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CITIZENS INTERRACIAL COMMITTEE OF SAN DIEGO COUNTY
Room 609 Robinson Building
520 "E" Street, San Diego, California 92101
239-0871

RECOMMENDATIONS

ON THE

SAN DIEGO POLICE DEPARTMENT

Compiled

May, 1967

RECOMMENDATIONS

September 1, 1966

The staff has been concerned as indicated by presentations to the Executive Committee and the Board of Directors from time to time about the many problems arising in the area of community police relations. During the past several months staff has discussed with different members of the City of San Diego and the Police Department some additional specific suggestions which might help remove some of the suspicions on the part of the minority community of the motives and intent of the Police Department personnel, and which at the same time would create the kind of condition by which police personnel might gain a greater understanding of minority group feelings and attitudes. Such an idea might also be used to allow personnel to meet minority persons on a basis other than that of operating as an officer interested in apprehending an individual, and meeting minority persons on a more social, informal basis as opposed to always in the position of the authority. But this is a two-way street and would, therefore, allow for minority persons also to get to know police officers, at least some of them just as an individual.

It has long been known that without some kind of vehicle for creating an atmosphere in which two people can meet and interact just as people there are likely to be stereotypes and myths perpetuated by the very nature of the association of the minority person by the majority and of the majority person by the minority.

This recommendation, however, cannot be fully understood in isolation and, therefore, should be accepted for consideration only in conjunction with the other many recommendations which have been made and designed to effect the same goals as herein implied.

The rationale here is that officers in their routine training are not brought in to direct contact with minority persons who eventually will consititute many of the constituents who will be apprehended and dwelt with in otherwise unpleasant manners. The rationale also includes that if such an opportunity were provided as part of the training of recruits and veterans, reactions and double-reactions would take on a different meaning in everyday performances.

Specific actions:

1. That each recruit while in his regular training be assigned to work out of the office of a community agency or a community organization for at least three weeks during his formal training at the academy.

2. That each recruit be assigned on a rotation basis to one different agency each of the three weeks.

3. That each recruit be assigned as a regular member of the staff of that agency during his tenure there.

4. That during this tenure the recruit wear civilian clothes and engage in activities of that agency just as another staff member.

5. That during each of these three week assignments staff, along with the recruit assigned to that agency, meet at least once a week with City officials and Police Department officials to discuss the progress and activities of the recruit and that agency's program.

6. That members of the respective agencies also be requested to visit the Police Department at least one day during the time the recruit is in his agency and attend classes at the academy so as the agency personnel themselves might become better acquainted and more intimate with the kinds of training programs and the community problems faced by the Police Department.

7. That during the week of assignment the staff of the respective agency arrange as many community group meetings with just ordinary people particularly from the minority community during which the staff and the recruit may have a chance to interact on an informal basis together.

8. That at the end of the training at the academy of that particular class of recruits all of the staff personnel of the specific agencies which have been involved in the placement of these recruits be invited along with other community persons to attend the graduating exercises.

9. That this program be advertised and widely pushed in all of the communities not only the minority community, but the majority community as well.

10. That the facets of such an approach be written up after full discussion of its benefits or lack of them with community persons and particularly members of the agencies chosen and given the kind of broad coverage that will help create an atmosphere conducive to tearing down many of the stereotypes and myths which are held both by the majority and the minority of each other.

Along with the inviting of community persons to attend the graduating exercises of the recruits it is suggested that a greater effort be made to involve different community groups in the graduating exercises as well as other facets of the program. For example, it is recommended that the different organizations which operate on an ethnic basis be contacted and informed in informal discussions of the kinds of goals and objectives of the Police Department. Then an on-going discussion be effected with these groups leading up to the first graduating exercises and the first assignment to these agencies of these recruits. It should have

been added earlier that the agencies conceived herein would include those of the Mexican-American community, those of the Asiatic community, those of the Negro community, and those of the White community but with special emphasis on those of the minority community.

