FY 2020-21 Budget
One Dallas: Responsible, Equitable, Accountable, Legitimate (R.E.A.L.)
Change and R.E.A.L. Action

Jon Fortune
Assistant City Manager

U. Renee Hall
Chief of Police
Overview

• R.E.A.L. Change
• Actions taken
• Alternatives to police response
• Reducing harm
• Addressing root causes
• Strategic alignment
“Although we have made some progress, we acknowledge that it is not enough. We must set a new vision that improves safety for all.”

– City Manager T.C. Broadnax
R.E.A.L. Change

• In June, City Manager and DPD released One Dallas: R.E.A.L. Change, an action plan aligned with 21st Century Policing practices

• Included immediate, short-term, and long-term strategies that align our intentions and resources to produce policing that is:
  • Responsible
  • Equitable
  • Accountable
  • Legitimate

• FY21 budget expands on this action plan
  • Refocuses DPD on enhancing safety and promoting justice for all residents
  • Recognizes we cannot arrest our way out of violent crime
  • Redirects resources to alternative solutions that reduce harm and increase safety in our neighborhoods
Actions Taken

• Created Office of Community Police Oversight in FY20
• DPD reports officer contact data on all traffic stops and citations on a monthly basis
• Increased number of UNIDOS liaisons to engage our Spanish-speaking residents and appointed a full-time liaison to the LGBTQ+ community
• Created the Office of Integrated Public Safety Solutions in FY20
Actions Taken

• DPD updated or implemented several use-of-force orders:
  • A new General Order restating the department’s ban on chokeholds, a policy that has been in place since 2004
  • A new “duty to intervene” General Order that compels officers “to either stop, or attempt to stop, another employee when force is being inappropriately applied or is no longer required”
  • A “warning before shooting” General Order, meaning officers must warn a suspect or detainee when feasible before firing a weapon at the person
  • A new “video release” General Order stating the City will release video within 72 hours of officer shootings or when deaths occur in custody
FY21 Investments: Alternatives to Police Response

• Expand RIGHT Care program
  • City receives more than 13,000 mental health calls annually
  • $2.2M in FY21 to fund the existing team and four new teams with goal of responding to 6,500 calls
  • An additional $1.5M in FY22 and five more teams with a goal of responding to all 13,000 calls
  • Once implemented, the total annual cost will be $3.7M
  • External partners are critical to the expansion of the program
FY21 Investments: Alternatives to Police Response

• Increase access to appropriate health services
  • $1M annually to remove barriers to behavioral health care in communities with limited or no access

• Investment in RIGHT Care and health services will reduce the need to dispatch police officers to behavioral health calls

• Provides solutions and helps to avoid unnecessary:
  • Hospitalizations
  • Arrests
  • Interactions between residents and law enforcement
FY21 Investments: Alternatives to Police Response

• Form mobile crisis response team
  • Support police officers when residents need direct services such as food, housing, transportation, or shelter in cases of domestic violence
  • Team of civilian social service professionals trained in de-escalation
  • Connected to community resources to provide immediate assistance and access to long-term solutions
• 25 positions and $1.7M in FY21 with full year funding at $2.7M in FY22
FY21 Investments: Alternatives to Police Response

• Divert public intoxication cases from jail to recovery services center
  • New cross-organizational team
  • Help individuals identify and manage substance use disorders
  • Alternative to assessing a criminal charge
  • $650K for 11 case workers and modifications to existing facility
  • Develop recovery and diversion options by March 2021
FY21 Investments: Alternatives to Police Response

• Respond more efficiently to high-priority calls and free up resources for other efforts
  • Continue implementation of KPMG staffing study recommendations
  • Transition support responsibilities to non-uniformed staff
  • Explore transfer of low-priority calls to other City departments
  • Identify internal efficiencies

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<th>End of Fiscal Year</th>
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FY21 Investments: Reducing Harm

• Improve police training in alignment with 21st Century Policing
  • Enhance external review
  • Expand programs to reduce implicit bias
  • Require annual training in alternative solutions, de-escalation, and less-lethal tactics
  • Develop early warning system to identify officers that exhibit a dangerous pattern of behavior
• $545,000 annually
FY21 Investments: Reducing Harm

- Strengthen accountability through Community Police Oversight by adding mediation coordinator and intake specialist

- Additional positions will ensure:
  - An avenue for residents to voice concerns outside of the police department
  - Oversight to help hold the police department accountable for officers’ actions
  - Oversight to improve the rigor of internal investigations of alleged misconduct
  - A more transparent disciplinary process
  - Improved community relations
  - Increased public understanding of law enforcement policies and procedures
FY21 Investments: Reducing Harm

- Partner with community organizations to establish violence interrupters
  - Credible individuals who serve as mentors and conflict resolution experts to curb violence from within their neighborhoods

Community rally in a Cure Violence neighborhood
Source: CVG via Mayor’s Task Force Report
FY21 Investments: Addressing Root Causes

• Support formerly incarcerated people reentering public life
  • Community-based services such as housing placement, job skills training, job placement, and wraparound support services
  • Goal is to provide pre-release contact and services
  • $1M to enhance existing programs
  • $500K grant to connect individuals to services prior to their release
FY21 Investments: Addressing Root Causes

• Reduce crime and improve quality of life by remedying environmental issues
  • $750K for Integrated Public Safety Solutions to address vacant lots, abandoned properties, substandard structures, and insufficient lighting
  • Partnership with Code Compliance and Transportation
• $500K for three new mow/clean crews in Code Compliance to target illegal dumping
The Mayor’s Task Force on Safe Communities

- Remediate blighted buildings and abandoned lots in high-violence locations
- Add outdoor lighting in locations where nighttime violence has been most severe
- Utilize schools to deliver group support that teaches kids to pause before they act
- Hire and train credible messengers from within high-violence neighborhoods as “violence interrupters” to keep resolvable conflicts from escalating into gun violence
Strategic Alignment

• BHAGs
  • Safest city for youth to succeed
  • Safest, resilient large city with coordinated and engaged partnerships
  • National leader in rehabilitation and diversion programs

• Equity Indicators
  • Juvenile detentions
  • Fines and fees
  • Jail admissions
  • Arrests
  • Traffic stops and searches
  • Sense of community
  • Long-term residential vacancies
Appendix
## Initiative Details

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<tr>
<th>R.E.A.L. Change Initiative</th>
<th>Implementation Date</th>
<th>Assigned Department</th>
<th>Positions</th>
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