Oklahoma City Police Department Initiatives

COMMUNITY OUTREACH

• **OCPD Associations** – The Oklahoma City Police Department has a history of on-going and long-term relationships with various organizations and community stakeholders. These relationships are sustained by the Police Department’s willingness to engage community leaders and citizens through frequent community forums, neighborhood associations, academic institutions, churches, schools, civic groups, traditional media, social media, websites and email correspondence to maintain open dialogue about important issues affecting the community. Some examples of organizations are Artists for Justice, Coalition to Advance Community Concerns, Oklahoma City Public Schools, NAACP, the Latino Community Development Agency (LCDA), Concerned Clergy Spiritual Renewal (CCSR), Black Lives Matter, Ending Violence Everywhere (EVE), YWCA Shelter, Homeless Alliance, Urban League, National Alliance on Mental Illness, Neighborhood Alliance, as well as a number of other institutions and individuals that may request the Police Department’s involvement in responding to citizens’ concerns. Through our on-going communication and involvement with organizations and individuals, the Oklahoma City Police Department is able to build relationships and stay informed of issues that are constantly evolving in a culturally diverse community.

• **Town Hall Meetings and Community Forums** – Town hall meetings and community forums are routinely scheduled throughout the year and include the police department and community members. Attendees are able to ask questions related to the police department, its policies and the enforcement of the law. Town hall meetings afford the police department the opportunity to openly engage with the community, and to share information through a constructive dialogue with the public. The Police Department has increased the number of town hall meetings within the Black community recently to expose more officers to minority concerns, as well as citizens to the challenges of policing minority neighborhoods.

• **Roundtable Discussions** – Various news organizations, academic institutions and civic groups have recently requested the Chief of Police or staff to appear in public roundtable discussions to discuss social and crime related issues as well as current events. These discussions are usually recorded and displayed on Internet and social media sites in order to share the topics and information with the public. Such events can spark constructive dialogue and information sharing. In 2015-16, the police department has participated in an increased number of events related to police and minority relationships.

• **Coffee with a Cop** – The Oklahoma City Police Department has partnered with the Neighborhood Alliance to participate in “Coffee with a Cop.” This event is announced through social media and offers the opportunity for members of the community to have a cup of coffee with the police officers who work within that area of the community. The event is scheduled about once a month, and takes place in various locations throughout the city. The event not only creates an opportunity for the public to get to know the police officers in their area, but also allows them the opportunity to voice any concerns that they may have.

• **PACT Forum and Summit** - In 2015 the Oklahoma City Police Department joined efforts with the human rights organization Ending Violence Everywhere (E.V.E.) and various other law enforcement and community stakeholders in a series of open
discussions specifically aimed at reviewing and assessing organizational policies and practices. The overall goal was to discuss the recommendations listed in the 21st Century Policing report and commit to the future development of the report’s recommendations. The organized discussions, which included the community forum in the spring of 2015 and an organization summit in early 2016, became known as Police and Community Teamwork (P.A.C.T.).

- **Shop with a Cop** – During the holiday season the police department partners with local non-profit organizations who provide funds to buy Christmas presents for underprivileged children from at-risk areas of Oklahoma City. The Shop with a Cop event allows police officers in uniform to pair up with kids to shop for Christmas presents for both them and their families. This annual event creates a mentoring opportunity for kids to engage the police officers who serve their community.

- **Christmas in the Barrio** – This annual event includes 500-1000 Hispanic children who are invited to a Christmas gathering with music, games and presents. Various community leaders, including the Chief of Police, are invited to engage with the crowd and give a message of unity and cooperation. Children receive prizes and presents throughout the three-hour event.

- **Jamming Hoops Fest** – Jamming Hoops Fest is a basketball tournament-style community outreach event hosted and coordinated by the Oklahoma City Police Department. The event is held on Thursday evenings through the summer months in northeast Oklahoma City. The goal of the program is to have youth from at-risk neighborhoods, off the streets and in a positive setting that allows mentoring by police officers and volunteers. About 250 kids participate every week and receive a “life lesson” by a guest speaker, dinner (hot dogs or burgers) and play tournament basketball where they win prizes for good sportsmanship and participation. The summer of 2017 was the eighth consecutive year of Jamming Hoops Fest.

