



**DURHAM HUMAN RELATIONS COMMISSION  
OCTOBER 2018 MEETING**  
**Neighborhood Improvement Services Department Conference Room  
Golden Belt Center, Building 2, Floor 3  
807 East Main Street, Durham, NC 27701  
Date: Tuesday, October 2, 2018  
Time: 7:00 PM**

**MEETING MINUTES**

*Members of Commission: Commissioners Diane Standaert, Chair, John Rooks, Jr., Vice Chair, Ashley Taylor-Jacobs, Susan Austin, Risa Foster, Sejal Zota, Ricardo Correa, Mikel Barton, Nathan Plummer, Jeffrey King, Brian Kennedy, Andrea Hudson, Nadiyah Porter, Nathalie Santos, Alexandra Valladares, Thomas Cadwallader*  
*City Council Members: Javiera Caballero, City Council Liaison, Mark-Anthony Middleton, City Council Alternate Liaison*

**Call To Order**

Commissioner Diane Standaert, Commission Chair, called the meeting to order at 7:11 PM.

**Roll Call**

Juanita English, Administrative Assistant, called the roll for the meeting.

Commissioners Present: (12) Commissioners Diane Standaert, Chair, John Rooks, Jr., Vice Chair, Risa Foster, Mikel Barton, Nathan Plummer, Jeffrey King, Brian Kennedy, Andrea Hudson, Nadiyah Porter, Nathalie Santos, Alexandra Valladares, Tom Cadwallader

Commissioners Absent: (4) Commissioners Ashley Taylor-Jacobs, Susan Austin, Sejal Zota, Ricardo Correa

City Council Liaison Present: Council Member Javiera Caballero

City Department Staff Present: James Davis, Department Assistant Director, Juanita English, Administrative Assistant

**Orders of the Day**

**1. Ceremonial Items**

Commissioner Diane Standaert, Commission Chair, welcomed new Commission members Alexandra Valladares and Thomas Cadwallader, and each of them introduced themselves to the Commission.

## **2. Public Comments**

None

## **3. Approval of Minutes**

Commissioner Brian Kennedy made a motion to approve the Meeting Minutes of the DHRC August 2018 Monthly Meeting held on Tuesday, August 14, 2018; Commissioner John Rooks, Jr., Commission Vice Chair, seconded the motion; the motion was unanimously approved with twelve (12) votes "For" the motion.

## **4. Presentations**

None

## **5. Executive Committee Report**

Note: DHRC monthly Executive Committee meetings will be held by conference call at 12:00 Noon on the Thursday before the DHRC monthly meeting is held on Tuesday.

Commissioner Diane Standaert, Commission Chair, reported that she conducted an Executive Committee meeting on Thursday, September 27, 2018 at 12:00 Noon by phone to plan the agenda for the DHRC October 2018 monthly meeting.

Report on Status of DHRC Open Position:

Commissioner reported that there is one open position remaining on the Commission, and hopefully it will be filled soon for a full Commission.

Report Back on Some Questions During Hurricane Florence that We Helped With:

Commissioner Diane Standaert, Commission Chair, reported that there were two questions that came up during the hurricane as follows:

1. What is the availability of Spanish language interrupters in shelters?
2. What is the evacuation plan for people at the Durham County Detention Center and how will people know about it?

## **6. Committee Reports and Discussion**

### **Standing Committees:**

Annual Awards Event Committee:

Commissioner John Rooks, Jr., Committee Chair, did not have a committee report.

Community Outreach Committee:

Commissioner Ricardo Correa, Committee Chair, was absent at the meeting, therefore, there was no committee report provided at the meeting.

Commissioner Diane Standaert, Commission Chair, reported that she and Commissioner John Rooks, Jr., Commission Vice Chair, attended the PRIDE event on Saturday, September 29, 2018, and that they conducted outreach at the event. They also requested that funds for a table at the PRIDE event be included in next year's budget.

**Policies & Procedures Committee:**

Commissioner Sejal Zota, Committee Chair, and Commissioner Susan Austin, Committee Member, were absent at the meeting, therefore, there was no committee report provided at the meeting.

**Social Media/Marketing Committee:**

Commissioner John Rooks, Jr., Commission Vice Chair, reported that his company can make T-shirts for the Commission at cost, with no profit, for approximately \$18.00 each. He commented that if Commission members are willing to pay for their own T-shirt, this would be a way for the Commission to have their own T-shirts to wear for community events.

Commissioner John Rooks, Jr. Commission Vice Chair, also suggested that the Commission create a DHRC logo so as to brand the Commission in the community.

Commissioner Mikel Barton commented that he works with student designers and illustrators and he thinks that they could design a logo for the Commission for free, if they have an idea of what the Commission wants for the logo in terms of the design, colors, etc.

