



**To:** City of Cleveland Heights

**From:** Cleveland State University Diversity Institute

**Subject:** Training, Policy Analysis, Data Collection and Community Engagement Proposal for the Cleveland Heights Police Department

**Date:** August 2, 2020

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### **Overview:**

The City of Cleveland Heights has requested a proposal from Cleveland State University's Diversity Institute (DI) regarding the following areas:

- A training program with a focus on cultural competency, implicit bias, professional conduct, and de-escalation
- Analysis of policies developed by Lexipol
- Data analysis of Cleveland Heights traffic stops
- Community engagement and listening sessions
- Community complaint review board process development

Outlined below is the Diversity Institute team and the proposal segmented by area.

### **The Diversity Institute Team**

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**Dr. Ronnie Dunn:** Received a Ph.D. in Urban Studies from Cleveland State University in 2004. He is an Associate Professor in the Maxine Goodman-Levin College of Urban Affairs and his research and teaching interests include racial and social justice, crime and the criminal justice system, policing, racial disparities in health, and education, diversity, and issues affecting minorities and the urban poor. He was appointed Chief Diversity Officer July of 2018 and is responsible for developing and advancing policies and practices that enhance diversity, inclusion, and equity throughout the university and the broader community.

**Dr. Mittie Davis Jones:** Holds a Ph.D. in political science and her Master of Urban Planning from Wayne State University. Dr. Jones has been a practitioner, student, and researcher in the field of urban affairs for over 40 years. Her previous work experience includes positions in city planning, public housing management, and housing program development. She has served on the boards of and as technical advisor to a number of community-based organizations in Detroit and Cleveland. She was appointed the Director of the Diversity Institute July of 2018 and oversees the Center's mission of research, training, and advocacy confronting the range of topics encompassed under the umbrella of diversity, equity, and inclusion.

**Mike Hutson:** Served 33 years with the Shaker Heights Police Department. He saw service time in the uniform, investigative and training bureaus. He is a graduate of the University of Akron, the Ohio Law Enforcement Foundation, Police Executive Leadership College (PELC), Northwestern University's School of Police Staff and



Command, and Force Science's OIS certification course. He is a former Ohio certified law enforcement instructor (OPOTA) specializing in defensive driving and firearms.

**Normella Walker:** Graduate of the Diversity Management Program at Cleveland State University, has completed diversity course work at the Cornell University School of International Labor Relations and is a seasoned professional with 25 years of business experience. She has actively managed, facilitated and advised diverse groups for over 20 years, and specializes in business operations, organizational performance, and leadership development. She is currently employed at Brigham Health in Boston, MA as their Director of Diversity, Equity, and Inclusion.

**Kyle Znamenak:** Diversity, research, and data analytics professional with over 10 years of experience in higher education and the private sector. His research focuses on understanding how police officers develop community relations through formal and informal educational experiences. He believes that through both qualitative and quantitative research methods, organizations and communities may make more informed decisions while valuing individual experiences.

## **Cultural Competence & Implicit Bias Training**

**COST: \$27,500**

The Cleveland State University Diversity Institute will conduct five, eight hour workshops for a class of 20 per session (this can be modified to a maximum of 25 officers if training needs to be completed in four sessions). The specific dates, times and training facility will be selected by the Chief of Police to accommodate the scheduling and staffing needs. Each session will have a 30-minute lunch break and two 15-minute breaks.

### **This program will engage officers in an experiential learning process, using:**

- Various participatory exercises
- Hands-on de-escalation dynamic simulated scenario (if able)
- Dialogue
- Audiovisual images and videos

### **Curriculum will cover:**

- A sociohistorical overview of the relationship between police and the African American Community
- Current challenges facing law enforcement
- Changing demographics that have influenced a need for diversity competency
- Dynamics of difference
- Impact of bias, stereotypes, prejudice, and discrimination
- Professionalism and the impact of cultures of honor



- The role of police officers as street-level bureaucrats and the appropriate use of power and authority
- De-escalation and the value of slowing down
- Behaviors and skills that build community trust

**\*Pre-workshop Assignment:**

The Implicit Association Test is an online psychological test developed at Harvard University to test an individual's implicit (or often unconscious) preferences. Prior to coming to the workshop go to <https://implicit.harvard.edu/implicit/>. A window will open taking you to the Project Implicit website. Login to the Project Implicit Social Attitudes portal using your email address, read the instructions and take the racial preference (Black/White) test. Please print and bring your test results with you to the workshop. (Do not be too upset by your test results; we all likely harbor some racial preferences that we are unaware of or may not align with our perception of how we view others from different backgrounds.)

**Set-up and Logistical:**

- 2 – 4 Flipchart pads with easels and markers
- Training Room – equipped with chairs/tables able to suit group activities
- Training location will be equipped with necessary audio/visual equipment to support Power Point presentation.
- Access to copier to make class handouts.
- Name tents and name tags for participants and facilitators
- Notepads, pens, water, and refreshments for participants

**Policy Analysis & Community Engagement**

**COST: \$8,800**

The Cleveland State University Diversity Institute will review and assess policing policies developed by Lexipol, including but not limited to, use-of-force, bias-free policing, and recruitment and hiring policies, to ensure they match the culture of the Cleveland Heights community and are in line with state and national best-practices. This process will include:

- An individual evaluation of each policy developed by Lexipol
- Two community town hall meetings (in-person or virtual) around policies for community feedback
- Qualitative analysis of listening sessions
- Recommendations based on community feedback sessions and policy analysis



## Data Analysis

**COST: \$5,500**

The Cleveland State University Diversity Institute will analyze the traffic ticketing patterns of the Cleveland Heights Police Department based on available data. Additional reports will be generated based on available organization data. This process will include:

- Extraction and collection of raw data from sources
- Combining data with other sources (if possible)
- Preparing, cleaning, and scrubbing raw data for statistical analysis
- Quantitative analysis of the data
- Generation of findings report

## Civilian Review Board

**COST: \$5,500**

The Cleveland State University Diversity Institute will recommend a Civilian Review Board structure based on the following:

- A review of local and national models of Civilian Review Boards
- Key interviews with local community leaders and organizations
- Recommendations based on national and local law enforcement agency accrediting bodies.

**Preparation, design, execution, and measurement of training: TOTAL: \$47,300.00**