- **School/Police Community Meetings** – A good public school system is vital to the success of any community. The Oklahoma City Police Department has a strong partnership with the Oklahoma City Public School System (OKCPS). This partnership is important to maintaining the safety of children and administrators within more than 70 schools in the OKCPS. The police department participates with school staff and parents through individual and community meetings to discuss school and community expectations within the educational system. This allows for police, school personnel, students and parents to be involved in decisions, allow for better understanding of the school environment, and identify potential problems and concerns.

**POLICE-COMMUNITY PROGRAMS**

- **Family Awareness and Community Teamwork (FACT)** – The FACT Program is a gang prevention and intervention program of the Oklahoma City Police Department that began in 2007 and expanded in 2009. This program runs two youth community centers in northeast and southeast Oklahoma City. Both areas are considered at-risk areas for youth due to high crime and high gang activity. Officers identify youth needing intervention and diversion services through daily contact with the police or references from various community partners such as schools and counseling programs. At-risk youth are visited in the home and offered afterschool participation in various police-
sponsored programs. The program conducts 50-100 gang interventions per year and has over 500 kids attend the various police-community functions annually.

• **Police Athletic League (PAL)** – The PAL program is one of the longest running police-community relations programs of the Oklahoma City Police Department. Beginning in the 1980’s, PAL uses partnerships with Oklahoma City elementary schools to run various sports programs during and after school. The program allows police officers to interact with primarily minority students in a non-enforcement environment through sports activities that also includes a character building curriculum. These programs are implemented in areas of Oklahoma City where youth have a higher risk of involvement with crime and gangs. Approximately 1,500 kids participate in PAL activities every year.

• **OCPD Cadet Program** – The Cadet Program was first implemented in 2015, and is a first of its kind nationally. The Police Department partners with local career tech schools to implement a training program for high school students interested in a law enforcement career. Upon graduation interested students can apply to the OCPD Cadet Program. The Cadet Program supports and mentors cadets for a period of two years during which they provide volunteer hours for police-related projects and events and receive training, free college tuition from partnering colleges, and assistance in finding employment. All cadets come from inner-city schools that consist of about 70 percent minority students. Upon completion of the OCPD Cadet Program, cadets will be better prepared for employment within the public or private sector. The program will hopefully provide increased opportunities for inner-city minority youth to become police officers. In its inaugural year, the Cadet Program recruited 19 students with expectations of an additional 48 cadets in the 2017 spring program.

• **Truancy Unit** – Studies have shown that a person’s risk of being involved in criminal activity is reduced for students who graduate high school. The Truancy program began in 2009 in partnership with Oklahoma City Public Schools (OKCPS) to help reduce the dropout rate. The main focus of the Truancy Unit is to encourage school attendance through voluntary compliance within the OKCPS system. Compliance is gained through home visits, diversion programs through social services and, if necessary, the courts. Police Officers visit approximately 5000 students during the school year. The Truancy Program has achieved a 34-54 percent truancy reduction for students who have received some type of intervention through the program.

• **School Resource Officers** – School Resource Officers (SROs) are assigned to every high school and middle school within the Oklahoma City Public School System that consists primarily of minority students. Four officers also rotate through the elementary schools. The officers assigned to the schools receive special training and are certified to work with teachers and students. SROs not only help provide a secure learning environment but also engage students and staff members to promote positive police-community relations. These officers typically work sporting events, pep rallies and other organized events for the schools they serve.