Commissioner John Rooks, Jr., Commission Chair, asked Commission members to think about what they would like to have as a DHRC logo.

**Ad hoc Committees:**

**Community Conversations on Race Committee:**

The Committee provided a written committee report; copy of committee report attached, (see Attachment 1).

The committee report indicated that the committee would be focusing on racial equity in education, with the committee contacting community stakeholders to see if the Commission can play a role in this important work and to research more regarding the Commission's specific focus.

**FADE Recommendations Committee:**

The Committee provided a handout of the DPD responses to the DHRC follow-up questions; copy of document attached, (see Attachment 2).

**Concerns of April 16<sup>th</sup> City Council Statement on Police Exchanges Committee:**

The committee provided a written committee report; copy of committee report attached, (see Attachment 3).

Commissioner Mikel Barton, Committee Member, reported that the committee would like to submit two questions to the DPD, as provided in the written committee report, as follows:

1. With what countries has the DPD ever participated in any international exchange?
2. Upon the return of DPD leadership from an exchange with Israel under former Chief Lopez, did the DPD implement any new policies and/or procedures based on that training? If so, can they provide us that language?

James Davis, NIS Department Assistant Director, reported that he would forward the two questions for the DPD to Kamisha Wallace in the City Manager's Office.

Commissioner Mikel Barton, Committee Member, reported that the committee would like to explore options and available resources for a community-based mediation process that might help bring various people together to work through some possible revisions to the April 16<sup>th</sup> City Council statement.

As reflected in the committee report, the committee also asked for guidance and clarity about being able to redact personal identifying information, e.g. email, address, phone numbers, from documents they have received before sharing them with the community.

## **7. Commissioner Communications and Announcements**

Commissioner Diane Standaert, Commission Chair, reported that she was at the protest on Saturday, September 29, 2018 against the security guard shooting of NCCU student, DeAndre Ballard, at Campus Crossing Apartment Complex. The Commission discussed this issue briefly. Due to interest in the Commission doing more about this issue, Commissioner Diane Standaert, Commission Chair, asked Commissioner Brian Kennedy and Commissioner Alexandra Valladares to talk to community members and to come back next month with recommendations of what the Commission might be able to do to be helpful.

James Davis, NIS Department Assistant Director, announced the grand opening of the DPD's new headquarters on Saturday, October 20, 2018 at 10:00 AM until 3:00 PM, and he provided an event flyer; copy of event flyer attached, (see Attachment 4).

Commissioner Alexandra Valladares announced the documentary film screening entitled "Resilience" at the Carolina Theatre on Tuesday, October 23, 2018.

Council Member Javiera Caballero, City Council Liaison, announced that a Durham Town Hall Meeting would be held at the Durham County Department of Public Health on Thursday, October 25, 2018, sponsored by Partnership Effort for the Advancement of Children's Health (PEACH), Durham County Department of Public Health, Durham County Government, City of Durham, and Reinvestment Partners.

Commissioner John Rooks, Jr., Commission Vice Chair, announced that The Rooks Foundation will conduct a Christmas Drive for things that children need and they will pick a community to help.

Commissioner John Rooks, Jr., Commission Vice Chair, announced that The Rooks Foundation will host the Durham Education Awards Show in June 2019 for students, teachers, faculty, and staff.

## **8. Human Relations Manager's Report**

Discussion of Community Engagement Questions:

1. What are ways the City of Durham should engage the people in the communities to which you are connected?
2. Do you have thoughts on any other methods we should consider for engagement?

James Davis, NIS Department Assistant Director, reported that he sent an email to the Commission on Thursday, August 23, 2018, and resent the email on Wednesday, September 5, 2018 with community engagement questions for feedback and discussion by the Commission; copy of email attached, (see Attachment 5).

The Commission discussed the first community engagement question: What are ways the City of Durham should engage the people in the communities to which you are connected? Responses to the first question were as follows:

Commissioner Nadiah Porter responded that the City should give a ninety-day notice for whatever is going to be done.

Commissioner Diane Standaert, Commission Chair, responded that the City should provide a Spanish language interrupter always, not as an afterthought, and she commented that the City is not as connected to grass roots organizations and that there are lots of groups that don't get contacted.

James Davis, NIS Department Assistant Director, commented that the City's participatory budgeting, that Council Member Jillian Johnson pitched to the Commission, is a good example of how the community can have a persuasive voice in the City's decision making.

Council Member Javiera Caballero, City Council Liaison, commented that the Durham Public Schools and the City of Durham have good communication.

The Commission discussed the second community engagement question: Do you have thoughts on any other methods we should consider for engagement? Responses to the second question were as follows:

Commissioner Mikel Barton commented that outreach is so important for many things.

Commissioner Brian Kennedy asked if there is a benchmark as to equitable outreach measurements.

