

Community Stakeholders Roundtable
Theme 5 Diversity
January 21, 2009

The group met on Wednesday, January 21, 2009, at the Sanitary Engineer's office. The meeting consisted of a review of the minutes of the last meeting including updates on the most recent civil service exam for police officer and a discussion on the City School concept paper. During the discussion on the civil service exam, a suggestion was made to keep all candidates appraised as to their status on the list. Updates on the items listed from the December meeting are included in *italics below*:

- 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. *A concept paper was written at the request of the Mayor and forwarded to the Superintendent of Lima City Schools. The concept paper creates a vision for a curriculum within the local schools focusing on local government careers. A suggestion was made that the paper be forwarded to superintendents at other area schools such as Elida, Bath, Perry and Shawnee. Any discussion with school officials will include the administration of the civil service exam as described above.*
- Develop a list of other state of Ohio police academies and forward job posting announcements for police officer (or firefighter) to those academies. *A list of police academies has been obtained by LPD and forwarded to the department of Human Resources for inclusion in its recruitment contact database.*
- 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. *No update on this item.*
- Reach out to the local black community in order to improve trust with LPD. A return 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 Mayor solicited the support of Mr. Frank Lamar and Mr. Walter Potts along with WLIO in the creation of a Public Service Announcement appealing to members of the local black community to pursue a career in law enforcement. It appears as if that effort yielded significant positive results in the most recent recruitment effort for police officers. TV-44 had a representative from the City on Community Datebook for a 5- minute interview about the Civil Service Exam. TV-44 also ran the TV-35 produced PSA and created an additional 15-second Datebook spot.*
- 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. *See above.*
- Survey the local community about attitudes toward law enforcement. Why are young people in Lima reluctant to become police officers? *Other community stakeholder groups have indicated an interest in conducting a survey with the intent of gathering attitudes of the community relative to police officers. An*

initial meeting was held last week between representatives of the diversity group and representatives of the COP group. A follow-up meeting is planned after the COP group re-convenes in early February. During last nite's meeting, the diversity group identified specific information about community attitudes that the group would like to gather from a survey. They included the following:

- Do you consider police officers to be good or bad?*
- Do you consider police officers to be helpful or unhelpful?*
- If you were a police officer, would you be willing to enforce the law with friends, family or neighbors?*
- Would you turn to a police officer if you needed help?*
- What is your personal or family experience with police officers?*
- Do you like police officers, why or why not?*

Additionally, it was suggested that we may need the help of a professional familiar with the creation of surveys in order to craft questions appropriate for the targeted audience. There was also a suggestion to administer the survey to school age students at the elementary, junior high and high school levels, including those kids that were in the juvenile justice system.

- Re-initiate project involvement with Lima Senior as an opportunity to offer high school students the chance to experience City government jobs. *It was suggested that this item be added to any future discussion with officials from Lima City Schools.*

A follow-up meeting is planned for February 2009.

Attendance:

Dawn Daniel
Dr. F. O. Oruma
Jennifer Lawson
Keiko Hahn
Kevin J. Martin
Laura Clark
Peggy Ehora
Phyllis Fetzer
Rick Kohli
Sheri Ketner
Vince Ozier
Walt Lawson
Nicole Ward