

**POLICE ADVISORY AND REVIEW COMMITTEE
EXECUTIVE DIRECTOR’S REPORT
October 1, 2020 – December 31, 2020**

Below is the report of Executive Director LaKenya Middlebrook for the fourth quarter of 2020.

AUDIT OF DISCIPLINE PROCESS

The Committee audits all completed investigations from the Internal Affairs Unit of the Knoxville Police Department. The results of the third quarter audits were as follows:

Total Cases Audited by Committee:	6
Officers Disciplined	2
Civilian Employees Disciplined	0

<u>Disciplines Imposed</u>	<u>Number of Officers</u>	<u>Number of Civilian Employees</u>
Written Reprimand	1	n/a
Verbal Counseling	0	n/a
Suspension	1	n/a

The Police Advisory and Review Committee concurred with the Internal Affairs Unit’s conclusions on the six cases reviewed.

AUDITS OF KPD POLICIES AND PROCEDURES

The Executive Director reviewed the following ordinances, policies, and procedures as part of the evaluation of the Internal Affairs Investigations and complaints brought to the Executive Director:

- General Order 7.3 (Property and Evidence)
- Standard Operating Procedure 1.02 (Neglect of Duty)
- Standard Operating Procedure 1.21 (Unsatisfactory Performance)
- Standard Operating Procedure 1.25 (Use of Weapons)
- Standard Operating Procedure 1.33 (Submitting False Reports)
- Standard Operating Procedure 1.34 (Processing Property and Evidence)
- Standard Operating Procedure 2.07 (Truthfulness)
- Patrol Standard Operating Procedure IX.B.3A (Patrol Investigations)

ADVOCACY (STRENGTHENING THE RELATIONSHIP BETWEEN THE CITIZENS AND THE KPD)

- The Executive Director met regularly with the Knoxville Police Department Chief of Police staff. Topics of discussion included complaints and questions brought to PARC, cases reviewed by PARC, KPD training, KPD recruitment, violence prevention, approaches to public safety and community engagement.
- The Executive Director participated in meetings with the Mayor, representatives from City departments and community agencies to discuss concerns and opportunities to improve public safety in Knoxville.
- The Executive Director and KPD training staff coordinated two panels of community members to discuss lived experiences with law enforcement, how biases and prejudices impact their communities, and

opportunities for law enforcement to better engage the communities they serve with the KPD 2020-B recruit class. The Executive Director provided training to KPD 2020-B recruit class on the purpose, history and structure of the PARC.

- The Executive Director met with members of the community to discuss concerns about law enforcement, answer questions and offer assistance with addressing concerns.

NETWORKING, OUTREACH AND TRAINING

- The Executive Director participated in workshops about policing and public safety hosted by the Obama Foundation and the Government Alliance on Race and Equity (GARE).
- The Executive Director participated in the National Association for Civilian Oversight of Law Enforcement (NACOLE) Annual Conference. In addition to the Executive Director, three members of the Committee, Chief Thomas, Director Charles Lomax, and Attorney Ron Mills participated in conference sessions.
- The Executive Director attended a meeting hosted by the Inner City Community Coalition to discuss community violence prevention in Knoxville.
- The Executive Director met with administrators and staff from Austin-East High School and Vine Middle School to discuss safety, community and students' perceptions of law enforcement, and opportunities for PARC to engage with students.
- The Executive Director participated in East Tennessee Civil Rights Working Group. The Working group includes advocates, representatives from civil rights organizations and members of law enforcement.
- The Executive Director participated in the Knoxville Area Urban League Conversation on Race. The discussion included information sharing and dialogue about how to address disparities in Knoxville.
- The Executive Director met with staff from Centro Hispano to share information about PARC and discuss opportunities to partner with Centro Hispano to share information and address concerns.
- The Executive Director attended the November Neighborhood Advisory Council meeting. Neighborhood representatives shared their concerns about public safety in the neighborhoods they serve.
- The Executive Director and members of the Community Empowerment staff participated in conversations and trainings related to community violence prevention, including attending a Justice Camp hosted by Cities United and Community Justice Action Fund. The Executive Director, Empower Knox Community Engagement Manager and City's United held conversations with more than 20 members of the Knoxville Community to discuss violence prevention in Knoxville.

SPEAKING ENGAGEMENTS

- October 2, 2020 The Executive Director participated in a panel with current and former members of law enforcement, hosted by the University of Tennessee College of Communications, to discuss policing practices, civilian oversight and community-police relations.
- October 8, 2020 The Executive Director served as a panelist for a conversation on the criminal system for Leadership Knoxville. Other panelists included Chief Eve Thomas, Attorney General Charme Allen and Sheriff Tom Spangler. The panel answered questions from participants about law enforcement practices, the criminal court system, civilian oversight and approaches to public safety.
- October 30, 2020 The Executive Director served as a panelist for the East Tennessee Pro Bono and Faith Day. The Executive Director provided an overview of civilian oversight, approaches to public safety and opportunities for participants to advocate for equity in the justice system and improve community-police engagement. Participants included attorneys, faith leaders and community advocates from across East Tennessee.

Due to Covid-19, speaking engagements and networking opportunities were limited.