What this is intending to say is that a greater understanding has to be effected between what the objectives and goals of City government are on the one hand and how these are perceived and reacted to on the other by the community. The rationale is obvious: that the greater involvement of the citizanry in its government, the more likely that citizanry is to give the kind of positive support which any government must have to become most effective and allows the City government to be responsive directly with the people whose support it seeks.

FINANCE

One of the immediate concerns becomes that of how such a program can be financed. While we recognize that this indeed is a major problem in any operation such as herein proposed it is felt, however, that the first decision to be made would be whether or not such a program has merit; that is, whether such a program is desirable. And once that decision is made, the next problem then not only involves money but also arrangement of the training time that each recruit puts in. With regard to money there appears to be from our knowledge possible funds for a project of this nature at least on a one year or two year demonstration basis. Such funds would be obtained from the Federal government and/or the State government which allows for expenses under certain titles for the kind of a project on a demonstration basis herein described.

The City government, of course, would be in a better position to explore possible funding sources for this kind of project. It is felt by staff simply that money per se would not be the prohibiting factor but the merits or the lack of merits in such an approach when compared to the objectives and goals of our City government.

bm
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SAN DIEGO STATE UNIVERSITY
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SAN DIEGO POLICE DEPARTMENT PROCESSING OF COMPLAINTS AGAINST POLICE OFFICERS

I. STATEMENT OF THE PROBLEM

A. It is believed that the problem concerning the processing of complaints against police officers must be understood and considered in relation to the following factual background:

1. For purposes of this discussion, it may be stipulated from the outset that the San Diego Police Department is one of the best in the State of California by comparison; and its shortcomings, if any, may be relatively few. Whether or not the San Diego Police Department is good or bad, however, is really not the issue with which we are immediately concerned. And we will not be concerned with its goodness or badness at all in this dissertation.

2. The basic relevant fact is believed to be that a substantial segment of the population of San Diego appears to have no confidence or little confidence in the present procedures used by the department for receiving and processing complaints against police officers. Whether or not this apparent lack of confidence is valid or invalid is again not the issue herein. We are confronted by this apparent lack of confidence whether or not it is justified, and will address ourselves in that light.

3. An incidental consequence of this apparent lack of confidence is a rather widespread belief that many people who have grievances against a police officer do not file their complaints with the Police Department or with any of the other agencies stipulated. It is believed that people do not file complaints because of several reasons:

   a. They have some apprehension or fear that the Police Department may find a way to take reprisal against them for filing a complaint.

   b. It is believed to be unlikely that the filing of the complaint will accomplish any useful purpose.

   c. That whether or not the complaints are filed through the given channels stipulated, the end results will be the same, and

d. they do not know such a procedure exists.

Here again we are confronted with this widespread belief, whether or not it is justified.

4. This situation described above accrues in reports and rumors--which are almost impossible to prove or disprove--to the effect that there are many cases of police misconduct described in many different languages which are never reflected in the files of the department. Thus, the rumors persist in the community that it is useless to file a complaint against an officer because the official records of the Police Department are used only or mainly as a basis for increased or decreased deployment of officers in certain communities. Thus, the official statistics issued by the department are not accepted by them as an accurate reflection of the number or character of the actual grievances against police officers. On the contrary, these people assume that the situation is much worse than is indicated by the official statistics. More importantly, these statistics are often rejected as reflecting the reality which is known to exist in the community by its residents.

5. In a recent memorandum, Dr. A. C. Germann, Professor of Police Science at Long Beach State College, summed up a part of the problem as follows:

> "Aggrieved citizens in some areas do not have faith in the desire of their police or sheriff agencies to be informed of improprieties and loudly and widely complain to relatives, friends, and neighbors without any opportunity for the department involved to investigate the grievances."

6. One tragic result of all this is that nobody, not even the Police Department itself, can know with certainty the extent of police misconduct in San Diego, particularly with regard to relatively minor instances which do not justify the filing of a damage suit such as insulting language, excessive use of force without serious bodily injury, or the insulting continuous stopping of the same individuals in the community for questioning without having grounds for filing a complaint against the citizen, etc.

