



**Date:** June 6, 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 May 6–7, 2019, CNA made its third site visit to Charleston, South Carolina, as part of the Racial Bias Audit of the Charleston Police Department (CPD). Over the day-and-a-half site visit, CNA attended the 2019 Nehemiah Action, met with members from the Palmetto State Law Enforcement Association, met with Rick Jerue and Chief Luther Reynolds, and conducted a community meeting with local youth. The very productive site visit resulted in several preliminary observations that the CNA team will explore further as we continue our research and analysis and draft our final report.

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

- Informal/formal mentorship programs for minority officers
- CPD’s practices and strategies in the recruitment and hiring of minority officers
- Leadership support in encouraging diversity/inclusivity within the department
- The lack of equity, or perceived lack of equity, in the performance evaluation process
- The importance of local youth understanding their rights when engaged with police
- The lack of community engagement opportunities and activities between the youth and the police
- The importance of procedural justice when police engage with the community; community members expressed the impact that a lack of understanding of the community’s culture can have on how the police engage and serve their communities
- Below are the areas we observed during the previous site visits, which we also examined during our third site visit:
  - CPD’s community outreach strategy, specifically its non-law enforcement engagement efforts with youth and underrepresented populations
  - Supervisory training and informal/formal mentorship programs for newly appointed supervisors
  - The CPD’s policies and culture related to diversity and inclusion of underserved populations among officers, teams, specialized units, and the communities they police
  - The impact of the current rotating shift schedule on CPD’s ability to provide consistent community engagement and officer wellness (e.g., assigning officer[s] to a particular shift/location over an extended period)

*Additional outreach efforts to gather input from the local youth may be necessary to ensure that CNA adequately captures and represents their perspectives in our report.*

CNA’s audit will not be limited to the activities listed above; as we continue our audit, we will identify additional areas requiring more in-depth examination 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 training and community engagement divisions.
- CNA will continue examining all the data provided to determine if additional data are required, and, if necessary, CNA will discuss potential limitations in the data analysis with CPD and city officials.
- CNA will work with the City of Charleston and its community partners to schedule additional community meetings as needed.
- CNA will conduct its fourth site visit to Charleston in September 2019. The purpose of this visit will be to conduct a community meeting with the local youth and review the draft findings and recommendations with community members and stakeholders, city officials, and CPD personnel.