

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

Below is the report of Executive Director LaKenya Middlebrook for the third 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 third quarter audits were as follows:

| | |
|--|----------|
| Total Cases Audited by Committee: | 5 |
| Officers Disciplined | 2 |
| Civilian Employees Disciplined | 0 |

| <u>Disciplines Imposed</u> | <u>Number of Officers</u> | <u>Number of Civilian Employees</u> |
|-----------------------------------|----------------------------------|--|
| Written Reprimand | 1 | n/a |
| Oral Reprimand | 0 | n/a |
| Verbal Counseling | 1 | n/a |
| Suspension | 0 | nn/a |

The Police Advisory and Review Committee concurred with the Internal Affairs Unit’s conclusions on the five 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 2.3 (Prisoner Transportation)
- Standard Operating Procedure 3.00 (Courtesy)

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

- The Executive Director and Investigative Manager met and communicated regularly with the Knoxville Police Department Chief of Police and staff. 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 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 and Investigative Manager participated in Mayor’s Night Out events in North and South Knoxville.

- The Executive Director provided training on PARC to KPD recruits and supervisors.
- The Investigative Manager provided training to Community Empowerment Department staff on the basics of mediation.
- The Executive Director participated in workshops and webinars focused on police policies hosted by the Obama Foundation.
- The Executive Director attended trainings in Memphis, TN and Louisville, KY focused on violence intervention, community engagement, stakeholder engagement and public safety policies.
- The Executive Director and Investigative Manager participated in the NACOLE Virtual Conference.
- 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, Empower Knox Community Engagement Manager and City's United held a stakeholders meeting with several members of the Knoxville Community to discuss violence prevention, including service providers, violence-impacted persons, and youth.
- The Executive Director continues to serve as the Mayor's representative on the Family Justice Center and East Tennessee Historical Society Boards of Directors. The Executive Director serves on the Board of Directors and Transformational Impact Plan Committee for the United Way of Greater Knoxville and the Executive Committee of the Knoxville Branch NAACP.
- The Investigative Manager continues to serve on the State of Tennessee Alternative Dispute Resolution Committee and the Community Mediation Center Board of Directors.

SPEAKING ENGAGEMENTS

- July 16, 2021 The Executive Director served as the keynote speaker for the opening session of the Race Relations Symposium hosted by Blount County NAACP and Blount County United. The subject of the session was “systemic racism and its impact on communities.”
- August 29, 2021 The Executive Director presented information about PARC to members of the Mayor's Youth Council and talked with Youth Council members about the impact of violence on communities and opportunities for youth engagement.

On August 31, 2021, Executive Director Middlebrook was appointed by Mayor Kincannon to serve as the Director of the Office of Community Safety. Ms. Middlebrook continued to support the work of PARC during the transition to the new role and pending the appointment of a new PARC Executive Director.