B. Upon the basis of the foregoing factual background, it is believed that the problem may be stated as follows:

1. The immediate problem in its narrowest dimension appears to be this:

> What can be done to help the San Diego Police Department establish public confidence in the procedures for processing complaints against police officers?

2. As indicated under topic A, there appears to be three related problems:

   a. What can be done to eliminate fear and apprehension that some reprisal will be taken against the persons who complain against police officers?

   b. What can be done to give people confidence that their complaints will be evaluated and acted upon in a fair, impartial, and effective manner?

   c. What method can be utilized in compiling statistics reflecting activities in certain geographical areas which are closer to the realities as experienced by those residents in the area.

3. Whatever the true facts may be, experience has indicated that it is not very useful nor effective for city officials, county officials, state officials, or other influential citizens merely to issue statements to the effect that most complaints are groundless or that all complaints are handled in a fair and impartial manner or that complaints are used as an excuse for illegal behavior. Some more effective solutions must be sought.

II. ANALYSIS AND DISCUSSION

A. Fear of Retribution. In the files of C.I.C. are many instances in which the complaintant alleges that subsequent arrests are based upon his having participated in an activity which involved:

1. Defending a friend or a known acquaintance in a manner that displeased the police officers involved.

2. Testifying in court in a manner unacceptable to the police officers involved or to the Police Department.

3. Being followed several times subsequent to his first having come in contact with the police officer whether or not an arrest was made.

4. Being found "not guilty" in court and subsequently followed constantly by the same officer.

(It is yet too early, perhaps, in San Diego to determine the extent to which reprisals are carried out or implied and not carried out. There are instances, however, in other cities which clearly indicate that persons have been justified in their fear that reprisals will be taken against them for filing complaints against police officers.) It should be reemphasized at this point, however, that whether or not the complaintant is justified in alleging such, he acts on that belief, and if certain segments of the population believe this and act on this belief, it is enough to warrant some kind of corrective measures which would remove this fear of retribution.

B. Lack of Confidence in Procedures for Processing Complaints. The writer of this particular dissertation may not be an expert on the subject of the procedures followed by the San Diego Police Department nor for that matter might any other resident of San Diego, but the following beliefs in regard to this procedure are widely held by many persons who are otherwise extremely sophisticated in matters dealing with the Police Department. If these beliefs are wrong, they should be corrected with widespread publicity and a concerted effort throughout the City of San Diego.

The written procedure on filing a complaint against a police officer states that a complaint against an officer is to be filed initially with the Police Department. It further states that, "If the complaining party is not satisfied with the Police Department's investigation, the following agencies will accept a complaint against a police officer." (Agencies names omitted herein.) It spells out in the memorandum of procedure that when a complaint is filed against a police officer, the complaint is customarily investigated by an officer of rank.

The investigative procedure is, of course, entirely necessary and proper; but we should pause to consider its limitations. Typically, the investigating officer or officers must decide who to interview in addition to those indicated as the direct complaintants. Then the officer interviews, presumably in private, such persons as he or they believe it is proper to consult in regard to the complaint. Usually, the investigating officer summarizes the statement he has received from competent witnesses and either the investigating officer or his superiors or both make a recommendation based upon the investigation report.

Inherent in the procedures is a recognition by the Police Department that investigative procedures as described in their memorandum are potentially imperfect and subject to possible abuse or error. Therefore, it is provided in this memorandum that if a complaintant is dissatisfied with the results and the recommendation by the department, he may then file with the agencies as alluded to above. It does not recognize, however, that after all of the agencies have received the complaint, and the department has issued another report, it is still possible that he may be dissatisfied. But this procedure precludes the possibility or the desirability of having a "hearing" at which the complaintant may bring his own witnesses and present his case in person. No provision in the procedure allows for any kind of redress of grievances directly with the Police Department.

It is, of course, recognized by the writer that complaintants always have access to the courts; and while this is true in theory, it is seldom true in fact because it is necessary for the complaintant to get "permission" from the City itself in order to sue a police officer.