James Davis, NIS Department Assistant Director, commented that the U.S. Census that is coming up soon may give us another opportunity to know the demographics of Durham, and will help us set a benchmark for equitable outreach.

## 9. Old Business

Other Commissions and Boards:

- Racial Equity Task Force
- Confederate Monuments Commission - Next Meeting: Thursday, October 11, 2018 at 7:00 PM at City Hall
- Participatory Budgeting Steering Committee

This agenda item was tabled due to time restraints.

Presentations on Recent DHRC Report:

- Report on Evictions - Invitation to Present on Monday, October 8, 2018 to Pilgrim United Church

This agenda item was tabled due to time restraints.

## 10. New Business

North Carolina Human Relations Commission (NCHRC) Hate Crime and/or Hate Bias Incidents Report as of August 31, 2018:

James Davis, NIS Department Assistant Director, provided the NCHRC Hate Crime Incidents Report as of August 31, 2018, and the NCHRC Hate Crime Incident Reporting Form; copy of report and reporting form attached, (see Attachment 6 & 7).

## 11. Durham Human Relations Commission (DHRC) Long-Range Calendar

October 2018:

- "Wilmington On Fire" Film Screening at Carolina Theatre on Thursday, October 11, 2018, Reception at 6:00 PM, Screening at 7:00 PM, Chronicling the Wilmington, NC Massacre of November 10, 1898
- DHRC Long-Term Planning Meeting on Saturday, October 13, 2018 at 10:00 AM until 12:00 Noon

November 2018:

- DHRC November 2018 Monthly Meeting on Tuesday, November 13, 2018 at 7:00 PM  
Note: The DHRC November Meeting was scheduled for the second Tuesday of the month because Election Day was on the first Tuesday of the month on Tuesday, November 6, 2018.

### **Adjournment**

Commissioner Diane Standaert, Commission Chair, adjourned the meeting at 8:59 PM.

*City of Durham Human Relations Commission  
Monthly Committee Reporting  
Activities / Events*

Committee

Community Conversations on Race Ad Hoc Committee
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### I. ACTIVITIES / EVENTS

Describe progress to date.
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- The second meeting for this ad-hoc committee was on September 25<sup>th</sup> at 7pm. Discussion was centered on next steps. Brian led the group in a power mapping exercise to assist group with overall direction. At this time, the committee will be focusing on racial equity in education. We will be contacting stakeholders (City Council, School Board, DPS, DPS Foundation, Club Blvd. PTA, Ed for Red, etc.) within the community to see if the HRC can play a role in this important work and to research more regarding our specific focus. Our timeline currently is to contact all stakeholders before the end of October. Actual community conversations will more than likely take place starting in 2019.

### II. RESOURCE PARTICIPATION

List number individuals available to support scheduled activities and/or events.
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- Committee members and outside stakeholders in racial equity in education.

### III. FUTURE PROGRAM / PROJECT PLANNING

Describe upcoming activities and/or events. Provide next scheduled meeting date.
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- The next meeting for this committee will be October 18<sup>th</sup> at 7pm via conference call. Conference call information is (605) 475-492, access number is 922164#.

### IV. ACTUAL SPENDING

Provide amount of expense for program / project activities and/or events.
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- N/A

### IV. REPORTING STATUS

<b>INFORMATION ONLY</b> <input checked="" type="checkbox"/> <b>APPROVED</b> <b>YES</b> _____ <b>NO</b> _____ <b>MOTION REQUIRED</b> _____ <b>DATE</b> <u>10/2/2018</u>
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**Responses to Human Relations Commission's Follow up Questions on Recommendations**

*Recommendation No. 3 - We recommend the Durham Police Department put more emphasis on promoting the Citizens Police Academy (CPA).*

- How many people graduated from the 2017 Citizen's police academy?

The 2015 Citizens Police Academy included 31 participants.

The 2016 Citizens Police Academy included 21 participants.

The 2017 Citizens Police Academy included 22 participants.

The 2018 Citizens Police Academy includes 22 participants.

*No. 4 - We recommend the Durham Police Department recruit from the community of Durham to create a pipeline to employment with the Durham Police Department*

- Would it be helpful to create a brochure that can inform and be distributed to the Work Force Development Board and others?

Please see the attached brochure that is used by the Police Department's Recruiting Unit. The Police Department is also working with a local marketing firm to update our current recruiting brochure and recruiting website. Locally, these brochures are regularly distributed at NCCU, Hillside High School, DTCC, local job fairs, Durham Bulls, Bimbe Cultural Festival, Earth Day Festival and other Police Department sponsored events. This ensures that the department reaches a diverse pool of applicants.

The suggestion of distributing these brochures to the Work Force Development Board is a great suggestion that we will explore.

