

MIAMI-DADE COUNTY INDEPENDENT CIVILIAN PANEL MINUTES

TUESDAY FEBRUARY 7, 2023 6 PM

STEPHEN P. CLARK CENTER

111 NW 1ST STREET, COUNTY COMMISSION CHAMBERS, ROOM 1011

MIAMI, FL 33128 - (305) 375-1799

I. Welcome and Introductions

Members in Attendance:

Oscar J. Braynon, II

Eddie Dominguez

Joshua Jones, Esq.

Raymond Melcon

Ruben Paillere, Esq.

Pam Perry, Esq. (Vice Chair)

Clemente Vera

Members Excused:

Loreal Arscott, Esq. (Chair)

Joe Celestin

Pedro Mora

Staff in Attendance:

Ursula Price, Executive Director ICP

Laura Morilla, Director, Office of Community Advocacy

Griselle Marino, Office of Community Advocacy

Shannon Summerset-Williams, Assistant County Attorney

II. Reasonable opportunity for the public to be heard – two minutes per person.

Rapheal Antonio Gomez, of Miami Florida

Mr. Gomez expressed concerns about the progress of the ICP. He worries that the body hasn't yet heard a complaint and that all its members have not yet completed training. He believes that the panel often does not start on time or has a quorum.

Susan Khoury 8227 SW 82 Place

Ms. Khoury welcomed the new Director and thanked Laura Morillo for supporting the ICP. Ms. Khoury announced a tentative date of March 1 for a community organized Meet and Greet with the Panel. Ms. Khoury asked the panel to please share contact information for any suggested invitees.

Dorothy Smith – 8711 SW 85th St. Miami

Ms. Smith introduced herself as a community member and former volunteer with Miami Dade Police. She asked the Panel to remember the needs of seniors and disabled veterans so they can be included in the process. She suggests that some meetings be earlier in the day or at weekends and that transportation be provided. Ms. Smith says she worked to make sure the ICP get adequate funding and expressed support for oversight and better police community relations.

III. Approval of agenda

Braynon moved to approve. Dominguez seconded. Unanimously approved.

III. Approval of minutes of meeting of 10/25/22

Minutes edited to reflect Mr. Dominguez's attendance.

Mr. Braynon moved for approval, as edited. Unanimously approved.

IV. Chair's report

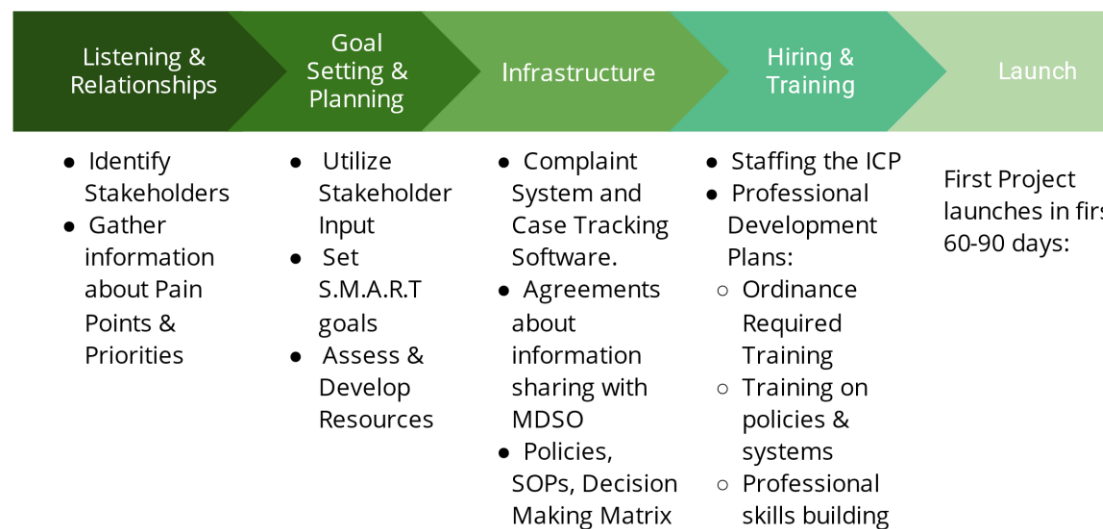
Josh Jones introducing Ursula Price. Mr. Jones explained that the committee did a broad search and found a candidate with several years' experience in police oversight and community organizing.

