



Date: February 18, 2019

To: Rick Jerue, City of Charleston, SC

From: Denise Rodriguez, CNA

Subject: Racial Bias Audit of the Charleston Police Department: CNA Site Visit Summary

From February 7–8, 2019, CNA made its first site visit to Charleston, South Carolina, as part of the Racial Bias Audit of the Charleston Police Department (CPD). Over the two days on-site, CNA participated in the press conference announcing the start of the audit and conducted 11 interviews with CPD personnel and 4 interviews with community members and city officials. In addition, CNA attended 3 master roll call sessions, went on ride-alongs, and held a community meeting. The site visit was productive, resulting in a number of preliminary observations that the CNA team will explore further as they continue to conduct research and analysis and draft their final report.

This summary documents our observations made during the first site visit. Based on these preliminary observations, CNA will further examine the following areas:

- The adequacy of internal and external officer accountability mechanisms
- The use of force chain of command review process and use of force incident data to determine the adequacy and completeness of the investigation of non-deadly use of force incidents
- CPD's body-worn camera (BWC) policy to determine whether supervisors are required to review BWC footage as part of their review of all use of force incidents and whether policy is being followed
- The traffic unit's internal reporting and review mechanisms and the impact of current traffic enforcement strategies on the community
- CPD's process for tracking, investigating, and reporting all external complaints/information calls
- CPD's strategic plan for recruitment as it is drafted
- Concerns raised by community members, including the lack of trust in the complaint process, the lack of substantive community outreach, and the lack of sufficient accountability
- CPD's community outreach strategy, specifically its non-law enforcement engagement efforts with youth and underrepresented populations

CNA's audit will not be limited to the activities listed above. As we continue our audit, we will identify additional areas that will require us to conduct more in-depth examinations to develop valid findings and recommendations. CNA's audit will be comprehensive and will examine CPD's policies and procedures in the following topic areas: 1) Use of force; 2) Traffic Stops and Field Contacts; 3) Internal/External Complaints; 4) Recruitment and Hiring; and 5) Community Engagement.



Next Steps

- CNA will conduct a follow-up discussion with CPD's Professional Standards Office to review the data required (this includes use of force, complaints, and BWC records).
- CNA expects to receive all requested traffic stop and field contact related data by April 1, 2019.
- CNA will work with the Charleston Area Justice Ministries, the Eastside neighborhood, the NAACP, and other community groups to schedule community meetings.
- CNA will conduct the second site visit to Charleston in March 2019. The purpose of this visit will be to interview line officers, conduct follow-up interviews with division commanders, hold community meetings, and interview key community stakeholders.