



# ANNUAL REPORT

2023

SCAN TO FILE A  
COMPLAINT



**JERED CROOM**

EXECUTIVE DIRECTOR

**JOSIE RUSSELL**

COMMUNITY MANAGER

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# ABOUT US

The Police Advisory Review Committee (PARC) was created by Executive Order on September 22, 1998 and was adopted by City Ordinance No. 0-194-01 on May 29, 2001. Designed to be an independent agency, PARC has the authority to review allegations of misconduct or wrongdoing by the public against the Knoxville Police Department.



# OUR MISSION

The mission of the Police Advisory Review Committee (PARC) is to provide the citizens of the City of Knoxville a civilian oversight committee to audit the discipline process and the policies and procedures of the Knoxville Police Department.

# OUR PURPOSE

## 01.

To strengthen the relationship between the citizens of the City of Knoxville and the Knoxville Police Department.

## 02.

To assure timely, fair and objective review of citizen complaints while protecting the individual rights of police officers.

## 03.

Make recommendations concerning citizen complaints to the Chief of Police and Mayor.



# REVIEW PROCESS



# THE COMMITTEE



**Jonathan  
Haskell**

Chairperson

*Term Expires:  
06/30/2025*



**Heidi  
Barcus, JD**

Member

*Term Expires:  
06/30/2024*



**Leticia  
Flores, PhD**

Member

*Term Expires:  
06/30/2025*



**Reico  
Hopewell**

Member

*Term Expires:  
06/30/2025*



**Cynthia  
Deitle, JD,  
LLM**

Member

*Term Expires:  
06/30/2026*



**Saadia  
Williams,  
MSSW**

Member

*Term Expires:  
06/30/2026*



**Tyrone  
Beach**

Member

*Term Expires:  
06/30/2024*

# CHAIRPERSON'S REPORT

Dear Mayor Kincannon, Council Members, and Chief Noel:

Enclosed is the 2023 annual report of the Police Advisory and Review Committee (PARC) prepared in accordance with the City of Knoxville Ordinance Number 0-19401 adopting PARC, approved on May 29, 2001. PARC strives to ensure that its procedures, operations, and communications are professional, courteous, and in compliance with the Tennessee Open Records Act, as well as other applicable statutes and ordinances. Members of PARC are cognizant of the responsibility involved with the position to which we have been appointed. We take our roles seriously and go about our work circumspectly.

Changes in personnel were a major storyline for PARC in 2023. In May, Tiffany Davidson, executive director since 2021, transitioned to a new role in the Office of Community Safety and Empowerment and Marcus Rudolph, Community Manager, accepted a new position at the University of Tennessee. PARC co-chair Jered Croom was chosen to succeed Ms. Davidson and Josie Russell was selected as the new Community Manager. Jered was well qualified, having served two terms on PARC, but his departure left a vacancy on the committee. In September, Starlandria Starks, another veteran committee member, was hired by the city, forcing her also to resign from her position as co-chair of PARC. Additionally, Ken St. Germain completed his term of service with PARC and rotated off the committee.

To fill those gaps, Mayor Kincannon appointed three new members to the committee. Cynthia Dietle is an attorney, author, professor, and retired FBI special agent with over 25 years of experience in civil rights advocacy. Saadia L. Williams has worked with the State of Tennessee Human Rights Commission for 14 years. Prior to that, she served as the executive director of the Race Relations Center of East TN. Tyrone Beach is the Director of Organizational Development and Marketing at Muse Knoxville. He is a member of the National Association of Black Journalists and Kappa Alpha Psi Fraternity, Inc.

New members were invited to participate in an orientation session in December, where they became familiar with KPD's IAU process, technology policies, and media, in addition to the City's Sunshine Laws which govern our interactions. This knowledge enables committee members to ask pertinent questions, make informed decisions, and suggest necessary changes within the department.