• **Police Community Relations Officers** – The Police Community Relations (PCR) concept has been a strong component of the police department philosophy since the early 90’s. PCR Officers are assigned to each of the four Patrol Divisions. These officers engage on a daily basis with various groups, businesses, neighborhood associations, churches and other groups within the division. PCR officers stay in touch with the changing needs and concerns of the neighborhoods and businesses in their divisions to
provide neighborhood watch training, crime prevention and personal safety information to help create a safer environment and better relations with the Police Department.

- **Intelligence-Led Policing** – The Intelligence-Led Policing concept was adopted by the Oklahoma City Police Department in 2006. Intelligence-Led Policing officers (ILP) are assigned to each of the major Patrol Divisions, Investigations Bureau and the Criminal Intelligence Unit. ILP officers research criminal activity and crime trends by collecting and analyzing crime data to assist officers in identifying criminal activity and potential suspects in their districts. This information is gathered through analysis of police reports and information sharing. ILP officers help to provide the efficient use of police resources that improve police enforcement efforts.

- **Office of Media Relations** – The Office of Media Relations, formerly known as the Public Information Office (PIO), deals with local, national and international news organizations on newsworthy police investigations, crime trends, significant arrests, and new police programs. The PIO Office is the central and official source of information to the media and the public. The two main goals of this office are to comply with the Oklahoma Open Records Act by meeting information requests made by the media and maintaining a culture of transparency and trust by providing information to the community via news stories and social media posts. The Office of Media Relations strives to lower crime and increase community confidence in the Oklahoma City Police Department through a transparent process of releasing information on police-involved issues, high-profile incidents, and crime trends.

- **Homeless Outreach Team** – The Homeless Outreach Team (HOT Unit) was formalized in 2013. The goal of the HOT Unit is to assist the homeless population by maintaining a partnership with various non-profit organizations focused on providing resources and assistance to those without a long-term shelter. This includes persons with the added challenge of mental illness and drug addiction. HOT Unit team members may also provide immediate needs to the homeless such as water and blankets. HOT Officers are knowledgeable and connected with available assistance programs and will often assist a person in scheduling appointments with organizations to assist individuals.

- **Bilingual Unit** – The Bilingual Unit was implemented in 2002 to assist the needs of the non-English speaking population. The Bilingual Unit consists of about 50 police officers who speak Spanish, Vietnamese, or know Sign Language to communicate with the hearing impaired. These officers receive quarterly training to maintain proficiency and receive language related legal updates. Members of the Bilingual Unit are subject to call-out 24 hours a day to assist officers and detectives in translation assistance for victims of crime, witnesses and suspects. Bilingual Unit Officers provide their services to approximately 1000 individuals annually.

- **Crisis Intervention Team** – The Oklahoma City Police Department Crisis Intervention Team (CIT) program was adopted in 2003 as a result of the growing number of calls for service involving persons with mental illness. CIT officers receive 40 hours of specialized mental health training to assist them in recognizing symptoms of persons in a mental health crisis and how to respond to them. CIT Officers also receive training on medications used for treatment of mental illness along with the added conditions associated with the use of other substances. The training also includes de-escalation techniques for persons in crisis. CIT Officers also participate in providing all officers with mental health training.
• **Victim Services Programs** – The Victim Services Program works with individuals, whose lives are impacted by crime and strive to help victims feel safe, supported and informed. Their goal is to empower victims by providing information, resources and practical support for crime victims and witnesses. The Police Department also partners with the YWCA to provide an on-site victim services advocate for victims of domestic violence.

