

# GENEVA COMMUNITY COMPACT

## Geneva Community Compact Steering Committee Minutes

Geneva Police Department  
Tuesday, October 16, 2018

PRESENT: Linda Whitley, Tools for Social Change  
Chief Michael Passalacqua, GPD  
Brandon Bryant, Tools for Social Change  
Sage Gerling, City of Geneva  
Victor Nelson, AAMA  
Mark Gramling, Clr. At Large

ABSENT: Lucile Mallard, NAACP  
Michele Barrett, GHRC  
Carol Maxon, Courtyard Tenants Association  
Shandaneka Howard, Courtyard Tenants Association

**Doris Myers read aloud the following mission statement:** *"It is the mission of the Geneva Community Compact Steering Committee to foster mutual respect regardless of ethnicity, gender, gender expression, sexual orientation, religion and abilities, repudiate racial and cultural bias and strengthen the City's workforce diversity by drawing on the talents of all segments of the community".*

1. **Approval of Minutes** – September 18, 2018  
Moved by: Mark Gramling; seconded by Victor Nelson  
**Motion Approved Unanimously**
2. **Agenda Items**
  - a) FIP Public Forum – wrap up discussion. The following were round-table take-aways from the forum and responses to where we'd like to see the Compact go from here:
    - Not stopping community outreach, but rather doing targeted conversations similar to focus groups with different subgroups in the community. This allows you to narrow the invite list, and possibly consider using a talking piece, ground rules and possibly a facilitator to create a safer space where people can speak honestly and be heard.
    - Contacted Lorie Fridell from Fair and Impartial Policing. She said that the study of the impact of the training has not been completed and she doesn't have any survey that she can share. She provided the word document of the evaluation form that they prepare for the police to use when they provide training to their officers. I think we could add some questions from that form (**attached**). This may be helpful as we get into

the process. Connecting Chief Passalacqua with Lorie so they can schedule a time to talk about measurement.

- Above sentiments echoed
- Also agree with above. Move forward but be more purposeful with attendees. Invite those that are committed to partnering with the GPD.
- Things will only get better when we shift the way we interact
- Have to be able to have a conversation with all people – people should temper their words with grace
- Try to figure out a way to reach the broader community
- People need to feel that they are heard
- Disheartened how small the group of attendees were
- If the intent is about building relationships, then it is about give and take
- Avoid aggressive conversations and has tried conveying that on many occasions
- Always an issue involving people of color and the feeling that nothing is ever going to change
- Get back to the basics of the Compact and do more to improve community engagement, simply get to know people
- The forum was not a good use of time to get the information we wanted to get out to the public
- Look at small groups with connections and divide groups based on different and share stories and listen rather than talk
- Glean information from community members and not where one person has a soap box and allow for enough time to conduct safe dialogues
- Extremely frustrated
- Felt attacked
- Lots of untrue and inaccurate statements
- Difficult to give feedback without people becoming adversarial
- Does not want to participate in a forum like that in the future
- Doesn't feel it is constructive at all for the Compact
- Suggest that if people come to the table with problems that they offer potential solutions
- Don't feel these naysayers want change or improvement, but rather they just want to complain

**Group Consensus:**

- Don't allow such a small group of people to get in the way of our goals – move forward with our mission
- Continue working on police training
- Continue engaging 1:1's with officers and community members
- Go to community members instead of asking them to come to us
- Continue working on improving perception
- Allow for opportunities for people to show up differently

b) Body Camera Presentation – Chief Passalacqua provided the group with information relative to operations of the body camera, including how the various functions and capabilities (case files, inventory, reports, administrative functions),

clarity of footage, etc. The Chief and command staff will attend upcoming Axon 2-day certified training. He also said that a **draft** policy is in process and will share it with the group for feedback/input.

c) Compact Action Plan Next Steps – November meeting

3. **Follow-up Goals for Meeting** (if time permits)
  - a) Receive Report of Complaints from GPD – no personnel complaints last month; 21,000+ calls for service to date
  - b) Complaint Process – Sage and Mark met and are looking into the possibility of a third-party mediator (outside of the Geneva community) and/or a representative from Dispute Settlement to assist in this process. More to follow.
4. **Adjournment:** 7:45pm
5. **Next Meeting: November 20, 2018; Chairperson, Michele Barrett; Location Lakefront Community Use Room**