Some persons who have attempted to file against a police officer and have their cases heard in court, feel that the City attempts to prevent any public knowledge of such complaints and in effect upholds the position of the police department and the actions of the officers.

C. Disciplinary Actions. The question arises as to what happens if the investigation results in a decision that the complaint does not justify any disciplinary action? In this case, the recourse has been to the District Attorney's Office, City Attorney's Office, and others again alluded to above. However, so far as we know, when an attempt has been made to bring cases before the Grand Jury and other bodies of government, the results have not been different. And once again the feeling persists that it does not do any good to complain against a police officer.

III. CONCLUSIONS AND RECOMMENDATIONS

A. It would appear from the foregoing statements and observations that the minority community in particular and some in the majority community do not have much confidence in the procedures for receiving, evaluating, and disposing of complaints against police officer. It appears essential to establish this public confidence in these procedures. Until such confidence is established, it is virtually impossible for anyone to know with certainty the extent to which there is a serious abuse of policemen's powers in San Diego. While this uncertainty exists, tensions are dangerously increased because of general charges of police misconduct which are almost impossible to have aired openly and thus provedor disproved.

B. The establishment of confidence may be a difficult and time-consuming operation. There is a need not only for confidence in the published policies and procedures, but also confidence in the men and women who execute these policies and procedures. San Diego seems not to have for public information published policies and procedures regarding the entire policy under which the Police Department operates. It does have, as mentioned several times, complaint investigation procedures of the San Diego Police Department.

C. It would be helpful if the Police Department would publish a formal policy statement substantially as follows:

> The public interest requires that all persons must feel free to present information concerning the conduct of public officers and employees to the appropriate departments of government with complete confidence that such information will be properly and impartially evaluated and analysized. And, that there will be no reprisals against those presenting the information. In furtherance of this

public interest, this department hereby assumes direct responsibility for the processing of personnel complaints, and this department hereby directs that no officer or employee of the Police Department shall subject any person to any penalty, harassment, or reprisal because of the presentation of any personnel complaint; and in particular, it is the policy of this department that no person shall be prosecuted for a violation of California Penal Code Sections 148.5, or of the San Diego Municipal Code Section which deals with these matters, or any similar law or ordinance because of the filing of a complaint or presentation of information regarding a complaint, or prosecution of any personnel complaint. Further, that the department welcomes comments, suggestions, and ideas which might further implement this policy statement; and encourages all of its citizens to give aid in the interest of the public to this position of the department.

Should such a policy statement be adopted and if the residents have confidence in those who adopt and proclaim this statement, this may be much more effective than the mere denial that any complaintant is ever harassed or prosecuted, or that the allegations of the citizens--particularly the minorities--are false or serve as excuses.

D. Thus, it appears to be essential that suitable procedures be established under which a complaintant can demand and receive a hearing if the complaintant is dissatisfied with results of mere investigative procedures. It is not sufficient nor effective for the Police Department to announce that it has a written procedure by which a citizen may file a complaint against a police officer.

It is, of course, equally essential that the procedure be fair as used both to the complaintant and to the police officer. It is equally essential that those who represent the department or who make public claims about this procedure be of such character that they can win the confidence of the people so that there will be widespread acceptance of the competence and the impartiality of those conducting the investigation and making final decisions and recommendations. There may be wide differences of opinions as to what kind of procedure should be established, but this too can be worked out in a cooperative atmosphere with many citizens in the community who have and who have not had experience in setting up procedures. The following suggestions are respectfully submitted to this end.

1. That the written complaint investigation procedure of the San Diego Police Department be reviewed, analysized, and modified where and if necessary.

2. That this procedure be revised or modified in cooperation with groups or other agencies in the community concerned with police matters.

3. That whatever procedure is established, wide publicity be given to this procedure and attempts be made to involve the citizenary in exercising their right to use this procedure.

4. That some method be found by which a complaintant can ask for and get a public hearing of some kind before proper authorities including some of his peers, if he is dissatisfied with the investigation results and recommendations.