In May, the Tennessee State Legislature voted 67-19 for a measure abolishing citizen oversight of police. The stated goal was to pattern oversight boards in Nashville and Memphis after Knoxville's Police Advisory and Review Committee, so no significant changes to the way our committee operates were necessary. The biggest change is that city districts are limited to no more than 2 representatives each. While there certainly is benefit to city-wide representation on the committee, some committee members shared concerns of how this change might effectively limit the voice of neighborhoods most affected by policing. In response, committee members have worked diligently with staff to identify potential candidates in each of Knoxville's districts.

The open relationship that we have enjoyed with Chief Noel and his staff makes us hopeful for progress, but we recognize that our work is not complete. PARC is committed to our task of listening to the concerns of our neighbors, investigating thoroughly, and advocating on their behalf. The Committee also welcomes input from the Mayor, City Council, and Knoxville Police Department, and is committed to addressing concerns in a timely manner. We are grateful for this opportunity to help make the City of Knoxville a safer and more just community for all its residents.

Sincerely,



Jonathan Haskell  
PARC Chair

# EXECUTIVE DIRECTOR'S LETTER



**JERED CROOM**

EXECUTIVE DIRECTOR

 [jcroom@knoxvilletn.gov](mailto:jcroom@knoxvilletn.gov)

 [www.knoxvilletn.gov/parc](http://www.knoxvilletn.gov/parc)

 865-215-3869

Dear Mayor Kincannon and City Council Members,

The year 2023 has been a time of transition for Police Oversight in Knoxville and Tennessee more broadly. I came aboard as Executive Director mid-year, and our state legislature was in the midst of passing legislation that would change the way our state approached oversight of Police agencies. Knoxville is now the model for Police oversight in Tennessee. That is a title that we wear proudly, but it comes with a responsibility to be innovative and mindful of ensuring that we do not allow our mission to waver and stay in alignment with the changes in law.

My vision for this office is “increasing access to equity and justice”. That is accomplished by initiatives like community office hours. That is a partnership with KCDC properties to give residents an easier way to share concerns and complaints. I served as a member of the board for many years prior to assuming the role of Executive Director and that insight gives me a unique position. Stepping into this new role was a bit daunting and exciting. The future of police oversight in Knoxville promises to be in service to the citizens and using their voice to better shape the police oversight mission in the City of Knoxville.

To Mayor Kincannon, City Council Members, and members of our community, thank you for your continued support of this office and may the future be bright, and every citizen be served with equity and justice.

