

**POLICE ADVISORY AND REVIEW COMMITTEE
EXECUTIVE DIRECTOR’S REPORT
April 1, 2021 – June 30, 2021**

Below is the report of Executive Director LaKenya Middlebrook for the second quarter of 2021.

AUDIT OF DISCIPLINE PROCESS

The Committee audits all completed investigations from the Internal Affairs Unit of the Knoxville Police Department. The results of the second quarter audits were as follows:

Total Cases Audited by Committee:	14
Officers Disciplined	11
Civilian Employees Disciplined	0

<u>Disciplines Imposed</u>	<u>Number of Officers</u>	<u>Number of Civilian Employees</u>
Written Reprimand	4	n/a
Oral Reprimand	4	n/a
Verbal Counseling	2	n/a
Suspension	2	nn/a

The Police Advisory and Review Committee concurred with the Internal Affairs Unit’s conclusions on nine of the fourteen cases reviewed.

AUDITS OF KPD POLICIES AND PROCEDURES

The Executive Director reviewed the following ordinances, policies, and procedures as part of the evaluation of the Internal Affairs Investigations and complaints brought to the Executive Director:

- General Order 1.48 (Social Network/Media Internet)
- General Order 1.6 (Use of Force)
- General Order 2.16 (Digital In-Car Recording Equipment)
- General Order 5.4 (Court Appearances)
- Code of Conduct 1.0 (Insubordination)
- Code of Conduct 1.03 (Knowledge of Laws)
- Code of Conduct 1.04 (Conformance to Laws)
- Code of Conduct 1.19 (Unbecoming Conduct)
- Code of Conduct 1.21 (Unsatisfactory Performance)
- Code of Conduct 1.23 (Dissemination of Information)
- Code of Conduct 1.24 (Use of Force)
- Code of Conduct 1.35 (Processing Property and Evidence)
- Code of Conduct 1.39 (Arrest, Search and Seizure)
- Code of Conduct 3.00 (Courtesy)
- Code of Conduct 4.06 (Arrest, Transportation and Detention of Prisoners)
- City of Knoxville Administrative Rule 1.06 (Harassment)
- City of Knoxville Administrative Rule 1.07 (Workplace Violence)
- City of Knoxville Executive Order (COVID-19 Health and Safety and Related Policies)

ADVOCACY (STRENGTHENING THE RELATIONSHIP BETWEEN THE CITIZENS AND THE KPD)

- The Executive Director met with the Knoxville Police Department Chief of Police, Command Staff and other officers. Topics of discussion included complaints and questions brought to PARC, cases reviewed by PARC, KPD training, KPD recruitment, violence prevention, approaches to public safety and community engagement.
- The Executive Director co-led training for the Knoxville Police Department 2021-A Recruit class focused on cultural competency and biases. The training included members of the Knoxville community leading small group discussions with recruits about their experiences, common stereotypes and biases, and strategies for effective community engagement and service.
- The Executive Director participated in meetings to discuss policies around Body-worn camera footage.
- The Executive Director participated in meetings with the Mayor, representatives from City departments and community agencies to discuss concerns and opportunities to improve public safety in Knoxville.
- The Executive Director and Investigative Manager met with members of the community to discuss concerns about law enforcement, receive complaints, answer questions and offer assistance with addressing concerns.

NETWORKING, OUTREACH AND TRAINING

- The Executive Director participated in discussions, held by Mayor Kincannon, with service providers and community members in the Mechanicsville community.
- The Executive Director attended webinars on policing policies, public safety and civilian oversight hosted by the National Association for Civilian Oversight of Law Enforcement (NACOLE) and the Obama Foundation.
- The Executive Director met with the District Attorney, representatives from the Office of the United States Attorney, and representatives of the Federal Bureau of Investigation to build relationships and discuss how PARC may interface with their offices.
- The Executive Director participated in East Tennessee Civil Rights Working Group. The Working group includes advocates, representatives from civil rights organizations and members of law enforcement.
- The Executive Director participated in the Knoxville Area Urban League Conversation on Race. The discussion included information sharing and dialogue about how to address disparities in Knoxville.
- The Executive Director, Empower Knox Community Engagement Manager and City's United met weekly to discuss approaches to violence reduction.
- The Executive Director attended several community and meeting events.
- The Executive Director serves as Mayor Kincannon's representative on the Knoxville Family Justice Center and East Tennessee Historical Society Boards of Directors. The Executive Director serve on the Transformation Impact Plan Committee, Community Healing Fund Committee and Board of Directors for the United Way of Greater Knoxville and the Executive Committee of the Knoxville Branch NAACP.

SPEAKING ENGAGEMENTS

June 1, 2021	The Executive Director spoke to the 2021 Summer In the City Interns about the role and function of PARC during their orientation.
June 22, 2021	The Executive Director and Investigative Manager were guests of the East Tennessee Freedom School Boys and Girls Club site. PARC staff gave an overview of the work of PARC, shared information about violent crime in Knoxville, and talked with scholars and staff about community-police relations and civic engagement.
June 22, 2021	The Executive Director met with students from Future of Hope. The Executive Director

provided an overview of civilian oversight, explained the function of PARC and answered questions from participants.

June 25, 2021 The Executive Director spoke to students in the BETS program during their City Government Day. The Executive Director provided an overview of PARC and answered questions from participants.

June 29, 2021 The Executive Director was interviewed by a member of the Future of Hope program regarding PARC. The interview was recorded and shared with students in the Future of Hope program.