

MINUTES



**FORT COLLINS
POLICE**

Chief's Community Advisory Committee

Wednesday, October 20, 2021 | 12:00

FCPS Community Room

OPENING

- Chief Swoboda had everyone introduce themselves and discussed how to further the goals of the group, including encouraging members to invite other members and/or agency staff to their community events, groups, etc.

NEW BUSINESS

- Public Relations Manager Kate Kimble shared the agency's online Transparency Page, which includes information and stats about anti-bias training, body worn camera use, use of force, citizen complaints, and the mental health response team, among other items. Diversity of FCPS was discussed.
 - The transparency page can be found at fcgov.com/police/transparency.
- Chief showed the committee a recent video created by the agency to recognize National Coming Out Day. It was posted on our social media and received a very positive response.
- Officer Aliya Hess from the Personnel and Training Unit shared a presentation on the agency's recruitment efforts for law enforcement positions. Officer Hess also shared gender, race, and ethnicity statistics for officer applications received in 2020 and cadets hired in 2020.
- Kate shared information about our Spanish immersion program for employees and the impact that has made on our relationship with Spanish-speaking members of our community.

COMMITTEE QUESTIONS AND FEEDBACK

- Committee members asked questions about what the hiring process for employees entails, how the annexation of Mulberry will affect the agency, and shared some recruitment ideas including hiring based on initiatives and thematic hiring.

OPEN DISCUSSION

- Committee members asked questions about community policing and outreach efforts with the deaf community.

IDEAS FOR FUTURE AGENDA ITEMS

- Mental health, the Mental Health Response Team, and how we partner with UC Health. This will be covered at the next meeting on November 17, 2021.