5. That the citizens be informed of their rights when arrested and the procedure by which a complaint may be filed.

If the Police Department were able to win the confidence of the people, they might find it completely unnecessary to establish any kind of tribunal or other hearing body to hear the complaints. However, with all respect to the able men and women who serve in this Police Department, it may be doubted whether or not they can adequately handle this problem in view of all the prejudices, biases, tensions, and frustrations which have developed over the years in San Diego in certain groups of the population until, and unless the nature of the problem can be frankly discussed and earnestly worked out. The writer again is quite aware that his presentation herein may not be the way others would present the problem; but until the nature of the problem is fully understood, the desired cooperation cannot and will not come about.

Finally, C.I.C. suggests that all the other recommendations which have been submitted with reference to helping the Police Department to create a better image and therefore be more acceptable to members of the total community, be reviewed, analysized, and adopted when appropriate and necessary.

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3/21/67

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SAN DIEGO POLICE DEPARTMENT AND THE MINORITY COMMUNITIES

To fully understand the extent to which citizens of the minority communities believe there is widespread misconduct on the part of police officers, the following conditions should be considered:

1. Because of the long history of racial segregation geographically, physically, and functionally of the minorities in the City of San Diego, many of these persons feel that they are not part of the main activities of the city.

2. Because of this history very little has been done by the Civil Rights organizations and Human Relations agencies in the City of San Diego to indicate to the minorities that they have certain rights and there exists certain procedures by which they may file complaints against police officers.

3. Aside and above the procedures established by the Police Department, there is little knowledge of other attempts within the department to have these complaints brought to them.

4. That there are efforts now being made in the Police Department to win the confidence of the people, to work with the people, and to gain a greater understanding of the nature of the problem, is seldom believed.

5. On an individual basis several police officers have been disciplined as a direct result of citizen's complaints, but this is not made known to the communities.

6. That many individual attorneys handle every day in our courts many cases allegeding police misconduct and police brutality.

Because the cases are handled on an individual basis, the widespread beliefs held particularly by minority persons and young people about police misconduct, are known only to a very small group in the population. It is, then, as if each individual case must first be solved before any attempt is made to correct what is believed to be some of the deficiencies in the procedure itself. Thus, many attorneys are quite concerned about the continued questionable practices in our city which they are aware of through the complaintants who come to them.

It is of equal importance in understanding this condition in San Diego that until recently very little minority news, certainly not complaints, would be aired either by the newspapers or other public media. And, with the few complaintants who attempted to have their complaints aired or reported in the press, there appeared to be attempts to discredit their allegations and thus serve to create the impression that the complaints were ill-founded.

It is also within this context that the nature of the problem must be approached and understood with particular reference to the so-called riots in August, 1965. Unfortunately, the newspaper carried the headlines that there was a riot in southeast San Diego, linking it in the minds of the majority community with the riots which were occuring at that time in Los Angeles. In this kind of atmosphere there is little wonder that until recently the complaints were hard to come by, since "it wouldn't do any good anyway."

AN ANALYSIS

In order to complete an analysis for the purpose of determining a more realistic appraisal of the extent to which either police misconduct exists or the degree to which it is believed to exist, it is suggested here that C.I.C. furnish several names of attorneys in the City of San Diego who handle cases of alleged police brutality, alleged police misconduct, in our courts and have them discuss with proper officials how they view the problem, and the extent to which they consider these allegations valid or invalid. The rationale here is that there are many of these complaints which do get to the courts, but which are unknown to most citizens in the community because they are on an individual basis.

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3/20/67

POLICE-COMMUNITY RELATIONS
(San Diego Police Department)

1. Recommended expansion of the Community Relations Division to include on its staff members of all ethnic-racial groups represented in the police department.

2. Submitted a list of suggestions for changes in the procedure for filing complaints against police officers; suggestions designed to improve the effectiveness of the procedure.

3. Suggested and submitted names of groups and organizations and individuals for initiating community contact and liason relationships with the police department.

