# Ithaca Police Department and Community Action Plan 2014

This Action Plan is the result of meetings between members of the Ithaca Police Department (IPD) and community stakeholders. The intent of the parties to this Action Plan is to improve police community relations in the City of Ithaca. The IPD and community representatives met for four hour workshop. There were six workshops held between November 12 – 14, 2014.

## Issues Identification

Several issues have been identified throughout the course of the group's interaction and meetings, including: 1) lack of understanding of needs/issues both in the community and police department; 2) need to further collaborate with local organizations to engage residents.

## Goal Development and Action Plan

Based on the issues identified above, the parties created the following goals and action plan:

**Nov. 12, 2014 @ 8:00a.m.-12:00noon**

What are some of the ways we hope police and Community Members can build better working relationship?

- Open Communications, partnership with Greater Ithaca Activity Center (GIAC), Police Athletic League, Community ride along, Community based schools, Schools SRO's, Community Police Board; open house at IPD, History lessons on policing over the years.

- Provide more police personnel to meet with community; last time we were in talking circle / training situation was 5-6 years ago.

- Make training of civilian/police members a permanent part of police culture, not just when there is a crisis.

- Police connecting with civic organization leaders like (CPRC- led dialogue?)

- West Village- community room – one of the pair of beat cops set up for an hour, once a week to interact with the community.

- Hiring private community police- community hiring their own security—250 apts. Raise rent 5-10 bucks a month.

- Citizens Police Academy is returning
- Community Police Board recently did ride along
- Police really encourage ride along!!

Rapid Response Team – Community Leader's Group that is called together when there is a crisis. Law Enforcement and community set up criteria protocols for handling crisis.

Communications-
- Not just incident based, regular communication across age, race gender, etc.
- Increase use of social media, let police know bad interaction (not legible)

- Get more people (police and community) involved
- Increase diversity of involved groups (don't gather just the usual players)
- Training for everyone
    - in police academy
    - in service
    - community - community police academy

- Establish collaborative work groups to address specific community issues
- Increase informal communication opportunities (barber shop talks, coffee with cops, briefings)
- Ride along and community report out of what they saw
- Incentive for involvement.

**Nov. 12, 2014 @ 6:30pm-10:00pm**

- Police presentations in High Schools
- Outreach to younger kids (6-10)
- Community meetings (with public calendar)
- Ithaca Times article about police community relations
- Police presentation to after-school staff meetings

- Neighborhood coffee with police, INFORMAL
- Apply for neighborhood officer funding
- Investment by the IPD in the management of social media (taking control of their own image)
- Town hall meetings on a regular basis for the purpose of allowing the public to ask questions, present concerns, report crime that otherwise would go unreported
- Implementation of curfew for minors
- Some level of police involvement in the schools or with school children (education, etc.)
- Creation of neighborhood watch – type organizations
- Outreach by police to at-risk youth in the form of junior police academies, police camps, big brother programs.

**Nov. 13, 2014 @ 8:00a.m.-12noon**

- PSA- educate the public about the police
- Seminar, once a week organized by citizens, eight (8) week educational series.

Different issues:

- domestic violence, prescription drugs, bullying, community organizes it, panel answer questions.
- community police academy – currently do this, very successful, explores post for kids, brings kids into process
- Explores post – youth

- Driver's Education Program
- Regular community meetings—somewhere other than City Hall, neutral ground
- Media- press conference to police; get the facts out, educate the media
- More involvement in the youth centers, community centers, reading books to the kids, make kids more comfortable with the police.
- Resources and funding, school resource officer, * satellite officer at Ithaca High School
- Police should go to a school board meeting
- Satellite officers at the school; Bell Sherman, HIS
- More officers on bike
- More staffing
- Field trips (schools) to bring kids to the police station; presentation to the schools, if lots negativity towards police in public presentation.
- Talk to kids about what to do if you are stopped by the police, so that they understand the rules.

- Go to Driver's Ed classes and talk to kids, if you're being stopped by police.
- Posters – What to do when stopped by the police.

- Root causes of frustration do not always present itself in an accurate reflective way
- Need facts of situation to be shared/ educate public and police
- Increase communication between different groups
- Understand that perceptions grow from deep and long lasting experiences
- Survey to residents to see how they perceived the experience; grant opportunity?

**Nov. 13, 2014 @ 6:00pm-10:00pm**

- More dialogue with community
- Bring back scared straight
- PR (media) promotion of law enforcement – support for better advertisement
- Sheriffs –allowed to participate in community activities – man power and support
- Community invest in getting positive "word" out
- Emergency blaster
- P.S.A.
- Ride along by community – make the best of ride along by staying the full length
- Resource officers in school – set a good example – engage with youth
- Youth activities – They need to see police in full uniform
- Community Center – dialogues
- Body cams- with education campaign
- Accountability on both side for false statements
- A day in my uniform – 80 degree day walk around, include in citizenship academy
- Summer school Driver's Ed.

**Nov. 14, 2014 @ 8:00am – 12:00noon**

- Community Foundation, sponsor dialogues, safe space
- Understanding how police works
  - -root problems
- Support-mentor of valued community stakeholders to liaison with police department
- Don't respond to social media
  - statements should be made only after conclusion of investigation
- Crisis assistance team comprised of community holders to put out correct information

- Roll call dialogues
- Community members need to know law enforcement efforts
- Understanding why officers don't live in the city
- Reviewing internal protocols on part of law enforcement
- Organizational protocol - top down approach
- Awareness of increase of violence and crime in the community
- Police reports/narrative (public view) make court reporting public
- Pressure D.A.
- Coffee with a cop, i.e. local business sponsor event
- Ride along
- Invite police to community events
- Engage in more conversations
- Hear both side; get more facts
- Learn more about the police
- Change in our perspective on who the police are
- Don't always listen to media
- Dialogue service
- General understanding
- Larger conversation with more community members
- Contingency plan

**Nov. 14, 2014 @ 6:00pm – 10:00pm**

- Dare Officers
- Community Policing Unit
- Anonymous Calls to police
- Outreach to teachers and other role models
- More Officers
- Police social media; introduce officers to people
- Webpage updates
- Police functions possibly sponsored by P.B.A.
- Holding each other accountable on both sides when non-constructive comments are made
- More fun things
- Mentoring program for youth
- Citizens Police Academy
- Auxiliary Police
- Jump Rope
- Police officer talent show
- Community to award officers for good deed

- Budge for these things
- Officers need to feel welcome
- Shift meals with community
- Dragon boat race
- Media
- Police Television show; radio show

*This Action Plan is consistent with the United States Department of Justice, Community Relations Service (CRS) congressional mandate as detailed in the Civil Rights Act of 1964 (42 U.S.C. §2000g). CRS provides assistance to communities and persons therein in resolving disputes, disagreements or difficulties related to conflicts and tensions based on race, color, and national origin. CRS also works with these parties to help communities prevent and respond more effectively to violent hate crimes committed on the basis of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion, or disability.