



During this time of widespread unrest, public health challenges not seen in decades, and nationwide public concern over the integrity, training, and competency of local law enforcement agencies in general, the City of Gahanna and the Gahanna Division of Police are proud of the community we serve. Over the last two weeks, we have witnessed and participated in several peaceful demonstrations, marches and gatherings with our residents, in an effort to display our support of justice, promotion of equal treatment of all people, and demand an end to racism. Although opinions and political points of view regarding recent events across our country vary greatly, one thing remains consistent - our community expects fairness, respect, professionalism and accountability within Gahanna and, specifically, from our law enforcement officers.

We want to assure you that we are listening to your concerns, and that we will continue to listen as we continue to review our internal processes to ensure that we are abiding by best practices and policies anchored in *21st Century* policing. We welcome your questions and concerns about our current policing policies, hiring practices, and internal and external review of interactions with residents. You can contact either Chief Spence at: Jeff.Spence@gahanna.gov or Public Safety Director Keith Winn at Keith.Winn@gahanna.gov.

From Chief Spence:

*“The Gahanna Division of Police, over the last two years, has undergone transformative change to be leaders in ethical, constitutionally-based community policing. We strive each day to live up to our core values of **Respect, Integrity, Commitment and Professionalism** – the very values that communities across this nation are demanding of their own law enforcement agencies. These are not simply words, but our commitment to you. As one Gahanna, we can heal the wounds that have divided our central Ohio communities and our nation. We can move forward creating lasting bonds between our citizens and those who serve to protect. As one, we can ensure transparency and accountability, and can craft a department that is representative of the diversity in our great community. True understanding is for us all to look through the eyes of another person - understand their viewpoints, their history and share in their experiences. Through true understanding we will move beyond hurt, pain and loss toward a brighter future. The men and women of the Gahanna Division of Police stand with you, committed to paving the way to that bright future together.”*

We will continue to focus on the foundational principles of fairness and respect as we deliver problem-solving, community-oriented policing services. In 2019, the Division of Police crafted its first-ever goals and objectives for the organization. This effort was further expanded upon in 2020. There are five strategic goals that encompass our direction as an agency.

The 2020 strategic goals for the Gahanna Division of Police include:

1. Provide safe travel for motorists and pedestrians throughout the City of Gahanna.
2. Pursue excellence in our service delivery and be a recognized leader in policing.
3. Recruit, hire, develop and promote a professionally trained workforce to deliver exceptional police services.

4. Reduce the rate and fear of crime through prevention efforts, impartial enforcement of law.
5. Engage in an authentic and transparent community partnership.

This month, the Gahanna Division of Police will be releasing another agency first: a detailed annual report that includes details and metrics relating to each of the strategic goals and objectives of our Department. We anticipate the report will be published within the next two weeks and invite you to review that report as soon as its available.

Pursuing excellence in service, and recruiting, hiring and promoting professional law enforcement officers that embrace the tenants of Commitment, Integrity, Respect and Professionalism while engaging in authentic and transparent relationships within the community are more important now than ever before. We are committed to diligent review of our metrics and ALL actions taken in the delivery of services to the community to ensure we are moving toward our goals and meeting the expectations of the diverse community we serve.

Currently, we are working on our strategic goals by implementing new practices and policies, and tracking data to ensure accountability.

Excellence in service delivery:

- Focus on decreased response time for police services
- Maintain Ohio Law Enforcement Accreditation and review and implement additional policies to work toward National Accreditation (CALEA)
- Creation and implementation of the Crisis Negotiation Team

Recruiting, hiring and promotion of professional employees:

- Establishing a fitness/wellness team to provide motivation, coaching & training opportunities
- Plan and implement a 32 hour in-service training program to stay up to date on changes in law, policy and procedures
- Critical Incident Training – all but 5 sworn officers are currently certified, 40 hours of training required for new recruits (3 currently in the basic recruit academy)

Engage in authentic and transparent community partnership:

- Increased use of social media platforms, (Facebook, Nextdoor, etc.), goal is 10% over 2019
- Monthly Community Advisory Group meetings (open to the public)
- Hosts quarterly public safety meetings with area Police, Fire, Schools, County and City representatives
- Conduct events in partnership with the public to strengthen relationships: Coffee with a Cop, Shop with a Cop, and the Citizens Police Academy

We look forward to the collaborative work ahead in partnership with our residents, business community, elected leaders, city employees and members of the Division. During her Mayor's report to Council, on June 1, 2020, Mayor Jadwin announced her plans to assemble a Diversity Coalition - a tangible effort to create a portal for community dialogue and an opportunity to connect with those in our black, brown and people of color communities, with the goal of educating, informing and building diversity, equality and understanding for all within our City.

Through this effort, we believe that we can build upon the work of the last two years to create transformative relationships among our communities of color that will foster true understanding, establish

lasting lines of communication and remove barriers. We look forward to working in partnership with the Coalition in formulating the Division's goals, objectives and expectations now, for 2021 and beyond.