4. Involved police officers in CIC sponsored career conference; CIC-sponsored or CIC-initiated forum on youth and youth activities.

5. Submitted list of specific suggestions for improving community relations between the department and the citizens.

   (For other particular ideas, consult book on recommendations.)

   A. Establishing a contact-center for informal association with all community persons.

   B. Having youth and other community persons visit the police department daily and weekly and meet officers under ordinary conditions.

   C. Meeting with all youth and other established or non-organized groups on an on-going basis.

   D. Inviting groups to meet at the department building to discuss police-community areas of common concern: such groups as the fraternities, sororities, ministerial alliances, mothers clubs, action councils, NYC-youth, Junior Government-youth, etc.

   E. Inviting teachers and counselors to bring to the department building groups of students regularly and hold informal, but small, discussions.

   F. Sponsoring of community groups, or joining in supporting them in such activity programs as:

      (1) Junior hosts and hostesses for guiding outside "celebrities" and dignitaries around our city when

they are visiting. All minorities would be represented therein.

(2) Arrange to have these Junior Hosts members as "escorts" with regular "beat-officers" at some well chosen public affairs.

(3) Sponsor at intervals specific affairs to honor these Junior Hosts.

(4) Seek all news coverage of these activities and allow these youths, themselves, to speak and make presentations.

(5) Invite youth now to appear as "guest" with policemen on TV and other public forums.

(6) Creating Youth Advisory Boards to the Police Depart- and meet regularly with them: give them status and recognition.

(7) Organizing a Junior Citizens Police Corps. (See details in Recommendations.)

(8) Recommended to citizens groups to invite policemen to become members of their boards.

(9) Recommended that the department hire a minority-member to teach at the academy during recruit training.

(10) Furnished the police department copies of directories and other materials which deal exclusively with the problems of police-community relations.

NOTE: As with all other governmental agencies, divisions or departments, CIC's role is that of acting as advisors on many facets of inter-group relations problems. It is, therefore, not possible to list and detail "successes and failures" as relate to this role. For a complete coverage of the official recommendations related to a particular area of government, CIC's book of RECOMMENDATIONS should be studied carefully.

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POLICE-COMMUNITY RELATIONS: A COMMUNITY CONCERN

On Sunday, January 23, 1966, a group of private citizens paid tribute to the San Diego Police Department and San Diego County Sheriff, Joe O'Connor. From the published reports, the occasion was prompted by the gesture on the part of the Police Department during the Christmas holidays in delivering donations to many needy families in the Southeast communities. Additionally, underlying this honor bestowed upon the law enforcement agencies, it is alleged, was the liaison and community relations work presently engaged in by the Community Relations Division of the police department and some of the youth of the Southeast community.

Wide coverage was given this affair by all major public media on that Sunday evening and night news as well as during the next day, and on the "summary-of-the-week's" news. It is this physical event and the implications it had for the majority community that the following observations are made. It should be kept in mind, however, as we read these observations, that at no time is any reference made directly, or by implications, to the private citizens who sponsored this event; nor to the truth, or lack of truth, of the many, many allegations leveled at individual persons involved or associated with the sponsoring group. These LATTER matters are simply NOT of concern to C.I.C.

OBSERVATIONS:

On Monday, January 24, 1966, and for several days thereafter, C.I.C. received many calls (tabulating them later, I estimate, not more than twenty or so) regarding the affair. In addition, since that time, one or more questions have been raised at almost every public speaking engagement filled by the executive director. These are in addition to the many private queries made of the staff and a request from one of the local TV stations for staff to appear thereon to comment on this affair.

In the community, it is a commonly known fact that several groups held meetings to discuss the meaning and ramifications of the affair for both the minority and majority communities. The VOICE newspaper of January 27, 1966, carried a rather blistering editorial on the event; and the same newspaper on February 17, 1966, carried the reprint of a letter from CORE to the Chief of Police, Wesley Sharp, under the sub-title "CORE, POLICE ARGUE OVER POLICE IMAGE IN LOGAN HEIGHTS." A copy of the letter, in the form of a NEWS RELEASE was sent to C.I.C. And finally, in regard to community activity, during this past week, another group of citizens met and discussed what they felt "ought to be done to convince the police department that the minority community is not ... ..."

