

Community Stakeholders Roundtable
Theme 5 Diversity
December 3, 2008

The group conducted a follow-up meeting to continue a discussion on Theme 5-Diversity. The meeting was held at the Cambridge Center at 4 PM on December 3, 2008, and adjourned at 5:30 PM. The meeting consisted of a general discussion of the Diversity issue with special focus on the recruitment of police officers at the City of Lima. Major Martin provided an overview of the police officer selection process. During the open discussion, several ideas about improving minority recruitment generally, and specifically for the position of police officer, were offered. Those ideas included:

- Administering the civil service test to local high school seniors as part of a government class. Use the results of that test to approach students that do well and appear to have a relatively high aptitude for the tested position. Coach those students about career opportunities with the City relative to that test.
- Develop a list of other state of Ohio police academies and forward job posting announcements for police officer (or firefighter) to those academies
- Target specific college Criminal Justice Programs that appear to have high minority participation with the intent recruiting minority candidates with an interest in law enforcement
- Reach out to the local black community in order to improve trust with LPD. A routine to neighborhood policing is seen as an important aspect of this effort. Major Martin indicated that LPD is committed to this effort but at this time does not have the resources necessary to return to community policing.
- The local black community is perceived to be “close”, and this “closeness” or togetherness of the community may be contributing to reluctance by young members of the community to pursue a career in law enforcement.
- Survey the local community about attitudes toward law enforcement. Why are young people in Lima reluctant to become police officers?
- Re-initiate project involvement with Lima Senior as an opportunity to offer high school students the chance to experience City government jobs.

A follow-up meeting is planned for January 2009. The focus of that meeting will be to accept other ideas, and to begin creating plans for implementing the ideas mentioned above.

Attendance:

Vince Ozier
Bob Horton
Ed Monfort
Jennifer Lawson
Kevin J. Martin
Phyllis Fetzer

Paul Mullenhour
Walt Lawson
Keiko Hahn
Nicole Ward
Shari Ketner