

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF OHIO
EASTERN DIVISION

UNITED STATES OF AMERICA,)	CASE NO.: 1:15-CV-01046
)	
Plaintiff,)	
)	JUDGE SOLOMON OLIVER, JR.
vs.)	
)	<u>NOTICE SUBMITTING CITY OF</u>
CITY OF CLEVELAND)	<u>CLEVELAND DISTRICT</u>
)	<u>NEIGHBORHOOD AWARENESS</u>
Defendant.)	<u>TRAINING CURRICULA</u>
)	
)	

The Monitoring Team respectfully submits the recently finalized City of Cleveland (“the City” or “Cleveland”) District Neighborhood Awareness Training Curricula for the Division of Police. The Consent Decree requires the City to develop and deliver training for all of its sworn personnel that “incorporates the principles of procedural justice and that is designed to ensure that police services are delivered free from bias.”¹ More specifically, the Decree requires officers to receive “[d]istrict-level cultural competency training regarding the histories and culture of local immigrant and ethnic communities.”² To that end, the training is comprised of separate curriculum for each of CDP’s five police districts and are submitted with this Notice as Exhibits A through E.

Each District Neighborhood Awareness Training curriculum is comprised largely of three parts. The first part of the training lesson defines and explains key concepts integral to

¹ Dkt. 413-1, Ex. A ¶39; Dkt. 416.

² Id. at ¶40.

understanding the importance of gaining a broader understanding of the communities served by officers within the Division. It also includes the identification of topics relevant to a diverse set of communities, including: refugees and immigrants, African Americans, Latino, and LGBTQ. The second part of each District Neighborhood Awareness curriculum includes a description and brief historical details regarding each of the neighborhoods found within the respective district. For example, the First District Neighborhood Awareness Training includes information about the Bellaire-Puritas, Cudell, Edgewater, Jefferson, Kamm's Corners, Hopkins, and West Boulevard neighborhoods. (Ex. A) CDP has also identified, in the second portion of each district training, certain communities and institutions within the neighborhood that have been subjected to hostility or violence. The third part of each Neighborhood Awareness Training curriculum includes a list of community resources (including employment services, medical and mental health providers, food pantries etc.), schools, libraries, and religious organizations.

The process for developing this set of trainings has spanned more than three years. This multi-year process involved considerable discussions, technical assistance, collaboration, and feedback. Because the Consent Decree did not specify the scope and duration of this important training, there was significant back and forth between the parties and the Monitoring Team on those essential parameters. This process was benefited greatly by the Division's willingness to engage with Latoya Logan, a Community Police Commission co-chair, to develop the first part of the training as described above and that is identical across all districts.

There were also extensive discussions on how best to ensure that the contents and delivery of the training could be executed in a manner that – not only appropriately engaged adult learners – but also contained the requisite level of expertise to leave officers better equipped to build strong relationships with diverse community members within the districts they serve. Inherent in that task

was the need for the City to provide officers with an understanding of how local historical and modern-day events have created mistrust and division between CDP and communities within the City, specifically African Americans. The Monitoring Team and Department of Justice engaged CDP in repeated discussions on the importance of recognizing and identifying critical incidents that negatively impacted police-community relations. While those efforts have netted some positive results, there continues to be room for improvement. The Division will be served best by continued efforts to be transparent and accountable in this area. One way this could be accomplished would be by incorporating community members into the development and delivery of the training. The Monitoring Team has repeatedly offered that suggestion to the Division. Unfortunately, it appears that the initial training will not include this level of stakeholder engagement.

The Monitoring Team views this initial training as the City's first best effort toward meeting the Consent Decree requirement of district-level cultural awareness and competency. The team will attend and observe the District Neighborhood Awareness trainings to evaluate whether the delivery is of "adequate quality, quantity, scope, and type" and report back to the Court.³ In the interim, the Monitoring Team requests that the Court approved the attached curricula pending further assessment on the overall effectiveness of the delivery of the trainings.

Respectfully submitted,

/s/ Hassan Aden

HASSAN ADEN

Monitor

The Aden Group LLC 8022 Fairfax Road

Alexandria, VA 22308

Tel: (571) 274-7821

Email: aden@theadengroup.com

³ Id. at ¶39.

CERTIFICATE OF SERVICE

I hereby certify that on March 25, 2022, I served the foregoing document entitled **Notice Submitting City of Cleveland District Neighborhood Awareness Training Curricula** via the court's ECF system to all counsel of record.

/s/ Ayesha Bell Hardaway
AYESHA BELL HARDAWAY