- The percentage of sworn police officers residing in Durham declined from 42% to 36% over the course of 2016. Are there any reasons for this decline? What efforts does the City currently employ to recruit Durham residents?

The City of Durham has initiated two primary incentives to encourage officers to move into the city limits of Durham. Uniform Patrol officers living in the City of Durham are provided with a take-home patrol car that is used exclusively by them while performing city business. We have currently distributed approximately 69 vehicles over the past two years. Fiscal year 2018-2019 budget includes a plan to purchase 31 additional vehicles to total 100 vehicles. Secondly, the Police Department offers

officers a relocation bonus of \$2000 and \$3000 (dependent on the distance of the move) to move into the city.

While our percentage of officers dropped to 36% in Fiscal Year 2016-2017, it increased back to 42% in Fiscal Year 2017-2018. We believe this increase is directly related to the incentives instituted. We are hopeful that this percentage will continue to rise in the future.

No. 6 - *We recommend that the vehicle camera remain operating at all times. Officers should not be allowed to disable the camera.*

- Are there currently any DPD policies requiring police officers to activate their vehicle cameras based on type of interaction/incident? Or is this left completely to the officer's discretion?

Vehicle cameras are equipped to automatically record once the lights are activated.

- What changes or actions have been taken to ensure that the problem of police officers not turning on their camera is addressed? The HRC passed this recommendation amidst the tragedy of the death of Jesus Huerta, who died in the backseat of DPD car for which the officer had failed to activate the in-car camera. However, despite this failure, the Nov. 2018 update indicates that as of 2014, the current practices were deemed to satisfy the intent of the HRC request. What steps have been taken to ensure the failure to comply with existing in-car camera policy doesn't happen again?

In-car cameras are designed to automatically begin recording once the vehicle's lights are activated. Officers are required to conduct a test to ensure that audio/video recording capabilities are functioning properly at the beginning of each shift. Training, random inspections/audits, and department discipline are used to ensure compliance.

- Also, what is the policy of in-car cameras for unmarked vehicles? For example, in the case of the death of Kenneth Bailey, Jr, the officers arrived to the neighborhood in unmarked cars with no in-car cameras.

The Police Department currently does not equip unmarked vehicles with cameras. At the time of the Kenneth Bailey incident, officers were not equipped with body worn cameras. Since that incident, all officers at the rank of Captain or below are equipped with body worn cameras and are required to activate them in incidents of this nature.

No. 9: *We recommend that a written form be required for all consent searches. This form must be signed by the citizen/detainee and should be available in English and Spanish.*

- Please provide us with the current information about the number of consent searches each year for 2013, 2014, 2015, 2016, and 2017, and if possible break down by race and gender. Please also provide the same information for probable cause searches.

Please see attached Traffic Stop and Misdemeanor Marijuana Arrest Executive Summaries. Consent search data is included in these reports.

- Please also provide us with current information about the percentage of instances in which the written form was used for a consent search and the percentage of instances in which the consent was documented by the in-car camera and microphone, since the city manager's recommendation from the report states that every reasonable effort be made to ensure that both the in-car camera and microphone are working so as to document the request for consent and the provision or denial of that request, and that officers will be encouraged to employ the written consent to search form; however, the discretion will remain with the officer."

Police Department policy requires *written* consent for all consent searches of vehicles, residences, businesses, personal property not in an individual's possession or control and electronics. Please see the *attached copy of the written consent form* required for consent searches. While most consent to search are captured and documented on video, either through the body worn camera or in car camera, our written consent form must accompany all consent searches.

*No. 10: We recommend the Durham Police Department require all officers to document with an incident report any encounter that requires a search of the person or property. This report should include a reason for the stop and search.*

- Are incident reports indeed being required for all searches of person or property? Please also provide us with current information about the percentage of searches in which an incident report was completed.

Incident reports are required for all searches in which contraband is found.

*No. 11: We recommend supervisors and possibly professional standards review these traffic stop reports for any irregularities.*

- While overall traffic stops are down (which is great news), racial disparities still exist. Does the City of CPD have any policy ideas or strategies to further reduce those disparities?

The Police Department utilizes policies and best practices in accordance with CALEA (Commission for the Accreditation of Law Enforcement Agencies.) The Police Department continues to analyze on a semi-annual basis all traffic stops conducted by its employees. This analysis includes reviewing a random selection of in car and body worn cameras for officers. The analysis reports are provided to the public.

Based on the data using the Electronic Traffic Stop Form, please provide a summary (either by chart or map) of traffic stop locations in the city of Durham in 2017 and whether consent to search was denied.

Please refer to the attached Traffic Stop and Misdemeanor Marijuana Summary Data reports. The attached reports are the manner in which the Police Department captures traffic stop data.

- In 2017, how many Field Contact or Intelligence Submission forms reported an investigative encounter? Please indicate the race or ethnicity of the people subject to the investigative encounter.