V. Executive Director's report

- Intro
 - a. Presented a broad 90-day plan in hiring process
 - b. Would like to build on what the panel has already done to start implementing this plan
 - i. Appreciate Ms. Beamud and the panel for:
 - 1. Already getting agreements with MDPD

2. Bylaws drafting process near completion.
 3. Outreach list built.
 4. Training established and half the panel trained.
 5. Getting me hired!
- Overall Develop Process
 - a. Listening is a key first step in setting goals and priorities.
 - b. From those we can develop plans that make us accountable and effective
 - c. Infrastructure was meant to follow planning so we can build in ways that support our goals
 - d. And then hire the team that fits the goals and structure

ICP DEVELOPMENT PROCESS



- Listening
 - a. Listening Sessions – I propose we approach this as qual and quant research
 - i. Goal is to
 1. Identify areas of risk and impact
 2. Develop relationships to support our success and responsiveness.
 3. Have metrics.
 - ii. Can provide examples from DOJ, neighboring PDs and IACP
 - iii. Seeking academic partner but will proceed without one.
 - iv. Individual outreach to organizations to host listening sessions or one on one meetings
 - v. Creating a survey to present to the panel to gather feedback via social media and website
 - b.

- Planning:
 - a. Because oversight encompasses a broad array of models and approaches, ICP will have to set goals and plans to focus its work
 - b. You have a proposed planning memo that I've provided. Later I will propose some adjustments to that process and timeline.
 - c. Part of that is creating a mission and vision statement to provide "Your mission statement is a set of words that defines and communicates the purpose of your business. It shows how you define success, make business decisions and ensure that everyone involved in the company is on the same, inspired track"
 - d. Develop a 2 year plan including goals, communications strategy, staffing timeline
- Infrastructure
 - a. Before getting into a proposed timeline, update on infrastructure.
 - b. Establishing ICP Offices
 - i. Acknowledge Laura Morillo and Advocacy
 - ii. Address and Phone
94 West Flagler Street
19th Floor
Main Line 305-349-7525
 - iii. Hiring
 - 1. Office Manager Job Announcement
 - iv. Website
 - 1. Request for partners to conduct communications planning with ED.
 - c. Began working with the proposed complaint intake process that Cris made to develop an online form.
- Proposed Timeline and Next Steps
 - i. Listening
 - 1. Begin Scheduling Listening Sessions Now
 - 2. Create a list of guiding questions and be prepared to take exhaustive notes for analysis later by IN PROGRESS. Complete by end of next week.
 - 3. Research request already drafted and shared.
 - 4. Develop a survey (ideally with partner) (Seeking partner but will DIY – no later than March 15)
 - ii. Proposed Division of Labor & Timeline:
 - 1. Mission/Vision Statement
 - a. Drafted by ED (2/15/23)
 - b. Consult with Communications (2/22/23)
 - c. Approved by Panel 3/30/23.
 - 2. Goals for 23/24 Fiscal Year
 - a. Drafted by ED (4/1/23)

