues related to the training gap are not affecting the white population as significantly as the minority and underserved populations. As demographics change, we need to inventory processes with a critical eye and create a plan on how to be inclusive and welcoming.

Jovanni said that different lenses and tools are needed in response to various challenges. Increasing awareness of different cultures and communities represented in our area, along with even handed training, will help navigate how to approach someone in crisis. Moving the conversation on to the next section of the draft report, a synopsis was assembled from the discussion on communication and messaging.

Julia said there may be a window of opportunity to reach out to reporters and counteract some of the narrative that has recently surrounded our region. We could balance it out by highlighting what we are doing in Chico as far as training,

staffing, and engagement with the community. **Gloria** stated it is important to ensure that any story would be geared to growing community and regional relationships, rather than dividing.

Tom suggested that communication and messaging is intertwined with community policing, and perhaps the sections should be moved together in the report. **Jovanni** would like to add the work that is being done in PCAB to the communication and messaging section.

Chief Madden stated that the presentation on communication and messaging was very beneficial, and the Social Media and Relations Team (SMART) came away with a lot of good ideas. The conversations and recommendations that are coming out of PCAB are a great help to the chief and the police department. Chico PD recently sent a list of 2021 highlights to the City Manager and is working on producing an annual report. The annual report will have a section on the Police Community Advisory Board. The board does important work and needs to keep going to help identify issues and build bridges as the community evolves.

CLOSING

The draft report will be updated with information from this meeting. The next PCAB meeting will be on the topic of support service units with members from the Butte County Behavioral Health Mobile Crisis Team and Chico PD personnel invited to speak.