In 2017, there were 2,225 Field Contact reports generated. Of those, 220 (10%) had no primary name record. This means that some information may have been provided (i.e. graffiti, prostitution, suspicious vehicle, etc.), but no subject was contacted. The demographic breakdown by race and sex for the remaining 2,005 reports is provided below. Many of these contacts are related to calls for service and are initiated by citizen complaints. Field Contact reports range from: No direct contact with a person (information purposes only) to consensual encounters, to investigative stops, to arrests of another individual that is associated with the subject of the field contact report.

Row Labels	Female	Male	Grand Total
Black	267	1220	1487
White	159	341	500
Asian/Pacific Islander		9	9
Unknown/Other	2	7	9
Grand Total	428	1577	2005

- Regarding Body Cameras: What percentage of the police force are now equipped with body cameras? How much has the city expended to date on the purchase and deployment of the body cameras, as well as on the storage of the footage and any other related expenses?

All officers at the rank of Captain and below are equipped with a BWC. To date, the Durham Police Department has spent approximately \$450,000 on its BWC program. This includes all payments to the vendor for all hardware and video cloud storage fees...as well as uniform alteration costs and vehicle battery charger costs.

- Has the DPD received requests from residents to review body camera footage? If so, have those requests been granted? If not, why not?

The Police Department has received some requests from citizens to review body camera footage. Disclosures allowed by State law have been granted.

*No. 13: We recommend that the Durham Police Department collaborate with a national independent training organization, approved by the City Manager and City Council, to create and implement a racial equity training program for Durham police officers.*

- Is attending a racial equity training currently mandatory for all police officers and police department staff?

Racial equity training (Sponsored by the Racial Equity Institute) was mandatory for all command staff and executive command staff of the Durham Police Department. A variety of similar racial equity training is provided to our officers annually. Some training is mandated by the North Carolina Criminal Justice Education Training and Standards Commission. The Durham Police Department mandates more than is required by the state.

- Has the Durham Police Department made available or required officers to attend Racial Equity Training as provided by the Racial Equity Institute?

The command staff and executive command staff have attended the Racial Equity Training as provided by the Racial Equity Institute. The Durham Police Department provides a customized curriculum for Racial Equity Training for the remainder of the staff.

*No. 14: We recommend that racial equity, mental health, and crisis intervention training be made part of new recruit training.*

- What improvements or changes has the DPD made to improve the Crisis Intervention Training? As of 2014, the chart indicates that the current practices were deemed sufficient. Yet, in 2015, when the mother of La’Vante Biggs called 911 to get help with her suicidal son, the Crisis Intervention Team - the only team with non-lethal de-escalation tools - took nearly an hour to arrive and instead La’Vante was fatally shot 5 times by DPD officers. What improvements have been made since this time since it is clear that current practices in 2014 did not prove to be sufficient?

In 2017, all officers were required to attend an eight hour course on “Mental Health First Aid.” This training provided officers with an awareness level of mental health issues. The department continues to regularly send staff to the forty hour Crisis Intervention Team training. The Durham Police Department exceeds the percentage of CIT trained officers than most other departments and is above the national average.

- For any additional trainings which are not required but are encouraged, would offering department members some kind of incentive (time off, etc.) help increase participation? Police Department personnel are compensated in time to attend all approved training.

*No. 15: We recommend the Durham Police Department enhance their mental health and crisis intervention training for those officers who interact regularly with the community.*

- What percentage of current front-line officers have completed the 40-hour crisis intervention training?

Approximately 48% of front line patrol officers have completed the 40-hour crisis intervention training. 100% of the department has received 8-hour training in advanced mental health awareness.

Have new funds indeed been secured for specialized personnel and programs to address the needs of residents with mental health issues as the manager's report stated?

The Police Department recently secured a grant and hired a licensed mental health clinician to provide field assessments and referrals for mental health consumers.

*No. 18/19: We recommend the City of Durham reach out to municipalities, such as the City of Seattle, WA, to make inquiries about their initiatives regarding making marijuana arrest a low priority.*

*We recommend the City of Durham review the data and recommend whether to implement a similar initiative to the City Council.*

- The Misdemeanor Diversion Program seems like an effective program. Still, the racial disparities in marijuana arrests persist. In 2016, of all marijuana-only arrestees, 80% were Black and 19% were White, even though there is statistically not greater marijuana usage between racial demographics. How does the DPD plan to address this racial disparity in arrest rates?

The Durham Police Department will continue to participate in the current misdemeanor diversion program. The Police Department has instituted a policy requiring, rather than allowing, officers to refer qualifying individuals into the program.

- We would like to get a picture of how often eligible offenders are being referred to the Misdemeanor Diversion Program. Over the past three years, how often were eligible offenders referred into the program compared to how often were eligible offenders cited or arrested?