- b. Approved by Panel (4/30/23)
 - 3. Complaint Intake Procedures
 - a. Drafted by Interim ED, ED (2/13/23)
 - b. Approved by Committee (3/20/23)
 - c. Presented to full panel (3/20/23)
 - 4. Training Calendar
 - a. Drafted by ED and Committee (2/28/23)
 - b. Presented to full panel (3/30/23)
 - 5. Establish dates for the 2023 hearings.
 - a. Propose a definitive, recurring date for every month, i.e., the 4th Wednesday of every month.
 - 6. Committees
 - a. Meet by end of March and establish annual work plans.
 - 7. Recommendation that the panel establish agreements about commitments and conduct as soon as possible to support our progress and accountability to the public
- b. Communications:
 - i. Request for outreach committee to work with me on a communications strategy
 - 1. Website and Outreach materials by end of March
 - ii. Also need to agree on messages so we can create outreach materials so need to meet by mid-March
 - c. Immediate Next Steps
 - i. Request for meetings with each Committee Chair and a Committee work plan and schedule
 - ii. Agreements on proposed timeline
- Reminder that next ethics training is February 15

Panel discussed Training:

- Agreement that NACOLE training be broken into 2 shorter trainings.
- Trainings required by ordinances –
 - MDPD Training - training committee convening to schedule training with MDPD
 - Police training was 3 8-hour sessions.
 - MDPD needs the panel's availability first and then they can break it up any way the panel chooses.
 - Some elements of the police training could be truncated
 - Training committee will review previous agenda of the MDPD training, design a training agenda and set new training dates
 - Mr. Melcon will also explore making regular academy trainings on the necessary subjects available
 - Ethics Training:

- Ms. Price will send out information on how to register for the ethics training.
- Ms. Price will do training on using the SharePoint in the next meeting.

Ms. Price and Ms. Perry reported on attending a Circle of Brotherhood training for MDPD cadets.

- Ms. Perry suggested that Ms. Price share outreach opportunities with panel members so they can opt to attend as well.

Motion to adopt the proposed division of labor and timeline moved, seconded, and affirmed unanimously.

ICP Meeting Dates Discussion:

- Laura Morillo provided a copy of the County Commission's Schedule for the BCC
- Proposal for the 3rd Monday of each month
 - Chambers not available on 3rd Monday in June
- Proposal for Last Tuesday
- Agreement to circulate an email to make sure those dates work for the panel and the BCC.
- Note that we also need to schedule meetings for other parts of the community.

Harold Floyd S Dade NAACP – want to see stuff happening in the south. Next meeting is on the 16th of this month. 6:30 pm

VIII. Old business

- Trainings discussed in ED Report
- Community Meet and Greet
 - March 1 is a short timeline to get public official to attend.
- There are vacancies that are going to be filled in the coming months.
- Circle of Brotherhood volunteered their space.
- Do we try to do this even on March 1 or postpone?
 - They meet every Tuesday but if we give notice, they can do it on any day. Susan Khoury says that community is inviting us so we won't be in conflict with sunshine law
 - We will circulate April 10, 11 and 12th to determine if those dates work.

- Need to identify moments we can have our hearings out in the community as well.
 -

IX. New business – Q&A with Audience

What is the role of this body? The ICP is a civilian review panel. In that model, a staff investigates complaints and reviews investigations, policies, etc. and presents it to the panel. The panel acts as a quasi-judicial body that votes on the recommendations of the staff. Additionally, when the panel sees a pattern, they can recommend changes in policy. We also listen to the public and collect and directs that information to make changes in the police department. The public will be able to hear staff recommendations to the board. The decision is solely up to the panel.

A member of the public, Brad Brown, brought up a complaint filed about an incident on March 3rd last year. He heard the involved unit was disbanded but is concerned because the investigation started and stopped due to an officer's absence. Discussion with County Attorney and Susan Khoury about whether the ICP can review Professional Compliance Bureau or other internal investigations.

A member of the public, Delores Smith, spoke of a problem she had reporting a crime. Mr. Celestin brought up which cases the ICP prioritizes was brought up and Ms. Smith argued that her case should be a priority. Ms. Price pointed out that this discussion is resolved by proposed planning.

X. Reasonable opportunity for the public to be heard – two minutes per person.

- S Dade NAACP asks that he hold an event in South Dade. They will be happy to coordinate an opportunity.

XI. Adjournment – Adjourned at 8:07