

**POLICE ADVISORY AND REVIEW COMMITTEE  
EXECUTIVE DIRECTOR’S REPORT  
January 1, 2021 – March 31, 2021**

Below is the report of Executive Director LaKenya Middlebrook for the first quarter of 2021.

**AUDIT OF DISCIPLINE PROCESS**

The Committee audits all completed investigations from the Internal Affairs Unit of the Knoxville Police Department. The results of the third quarter audits were as follows:

<b>Total Cases Audited by Committee:</b>	<b>2</b>
<b>Officers Disciplined</b>	<b>4</b>
<b>Civilian Employees Disciplined</b>	<b>0</b>

<u><b>Disciplines Imposed</b></u>	<u><b>Number of Officers</b></u>	<u><b>Number of Civilian Employees</b></u>
Written Reprimand	2	n/a
Oral Reprimand	1	n/a
Verbal Counseling	1	n/a
Suspension	0	nn/a

The Police Advisory and Review Committee concurred with the Internal Affairs Unit’s conclusions on the two cases reviewed.

**AUDITS OF KPD POLICIES AND PROCEDURES**

The Executive Director reviewed the following ordinances, policies, and procedures as part of the evaluation of the Internal Affairs Investigations and complaints brought to the Executive Director:

- General Order 1.43 (Social Network/Media Internet)
- Standard Operating Procedure 1.19 (Unbecoming Conduct)
- Standard Operating Procedure 3.00 (Courtesy)
- City of Knoxville Executive Order (COVID-19 Health and Safety and Related Policies)

**ADVOCACY (STRENGTHENING THE RELATIONSHIP BETWEEN THE CITIZENS AND THE KPD)**

- The Executive Director met regularly with the Knoxville Police Department Chief of Police staff. Topics of discussion included complaints and questions brought to PARC, cases reviewed by PARC, KPD training, KPD recruitment, violence prevention, approaches to public safety and community engagement.
- The Executive Director participated in meetings with the Mayor, representatives from City departments and community agencies to discuss concerns and opportunities to improve public safety in Knoxville.
- The Executive Director met with members of the community to discuss concerns about law enforcement, receive complaints, answer questions and offer assistance with addressing concerns.

**NETWORKING, OUTREACH AND TRAINING**

- The Executive Director coordinated and participated in discussions between a youth servicing agency

and KPD to discuss and develop safety plans and opportunities for police engagement with program participants.

- The Executive Director participated in discussions, held by Mayor Kincannon, with service providers, youth and community members in the Lonsdale and Five Points/Walter P. Taylor communities.
- The Executive Director participated in East Tennessee Civil Rights Working Group. The Working group includes advocates, representatives from civil rights organizations and members of law enforcement.
- The Executive Director participated in the Knoxville Area Urban League Conversation on Race. The discussion included information sharing and dialogue about how to address disparities in Knoxville.
- The Executive Director, Empower Knox Community Engagement Manager and City's United held conversations with several members of the Knoxville Community to discuss violence prevention, including service providers, violence impacted persons, youth, and elected officials.
- Mayor Kincannon appointed the Executive Director as her representative on the Family Justice Center Board. The Executive Director continues to serve on the Transformation Impact Plan Committee for the United Way of Greater Knoxville and the Executive Committee of the Knoxville Branch NAACP.

### **SPEAKING ENGAGEMENTS**

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| March 9, 2021  | The Executive Director and PARC Chairperson, Rosa Mar, presented the 2020 Annual Report to Knoxville City Council. The City of Knoxville transmitted the report to the Tennessee General Assembly in February 2021, as required by state law.   |
| March 19, 2021 | The Executive Director served as the speaker for the AmeriCorp Lunch n' Learn. The Executive Director gave an overview of the history and work of PARC and answered questions from attendees.   |
| March 23, 2021 | The Executive Director met with members of the Knoxville Interdenominational Christian Ministerial Alliance to discuss violence prevention, policing, and opportunities for faith leaders to engage in reducing violent crime.  |
| March 27, 2021 | The Executive Director served as a panelist 2021 City of Knoxville Neighborhood Conference. The Panel included Chief Eve Thomas, members of the Knoxville Police Department, and the Executive Director discussing policing, civilian oversight and answering questions submitted by members of the public. |

Due to Covid-19, speaking engagements and networking opportunities were limited.