Officers are required to refer all eligible persons to the misdemeanor diversion program.

- In looking at the 144 marijuana only arrests in 2016 from this report; <http://durhamnc.gov/DocumentCenter/View/16159>, we have the following questions:
  - In looking at Table 2 - Arrest Types, three questions:
    - What is the racial breakdown of each category?  
Please refer to the 2016 Misdemeanor Marijuana Executive Summary
    - How do these numbers compare to 2015?  
We do not have a report for 2015.
    - What is the difference between an on-view arrest and an order for arrest?  
An “on view arrest” is an arrest in which the arresting officer is also the charging officer due to the witnessing of a criminal offense. An “order for arrest” is a court order to arrest an individual for previous offense. The officer makes the arrest on the court order but is not the charging officer.
  - Why does the DPD believe is the reason for the fact that of these 144 arrests, 80% were black?  
The Durham Police Department makes arrests based upon probable cause.
  - Please provide a map, or more detailed summary by zip code, of the locations of the 144 arrests.  
The Durham Police Department does not capture data in this manner.
  - We urge the DPD to remove, in this and future reports, the paragraph on the demographics of violent offenders. This is unrelated to marijuana use, and rather seems to be in the report to justify the criminalization of marijuana among black people but not white people in Durham.  
The paragraph was intended to refer back to a previous Department of Justice report that discusses the demographics of violent crime. It is contextual information intended to show that the same demographics of persons charged with marijuana violations are similar to the demographics of the population at risk of violent crime in Durham.

*No. 21: We recommend City Council annually brings in a representative from The National Association for Civilian Oversight of Law Enforcement (NACOLE) to provide best practices training for the Citizens Police Review Board.*

- Has the CPRB indeed done trainings in conjunction with NACOLE? If so, which specific trainings have they done?

The City of Durham is a member of NACOLE and relevant staff have participated in a NACOLE conference, along with regular participation in NACOLE-sponsored webinars.

No. 22 - We recommend City Council have oversight of the Citizens Police Review Board, including appointment of Citizens Police Review Board members. City Council should designate a staff attorney to advise the Citizens Police Review Board.

- Regarding the recommendation to “designate a staff attorney to advise the Citizens Police Review Board,” it is our understanding that there is concern among community members that the attorney assigned to advise the CPRB is the same attorney that would be assigned to any potential lawsuits against the city for the actions of DPD or its officers. There appears to be a conflict of interest. Can the city provide or assign a different attorney to support that CPRB?

The City Manager appoints individuals to the Civilian Police Review Board and the City Council is asked to confirm the Manager’s appointees.

Since its creation in 1999, the “staff attorney” assigned to the Civilian Police Review Board has been an “attorney that would be assigned to any potential lawsuits against the city for the actions of DPD or its officers.” The assignment of a staff attorney is mandated by the Procedure Manual of the Civilian Police Review which is approved by the City Council. The specific provision is as follows:

*1.1.1. Counsel to the Board*

*The City Attorney or a designee chosen by the City Attorney shall act as Counsel to the Board and shall provide legal guidance to the Board by offering information about and interpretations of relevant federal, state, and local laws, statutes, and regulations.*

Assigning a different staff attorney to the Civilian Police Review Board would not resolve concerns of an appearance of conflicts of interest since all city attorneys are involved in some form or fashion with defending the City.

No. 24 - 28: CRPB appeal process

- How many citizen complaints were filed with the DPD in 2015, 2016, 2017?
- In what categories did these complaints fall?
- What was the outcome of these complaints, e.g. founded, unfounded, exonerated, etc?

Please refer to the attached Professional Standards annual reports for 2015 and 2016. The 2017 report is incomplete at this time.

- How many complaints were appealed to the CFPB in 2015, 2016, 2017?
- How many hearings were granted by the CFPB in each of these years?
- How many hearings were held in each of these years?
- Of the appeals filed with the CRPB, in each of these years, how many times did the CPRB rule in favor of the citizen filing the appeal and how many times did the CPRB rule in favor of the DPD?

Fiscal Year	Appeals Received by the Civilian Police Review Board	Hearings Granted by the Civilian Police Review Board
July 1, 2014 - June 30, 2015	7	2
July 1, 2015 - June 30, 2016	1	0
July 1, 2016 - June 30, 2017	2	0
July 1, 2017 - June 15, 2018	1	0

*No. 34: We recommend the Durham Police Department, as all other governmental departments in the City of Durham complete a strategic plan, which includes community policing initiatives.*

- Is the police department strategic plan that was adopted in December 2014 still in effect? Or has a new plan been adopted under Chief Davis? Are there any plans for a new strategic plan to be issued under Chief Davis?