This brief explanation constitutes just a little background for the following considerations. What concerns C.I.C. are the distinct impressions of many majority persons and the extent to which they differ with those of the minority groups.

1. From the comments and reactions from members of the majority groups, certain specific impressions were either gained or developed as a direct result of the news coverage of the January 23 affair. The impressions referred to are all in the direction of feeling that the total "Negro Community" paid some kind of a tribute to the police department.

2. These comments suggest that many in the majority group believe that this tribute was paid to the police department for their "community relations" work with many youth groups in Southeast San Diego and that somehow this so-called Negro community was now congratulating the police department for its work in the community since the August, 1965, disturbance and that this commendation was in some manner related to the August disturbance.

3. Further, the implication from these comments suggest that the so-called Negro community congratulated the Sheriff's department for its good work, yet undefined, but in the general area of human relations.

4. And as stated to C.I.C. staff directly, "the white people are glad to know that everything is alright now between the Negroes in Southeast and the police department; that all is forgiven and forgotten since the August riots..." (Direct quotes from a San Diego citizen to C. W. Waymon.) In this regard, many persons have remarked how wonderful it is that the Negroes and the policemen are attending parties and dances together, etc.

These feed-back ideas serve to indicate to some extent how effective, good or bad, the coverage was in the majority community with some citizens. Based on these and other feed-back data, C.I.C. raises this basic and important question: What responsibility does C.I.C. have to assess the validity, or lack of it, of this general impression with reference to the "Negro Community" and the police department?

Staff assumes that C.I.C. does have this as one of its major responsibilities, as a human relations agency, and suggests that C.I.C. take the following steps immediately:

1. Arrange an early conference with City officials, including top personnel from the police department to explore the observations above and the meaning they have for the minority group persons, as compared to the majority community.

2. Rather than add more "fuel to the fire" request immediate implimentation of the recommendations submitted to and approved by this C.I.C. Board in November, 1965; the recommendations which specifically outlined method by which the police department may receive direct and comprehensive feedback from the community through small local neighborhood citizens groups which meet with the City officials and top police personnel. The purpose of these meetings would be to informally discuss common community concerns and ways of complimenting each other in solving community problems.

It is further recommended that such a conference herein proposed be effected within the next 10 days and that such personnel as designated by the City Manager's Office be required to attend.

2/24/66

RECRUITMENT OF MINORITY PERSONNEL FOR THE POLICE DEPARTMENT

For some time we in the community have known that the Police Department is deeply concerned about the small number of applicants of minority groups who apply for positions with the Police Department; that is, as Patrolmen. We have also known for some time that there is a genuine effort on the part of the department that more minority applicants apply for these jobs. It has also been our concern and by our I mean many community persons, also, that many more applicants who are of minority groups apply for these jobs; and that more concern on the part of minority for these kinds of professional positions be exhibited.

However, in some of the other recommendations an attempt has been made to spell out some of the background material which makes for the small number of minority groups especially Negroes to apply for such jobs and some of the ramifications of these historical factors bearing any effort by City to recruit minority persons.

This concern has increased lately because despite these expressed desires on the part of our government and on the part of community persons, there seems to be little effort made to publicize this desire and to make an all-out effort by community organizations, community groups, individuals otherwise, the mass media, and make it a part of our regular on-going chit chat talk. And it seems that unless this kind of value is placed on a particular concern and desire, not much comes of it. Because of this latter condition, herein are some more specific recommendations which might begin to make it a community concern that more officers who are authorized to protect both our lives and our property be of minority groups.

1. That City officials through C.I.C. call together the personnel of agencies, groups, churches, and others from the total minority communities; that is, from the Mexican-American community, the Asiatic community, and the Negro community and discuss with them the desire on the part of the department to have more minority persons apply for these positions.

