

# **Asheville Police Department Strategic Plan Community Priorities**

## **Priorities Established During Community Brainstorming Session**

### **What APD Does Well**

- Diversity in leadership
- School Resource Officers / youth
- Neighborhood programs – Community Resource Officers and Beat
- Available for meetings
- Being available to the community
- Response times

### **Areas where APD should place emphasis when developing the 2014 – 2017 Strategic Plan**

1. Hire / Retention /Promotion of diverse department
  - specifically African American
2. Cultural and sensitivity training
  - racial, gender, mental health, socio economic
3. Educate minority groups (with community) on how to interact with police and avoid conflict – language barriers
4. Resources for youth programs
  - especially very young
5. Compliance with all state policies, procedures AND APD policies and procedures
  - equal enforcement / treatment
6. Accountability for interpersonal skills – especially younger officers
7. Rapid response team for crisis / serious events in community
8. Expand community police program to include civilian liaisons
9. Community watch – expand and treat equally

## **All Discussion Items Noted During Community Brainstorming Session**

### **What APD does well**

- Hired a black police chief
- Patrolling schools – School Resource Officers
- Information sharing to solve crimes
- Citywide patrol
- Response to calls in timely manner

- Visible in community
- Community discussions
- School resource officers and youth involvement
- Neighborhood liaisons officers
- Neighborhood law enforcement programs – familiarity with officers
- School resource officer program
- Downtown law enforcement initiatives
- Youth involvement
- Encouragement of information on open cases
- Community watch
- Citizens Police Academy
- Outreach to elder community – call each a.m. – BCSD
- Partnerships with BCSO
- Crowd control / traffic control
- Has not witnessed anything good

#### **Areas where APD should place emphasis when developing the 2014 – 2017 Strategic Plan**

- Increase resources for drug enforcement
- Equal enforcement of the laws
- Hiring and retention of a diverse work force
- APD youth programs and community events
- ensure constitutionality of APD policy
- professional and appropriate uniforms in response to calls
- communication with public
- safety – diffuse dangerous situations
- find solutions to racial biases / addressing within department
- development interpersonal skills especially among young officers
- cultural diversity / proactive justice / racial profiling
- better pay
- strengthen training procedures
- stricter disciplinary actions on officer's misconduct
- more accountability with staying in compliance with State mandated laws that govern NC
- develop and apply interpersonal skills with accountability
- communication of protocol / procedures with workshops – basics and complex
  - to community
  - through outreach
  - focus on immigrant, African American, youth and how can interact with APD
- creating / supporting differences
  - youth workshops: do's and don'ts for how community can interact with APD (African American, males, females)

- social / cultural trainings for patrol – demographics, stereotyping
  - improve reputation
  - stop stereotyping communities
  - economic, immigration status, racial – improve sensitivity
- community watch
  - treat ALL communities the same
- rapid response team when tragedies occur in community
- community watch – South side (treat all communities the same – respondent experiences a lot of violence in community, breaking and entering, gunfire)
- equal treatment across ALL communities
- open communication with victim’s family in all cases
- officer retention
- transparency about demographics of race, age, gender
- rapid response team when tragedy occurs in community
- concentrated presence in high crime areas
- public housing unit
- customer service needs improvement (patrol)
- community feels intimidated by APD
- relationship building in housing developments
- housing unit – better communication, engagement, community in fear of them
- reentry work – develop it, make it strong
- partnerships with social work
- proper techniques for evacuation during a critical incident
- training for law enforcement responding to issues involving mentally ill individuals
- public relations
- bridge gap between City goals and law enforcement action
- response time to high traffic drug areas – dead end street, dark areas: downtown, Asheland Ave
- community liaison – where community can come with concerns