The Police Department is in the process of developing a new strategic plan and has hired a consultant to assist in this process. Additionally, the Police Department was very involved in the development of the City of Durham strategic plan and will oversee and champion a large number of initiatives in that plan.

#### **Regarding Recent Developments:**

Recently, the U.S. Department of Justice has been rolling back important protections at the federal level that were previously implemented to improve relationships between police and community:

1. The U.S. DOJ removed a previous existing ban on local police department's ability to purchase surplus military equipment, reinstating what is known as the 1033 program. Will the DPD commit to not participating in this 1033 program or otherwise commit to not purchasing surplus military equipment?

The Durham Police Department currently purchases its own equipment needed for operations.

2. In recent years, guidance and program changes, significantly limited local police department's use of civil asset forfeiture, which is the ability to seize people's property even if they have not yet been charged with a crime. We know that in NC and in Durham there have been significant concerns about the use and abuse of civil asset forfeiture. Recently, the US DOJ revived the use of adoptive forfeiture. Please provide use with the DPD current civil asset forfeiture policy.

The Police Department does not participate in civil asset forfeiture. It should be noted that asset forfeiture cases are conducted by Federal law enforcement agencies that the Police Department shares a task force relationship with. Funds are later distributed to the Durham Police Department by the U.S. Department of Justice.

**Committee**

Committee on Concerns with April 16<sup>th</sup>  
Statement

**Chairpersons**

Committee as a whole

**I. ACTIVITIES / EVENTS**

Describe progress to date.

- Subcommittee met twice in September
- Subcommittee has received and reviewed multiple submissions of information from various stakeholders which we have continued to organize in the GoogleDrive

**II. RESOURCE PARTICIPATION**

List number individuals available to support scheduled activities and/or events.

- Committee members

**III. FUTURE PROGRAM / PROJECT PLANNING**

Describe upcoming activities and/or events. Provide next scheduled meeting date.

- Suggested next steps:
  - The subcommittee would like to submit the following two questions to the the Durham Police Department, and would like to ask if we can receive an answer before the next HRC meeting:
    - With what countries has the Durham Police Department ever participated in any international exchange?
    - Upon the return of DPD leadership from an exchange with Israel under former Chief Lopez, did the DPD implement any new policies and/or procedures based on that training? If so, can they provide us that language?
  - The subcommittee would like to explore options and available resources for a community-based mediation process that might help bring various people together to work through some possible revisions to the April 16<sup>th</sup> statement.

- The subcommittee would like to share the GoogleDrive in which we are compiling all of the information we have received with the full Human Relations Commission. We recognize that this will also mean the public and press will also have access to the information, which is fine. We have a question about whether we have to redact personal identifying information – email, phone number, and address - from the materials we received before distributing the information?

- The subcommittee is tentatively scheduled to meet again on October 16 at 7 p.m.

**IV. ACTUAL SPENDING**

Provide amount of expense for program / project activities and/or events.

- N/A

**IV. REPORTING STATUS**

INFORMATION ONLY  MOTION REQUIRED  APPROVED YES  NO   
DATE  October 1, 2018

# Grand Opening



*The New*

## **Durham Police Headquarters *and* Durham Emergency Communications Ctr.** 602 E. Main Street | Durham, North Carolina

Saturday, October 20, 2018  
10 am to 3 pm  
*Tours, Food, Entertainment and More!*

**Call the police department Public Affairs Office  
at 919.560.4322 for more information**

**From:** Davis, James E  
**Sent:** Wednesday, September 05, 2018 3:41 PM  
**To:** Ashley Taylor; Caballero, Javiera; Commissioner Andrea Hudson; Commissioner Brian Kennedy; Commissioner Diane Standaert; Commissioner Jeffrey King; Commissioner Nadiah Porter; Commissioner Natalie Santos; Commissioner Risa Foster; Commissioner Rooks; Commissioner Sejal Zota; Commissioner Susan Austin; Middleton, Mark-Anthony; mikelbarton@gmail.com; nplummer@principledtechnologies.com  
**Cc:** English, Juanita  
**Subject:** FW: Community Engagement

Commissioners:

Per your request, I am resending the email regarding our effort to ensure that our community engagement is equitable. Your prompt feedback is appreciated.

Thank you.

