

Recruitment & Training Committee Meeting

Agenda

Thursday, May 9, 2019

10 a.m.

Civic Center Plaza Building-9th Floor, Suite 924

1200 Third Avenue

San Diego, CA 92101

- I. Welcome/Call to Order (Committee Chair Maria Nieto-Senour)
- II. Purpose of Recruitment & Training Committee Meeting – This is a Standing Committee of the Community Review Board on Police Practices (CRB) which supports activities to recruit new members for the CRB, inform interested individuals about the CRB, and provide training to the selected prospective members of the CRB.
- III. Non-Agenda Public Comment
- IV. Approval of the April 18, 2019 Committee Meeting Minutes (Maria Nieto-Senour)
- V. CRB Training Academy (Committee Chair Maria Nieto-Senour)
 - A. Implementation Process/Procedure
 - B. Marketing/Outreach
 - C. Timeline
 - D. Interested Candidates
- VI. Update on Interview Panel Improvements (Maria Nieto-Senour)
 - A. Revise Interview Questions
 - i. Circulate to the CRB for input (Sheila Holtrop)
 - ii. Validate Per Equal Employment Opportunity Guidelines for questioning (Sharmaine Moseley)
 - B. Involvement of Organizations to Participate on Panel
- VII. Status of Recruitment Script/Information Card (Taura Gentry)

Community Review Board on Police Practices

VIII. Status of Recruitment Information Card (Taura Gentry)

Name	Phone#	Email
Zip Code		
Council District		

- IX. Report on CRB Liaison for Local Leadership Training Programs
- A. Center on Policy Initiatives’ Boards and Commissions Leadership Institute (**Chair Maria Nieto-Senour**)
 - B. San Diego Leadership Alliance (**Doug Case**)
 - C. San Diego LGBT Community Centers Young Professionals Council Academy (**Doug Case**)
 - D. United Way’s Emerging Leaders Council (**Sheila Holtrop**)
 - E. Mid-City Community Action Network Boards and Commissions Leadership Training Program – (**Chair Maria Nieto-Senour**)
 - F. LEAD San Diego Public Leadership Institute – (**CRB Chair Joe Craver and/or Doug Case**)
- X. Adjournment

Materials Provided:

- Minutes from Recruitment & Training Committee Meeting on April 18, 2019

Public Comment on an Action/Discussion Item: If you wish to address the Board on an item on today’s agenda, please complete a speaker form (on the table near the door) and give it to the Board’s Executive Director before the Board hears the agenda item. You will be called to express your comment at the time the item is heard. Please note, however, that you are not required to register your name or provide other information to the Board in order to attend our public session or to speak.

Public Comment on Committee/Staff Reports: Public comment on reports by Board Committees or staff may be heard on items which are specifically noticed on the agenda.

Public Comment on Matters Not on the Agenda: If you wish to address the Board on any matter within the jurisdiction of the Board that is not listed on today’s agenda, you may do so during the PUBLIC COMMENT period during the meeting. Please complete a speaker form (on the table near the door) and

Community Review Board on Police Practices

give it to the Board's Executive Director. The Board will listen to your comments. However, California's open meeting laws do not permit the Board to take any action on the matter at today's meeting. At its discretion, the Board may refer the matter to staff, to a Board committee for discussion and/or resolution or place the matter on a future Board agenda. The Board cannot hear specific complaints against named individual officers at open meetings.

Comments from individuals are limited to two (2) minutes per speaker, or less at the discretion of the Chair. At the discretion of the Chair, if a large number of people wish to speak on the same item, comment may be limited to a set period of time per item. If you would like to have an item considered for placement on a future Board agenda, please contact the Executive Director at (619) 236-6296. The Director will consult with the Board Chair who may place the item on a future Board agenda. If you or your organization would like to have the Board meet in your neighborhood or community, please call the Executive Director at (619) 236-6296.

This agenda will be made available in alternate formats upon request, as required by the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Requests for disability related modifications or accommodations required to facilitate meeting participation, including requests for auxiliary aids, services or interpreters, should be forwarded to communityreviewboard@sandiego.gov, or call (619) 236-6296.

Recruitment & Training Committee

Meeting Minutes

Tuesday, April 18, 2019

10 a.m. -11 a.m.