**POLICE TRAINING COURSES**

- De-Escalation, Communication to Avoid Violence
- Excited Delirium Syndrome, Recognition and Response
- Assisting Limited English Proficiency and Hearing Impaired
- Autism Identification Training
- Mental Health Training
- Cultural Diversity Training
- Gender Bias
- Building Trust between Police and Community
- Training on Effective Communication with Minority Groups
- Mental Health Crisis Calls and Identifying Community Resources
- Community Oriented Policing
- Communication with Deaf/Hard of Hearing
- Crime/Drug Prevention
- Cultural Awareness/Ethics
- Community Relations Review
- Community Relations Report/Practical Exercise
- Motivational/Community Interaction Social Skills
- Character First/Ethics
- Ethics/Personal Pages/Digital Sites
- Ethics
- Ethics/Conflict Resolutions
- Ethics Review
- Character Foundations for Law Enforcement
- Community Engagement/Interaction
- Indian Country/Jurisdiction
- ICE Overview/Immigration Laws
- Civil Process
- Mentally Ill/Protective Custody
- Civil Rights
- Youth and Family Crisis Intervention
- Citizen Encounter/De-Escalation/Voluntary Contact
- Use of Force Simulator – De-escalation
- Use of Force Simulator Reports
- Crisis Intervention Team Program Overview
- Practical Exercises: Domestics/Bar Checks/De-escalation
- Spanish
ACCOUNTABILITY

- **Body-Worn Cameras (BWC)** – All patrol officers will be equipped with high definition cameras to record the daily interactions between police officers and citizens. Recordings are kept and managed through the police department and are subject to open records. Recordings of incidents will provide video documentation of citizen and police interactions during a police event. The BWC program should increase the level of accountability and provide citizens with added confidence and trust in the Police Department.

- **Use-of-Force Investigations** – Policy and state law mandate that police officers report to their supervisors all instances where force is used. In every situation where force is used (at any level above routine handcuffing), police supervisors conduct a use of force follow-up investigation to ensure the amount and level of force was appropriate for the situation. A review committee and the Deputy Chief review the completed use of force follow-up report.

- **Automatic Vehicle Locator (AVL)** – All marked police vehicles are equipped with AVL, which tracks the speed and location of police vehicles. This information can be used to determine police vehicle location and speed when there is an allegation of misconduct.

- **Police Pursuit Investigations** – Strict guidelines exist to oversee police involvement in high-speed pursuits. Police supervisors are required to personally manage police pursuits. Management of a pursuit may include, but is not limited to, the immediate termination of pursuits when they present a greater risk to the public than the violation committed by the driver. The patrol vehicles’ participation in the pursuit is also immediately terminated when air support can be established to assist in the pursuit. A full investigation is conducted on every pursuit to determine the appropriateness of police actions.

- **Formal Complaint Investigations** – Any citizen can make a formal complaint of police officer misconduct. A formal complaint can be made in person or by accessing the OCPD Formal Complaint Form from the police website. A physical copy of the formal complaint form can also be picked up at any police briefing station. Every formal complaint form that is turned in to the police department receives an internal case number and is fully investigated by the Office of Internal Affairs.

- **Citizens Advisory Board** – The Citizens Advisory Board was created in 2003 to review the thoroughness and evidence of all instances where force is used (above the level of routine handcuffing), deadly force incidents, and high-profile incidents involving the police department. The CAB consists of private citizens who are allowed to review the case files on any case involving the police department. The CAB can make recommendations to the Chief of Police or City Manager regarding the investigations, discipline or the need for changes in policy.
ACCREDITATION

- **CALEA Accreditation** – The Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA®) was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations:
  - International Association of Chiefs of Police (IACP);
  - National Organization of Black Law Enforcement Executives (NOBLE);
  - National Sheriffs' Association (NSA); and the
  - Police Executive Research Forum (PERF)

The purpose of CALEA’s Accreditation Programs is to improve the delivery of public safety services, primarily by maintaining a body of standards covering a wide range of up-to-date public safety practices, establishing and administering an accreditation process, and recognizing professional excellence.

Specifically, CALEA’s goals are to:
  - Strengthen crime prevention and control capabilities;
  - Formalize essential management procedures;
  - Establish fair and nondiscriminatory personnel practices;
  - Improve service delivery;
  - Solidify inter-agency cooperation and coordination; and
  - Increase community and staff confidence in the agency.

CALEA Accreditation requires an agency to develop a comprehensive and uniform set of written directives that provide the most successful methods for reaching administrative and operational goals, while also providing direction to personnel.

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