Respectfully Submitted,

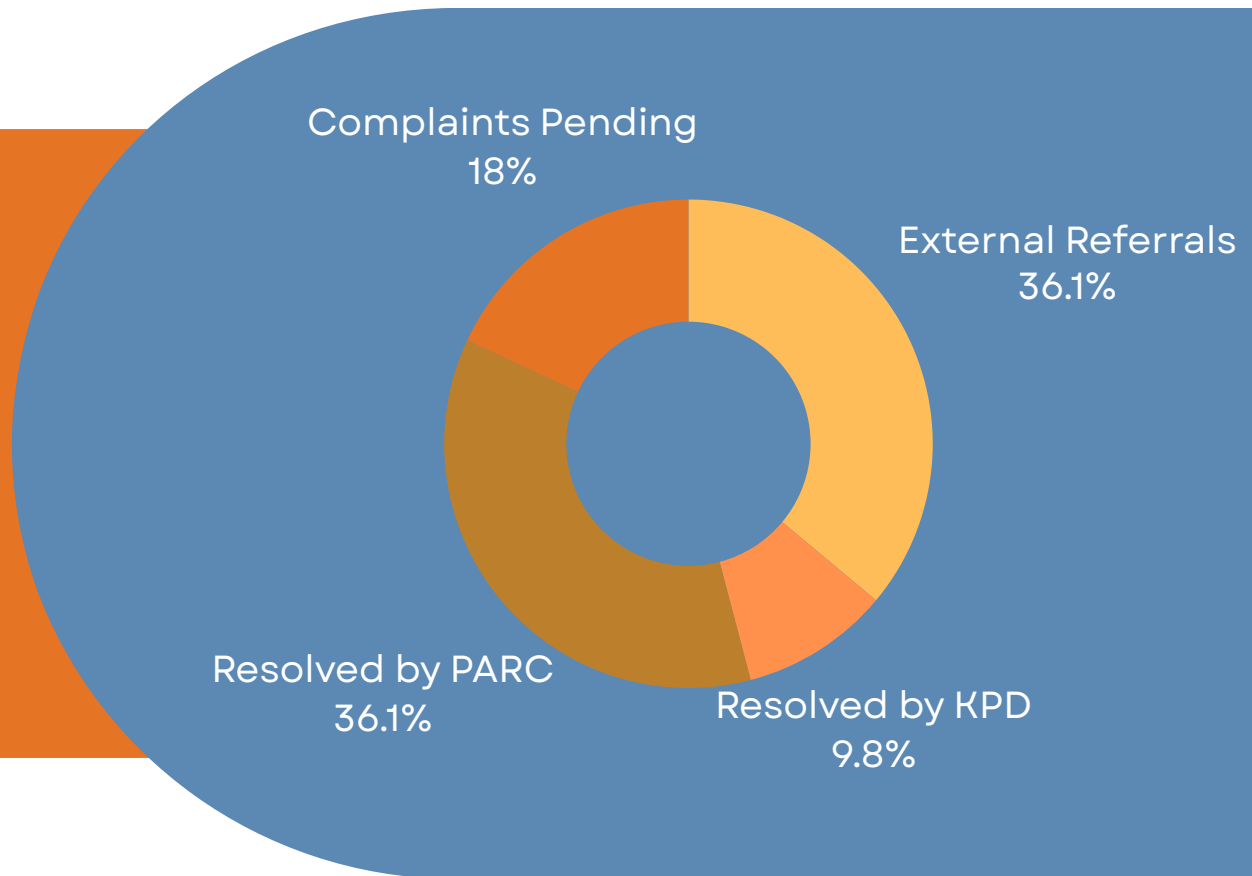
*Jered Croom*



# OPERATIONS REPORT



# OPERATIONS DATA



In the 2023 calendar year, PARC reviewed a total of **55** Community Complaints, **4** Anonymous Complaints, and **30** OPS Cases. **36.1%** were resolved by PARC and PARC Staff. **36.1%** were referred to external agencies such as