2. That at such a meeting a discussion be initiated around how these community persons can go out into the community and spread the word that there is a genuine concern on the part of the City of San Diego to have more minority persons apply for these positions.

3. That at such a conference the City makes specific request of these groups in how they, the community groups, may assist the City in this effort.

4. That from this initial conference certain guidelines be drawn up as worked out by the community groups and City officials for publicizing the need for such recruits.

5. That a second conference be called and chaired by the Mayor of the City of San Diego with the widest possible publicity and news coverage at which this campaign will be "kicked off."

6. That this recruitment program be in the form of a total community campaign, and a committee be formed to spearhead it.

7. That all the press be called in to help the City officials work out an approach which includes articles in the paper, articles in magazines, spot announcements, T.V. serials if necessary, and the use of other techniques and methods designed to get the widest possible coverage.

8. That during this campaign a facet thereof be that of Open House as publicized as such and involvement of these minority communities on a weekly basis with the City officials and the Police Department.

9. That all of this be conceived as an approach to make it known that the Police Department genuinely desires minority persons to help them get the job done both for themselves and for the community at large.

If this suggestion warrants consideration, it is further recommended that C.I.C.'s Board or members thereof meet with City officials to further discuss details of such an approach and methods and techniques of its implementation.

7/1/66

HUMAN RELATIONS TRAINING FOR CITY EMPLOYEES OF THE POLICE DEPARTMENT

It is generally agreed that there are at least three important ways in which human relations attitudes are affected:

Through the formalized training programs or courses conducted in the academy, or during the class-room training.

Through the training bulletins and other materials issued by the administrative offices at the department.

By the position taken on matters of human relations as personally expressed by the chief of police as the top law enforcement officer of the department.

Because of the evidence of strong negative feelings by much of the minority community toward police officers, there appears to be a need for more extensive human relations training as part of the regular recruit training programs. At this point however, more specific information would be needed before any meaningful evaluation of the quality and extent of the present training in this area could be made. The initial step therefore would be that of evaluating the present programs in this regard. To this end, the staff submits the following recommendation:

That CIC explore further with the Mayor and City Manager's office the advisability of having the City of San Diego consider initiating a review by CIC of all the materials relative to the recruit program and human relations matters presently used by the police department.

That this review be made with the cooperation of the community relations division of the police department.

That based on this analysis, CIC prepare recommendations for consideration, if so indicated, in the area of human relations.

That these recommendations be submitted directly to the Mayor and Manager's office; that the latter initiate steps for the implementation thereof through the office of CIC. (As the coordinator of other community groups and organizations which should be involved.)

That this recommendation be taken up in the near future with the City officials involved.

THE McCONE REPORT

On pages 21 and 22 of the McCone Report the following statement appears:

> "As the word of the South Los Angeles violence was flashed almost continuously by all news media, the unrest spread. Although outbreaks in other areas were minor by comparison with those in South Central Los Angeles, each one held dangerous potential. San Diego, 102 miles away, had three days of rioting and 81 people were arrested....."

To date, it has been impossible to determine just what the source was for this information. It is known that it was not obtained through our local police department or our local city administration.

Regardless of the source, staff offers this recommendation for the purpose of making it a matter of record that the McCone Report, in this specific instance, is in error.

RECOMMENDATION

A letter be sent to the McCone Commission indicating that this gross error was made; that the Commission correct this mistake in any and all subsequent revisions and/or reprintings; that C.I.C. stands ready to assist its personnel in effecting the proper association for accurate data in all matters with regards to San Diego; that the Commission obtain the official San Diego police records covering its activities in Southeast San Diego and other areas of San Diego from August 10 through August 20, 1965, for a complete and comprehensive study of the San Diego scene; and finally, after these records have been thoroughly studied, that if it still wishes to include references to San Diego in its report, a comprehensive analysis of San Diego be made through extensive interviews, etc., of the local residents of San Diego similar to those conducted in the Los Angeles area.

bm
2/24/66