Civic Center Plaza Building – 9th Floor, Suite 924

1200 Third Avenue

San Diego, CA 92101

Present: Committee Chair Maria Nieto-Senour, Doug Case, Sheila Holtrop, Nancy Vaughn, Executive Director Sharmaine Moseley

Absent: Chair Joe Craver, 2nd Vice Chair Taura Gentry, Kevin Herington

- I. Welcome/Call to Order: Committee Chair Maria Nieto-Senour called the meeting to order at 10:10 a.m.
- II. Purpose of Recruitment & Training Committee Meeting – Committee Chair Maria Nieto-Senour waived the reading of this statement since there was no one from the public in attendance.
- III. Non-Agenda Public Comment: None
- IV. Approval of the February 19, 2019 Committee Meeting Minutes (Maria Nieto-Senour): The minutes were reviewed.

Nancy Vaughn moved to approve the minutes. Sheila Holtrop seconded the motion. The motion passed unanimously with a vote of 4-0-0.

Nieto-Senour (yes), Case (yes), Holtrop (yes), Vaughn (yes)

- V. CRB Training Academy (Committee Chair Maria Nieto-Senour)
 - A. Implementation Process/Procedure –The Academy must allow individuals to go review cases in IA & be assigned to a Team. Can the Mayor appoint to the Academy? Will the trainees be allowed

Community Review Board on Police Practices

to go into Internal Affairs? CRB leadership should check with Joel Day to see if people who attend the new Training Academy can go to IA for case review or what would he recommend.

The Committee agreed to move forward with the training while raising the question with Joel.

The process will consist of the following steps:

1. Interview 2. Background Check 3. Appointment 4. Training

- B. Marketing/Outreach – The City’s Communication Department will assist with this. Marketing for potential people who are interested.

Executive Director Moseley informed the Committee that within the last year she received emails from at least 5 people who expressed an interest in the CRB. She agreed to notify the interested candidates who contacted the CRB office within the last year to see if they are still interested. She will also let them know about the new Training Academy.

- C. Timeline – The Academy will run for 8 weeks on Saturdays (9am-12pm) except for 1 training that will take place on a Friday. We will cap off the attendees at 14 with a minimum of 7 in a class.

The Committee agreed to start the training in September. By that time the Red Binder will be available.

VI. Update on Interview Panel Improvements (Maria Nieto-Senour)

A. Revise Interview Questions

- i. Circulate to the CRB for input (Sheila Holtrop) – The Committee discussed and revised the interview questions. Sheila Holtrop agreed to update the questions and have it ready by the next meeting.
- ii. Validate Per Equal Employment Opportunity Guidelines for questioning (Sharmaine Moseley) – Once the questions are

Community Review Board on Police Practices

finalized, Sharmaine Moseley will send the questions to Human Resources for feedback.

Doug Case agreed to update the overview statement for the interview packet.

- B. Involvement of Organizations to Participate on Panel- The Committee would like to invite to panelists from Community Organizations such as: La Raza, Alliance San Diego, Women Occupy, NAACP, Chicano, BAPAC, CPI, Earl B. Gilliam Bar Association, T Holman Law Association.

Committee plan to announce that they want to add two outside representatives to the interview panel. If interested, the person should send a letter of interest and resume to the CRB's Executive Director.

- VII. Status of Recruitment Script/Information Card (Taura Gentry) – **Item Tabled**

- VIII. Status of Recruitment Information Card (Taura Gentry) – **Item Tabled**

Name	Phone#	Email
Zip Code		
Council District		

- IX. Report on CRB Liaison for Local Leadership Training Programs – All of the below organizations will be given the Training Academy flyer which will be created by CRB staff..
 - A. Center on Policy Initiatives' Boards and Commissions Leadership Institute (**Chair Maria Nieto-Senour**)
 - B. San Diego Leadership Alliance (**Doug Case**)
 - C. San Diego LGBT Community Centers Young Professionals Council Academy (**Doug Case**)
 - D. United Way's Emerging Leaders Council (**Sheila Holtrop**)

Community Review Board on Police Practices

- E. Mid-City Community Action Network Boards and Commissions Leadership Training Program – **(Chair Maria Nieto-Senour)**
 - F. LEAD San Diego Public Leadership Institute – **(CRB Chair Joe Craver and/or Doug Case)**
- X. Adjournment: 11:55 a.m.

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