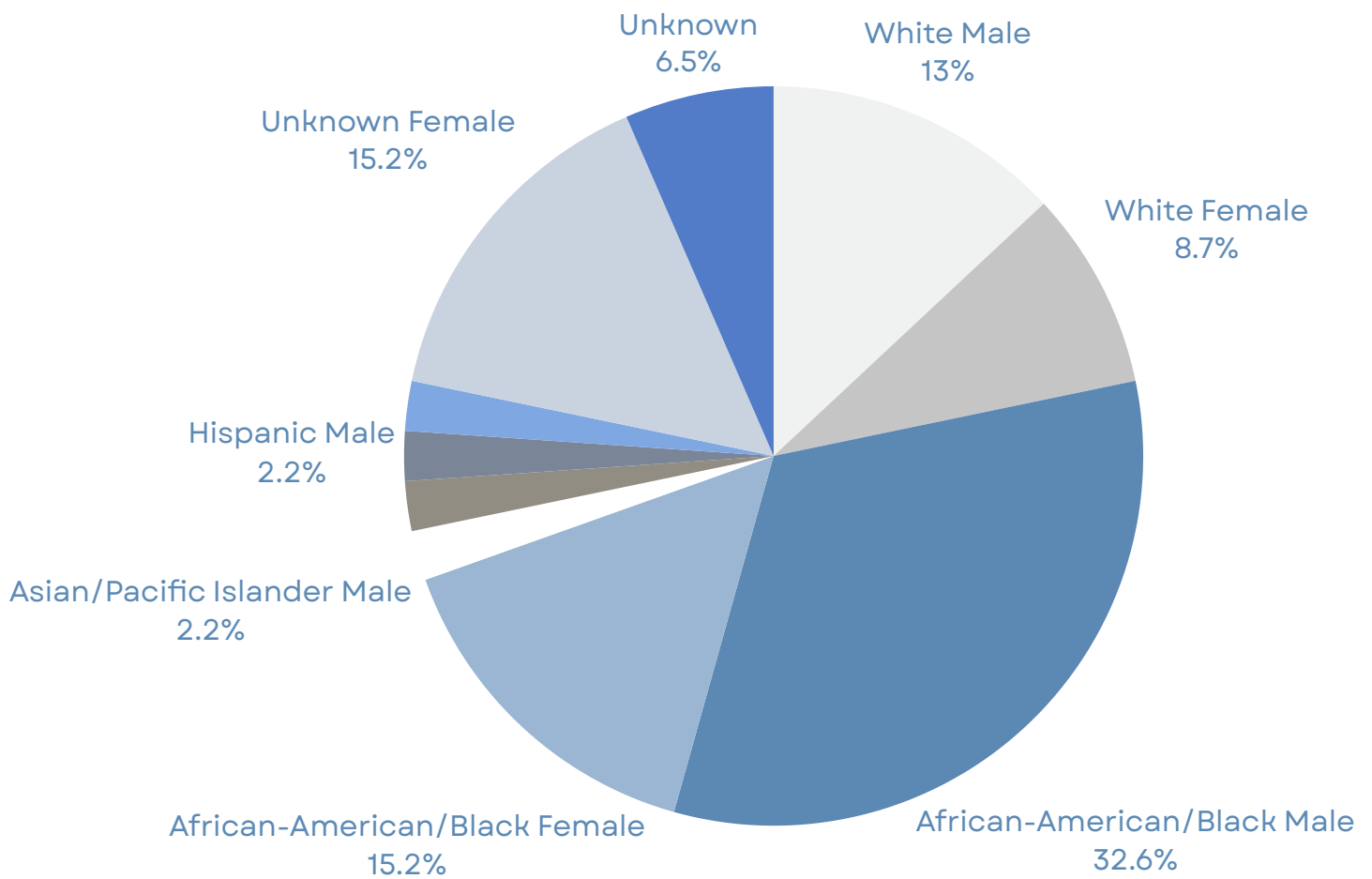
the KPD Office of Professional Standards, Knox County Sheriff's Office, and the District Attorney's Office. **9.8%** were resolved by KPD and **18%** are still pending review.

# DEMOGRAPHIC INFORMATION

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Ethnic/Gender Background	01/01/2022-12/31/2022	01/01/2023-12/31/2023
White Male	7	6
White Female	8	4
<b>Total</b>	<b>15</b>	<b>10</b>
African-American/Black Male	5	15
African-American/Black Female	5	7
<b>Total</b>	<b>10</b>	<b>21</b>
Hispanic Male	1	1
Hispanic Female	0	1
<b>Total</b>	<b>1</b>	<b>2</b>
Asian/Pacific Islander Male	0	1
Asian/Pacific Islander Female	0	1
<b>Total</b>	<b>0</b>	<b>2</b>
Native American Male	0	0
Native American Female	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
Unknown Male	0	1
Unknown Female	0	7
Unknown	0	3
<b>Total</b>	<b>0</b>	<b>21</b>
Other Male	0	0
Other Female	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Total Cases</b>	<b>26</b>	<b>55</b>

# DEMOGRAPHIC INFORMATION



# CONTACT US



## EMAIL

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## WEBSITE

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## PHONE

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