*Neighborhood Improvement Services is collecting donations in support of CAARE. Your \$5 donation will go a long way (and gets your name entered in a drawing for a cruise for 2). Ask me how you can participate:*

James E. Davis, Jr.  
Assistant Director  
City of Durham Neighborhood Improvement Services  
Human Relations Division  
Community Relations Division  
919-560-1647 ext. 34277



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**From:** Davis, James E  
**Sent:** Thursday, August 23, 2018 7:01 AM  
**To:** Ashley Taylor; Caballero, Javiera; Commissioner Andrea Hudson; Commissioner Brandon Washington; Commissioner Brian Kennedy; Commissioner Diane Standaert; Commissioner Jeffrey King; Commissioner Nadiah Porter; Commissioner Natalie Santos; Commissioner Ricardo Correa; Commissioner Risa Foster; Commissioner Rooks; Commissioner Sejal Zota; Commissioner Susan Austin; Ian Kipp; Middleton, Mark-Anthony; mikelbarton@gmail.com; nplummer@principledtechnologies.com; Anabel Hernandez C.; Anabel Hernandez C.; Anabel Rosa; Angela Martinez; Anthony Rogers; Beatrice T. Jackson; Becky Kyle; Bocelli-Hernandez, Rosalie; Brian Fahey; Cherry Hitt; Claudia Romero; Hilda Moss; Judith Montenegro; Lakeisha Minor; Maria Morales; Martha Morales; Martinez-Gallo, Lenin; Ortiz, Obed; Sherry L. DeVries; Silvia@latinoccu.org; Warren Harris; Yholima Vargas; Yholima Vargas Pedroza  
**Subject:** Community Engagement

Good Morning Commission and Committee Members:

I am sending you this message because I greatly value your opinion and because you serve or work with a demographic of people who are historically under-represented.

The City of Durham will be starting a process to determine the future of the building previously used as the NIS Impact Team Office (101 S Driver Street). As the City of Durham make decisions around the Impact Team Building, as well as other upcoming projects such as the Durham Beltline, our Community Engagement Team wants to ensure that we are engaging impacted communities in the most equitable and inclusive ways.

Because you work directly with community members whom it would be critical to engage in these processes, I ask that you inform me, based on your experiences, the best ways to engage around these upcoming projects. We often use a mix of hosting community meetings, attending existing community meetings, surveys, door knocking, and attending community events.

Which of these current methods work best for the people you serve?

Do you have thoughts on any other methods we should consider for engagement?

Please share with us any additional thoughts you have on how we should best shape our engagement process.

Thank you.

*Neighborhood Improvement Services is collecting donations in support of CAARE. Your \$5 donation will go a long way (and gets your name entered in a drawing for a cruise for 2). Ask me how you can participate:*

James E. Davis, Jr.  
Assistant Director  
City of Durham Neighborhood Improvement Services  
Human Relations Division  
Community Relations Division  
919-560-1647 ext. 34277



**(2018)**  
**HATE CRIME AND/OR HATE BIAS INCIDENTS LOG**

<b>CODES</b>	<b>NO. OF INCIDENTS</b>
A = Assault or fight (other than shootings).....	0
C= Charges (other than charges mentioned on log).....	0
D =Derogatory public statements, letters, expressions.....	9
E =Ethnic Intimidation charge.....	0
F =Arson or suspicious burnings.....	0
G= Convicted of charges.....	1
K = Killings.....	0
L = Leafleting or literature, other than at a march or rally.....	100
M=March, rally, demonstration, or membership solicitation.....	0
N= Kidnapping.....	0
S = Shooting (at persons or property); if victim is killed, incident is listed as a Killing .....	0
T = Threat, disruption, or other harassment .....	0
V = Vandalism or destruction of property .....	5
X = Illegal cross burning .....	0
W =Weapons charge .....	0

**TOTAL: 115**

**JANUARY**

- 29     **D**     **WAKE (RALEIGH):** During the weekend of January 26 through January 28, 2018, two videos that a female high school junior from one Wake County high school posted on Snapchat, a social media site, was filled with racially offensive comments about students at her former high school where the female student was enrolled for her freshman and sophomore years. The female high school student stated, *“Just like, take a look. Walls infested with curry. Looking around at all the brown people around you, and you’re like get me the f-ck out of her.”* The female high school further mentioned, in a second video, a recent encounter she had at a fast food restaurant with students of her former Wake County high school in that she stated she wanted to *“punch them in the throat.”* {NOTE: This incident will be indicated at two (2) incidents listed under “Derogatory public statements, letters, expressions” category} **(SOURCE: ABC 11 EYEWITNESS NEWS/WTVD 11-RALEIGH/DURHAM/FAYETTEVILLE)**

**FEBRUARY**

No hate crime/hate bias incidents were reported to the North Carolina Human Relations Commission for the month of February.

**MARCH**

- 11     **D**     **(ORANGE) CHAPEL HILL:** On or about March 5, 2018, a White female

committed to UNC-Chapel Hill's field hockey is one of two women shown using a racial slur in a video that went viral on social media. The video tweet, a recording of an Instagram video, shows two females using the N-word several times. Others who shared the tweet claimed that one of the females in the video is the White female who is a junior at a Pennsylvania high school and who committed to UNC as a sophomore in the fall of 2016. **(SOURCE: THE NEWS AND OBSERVER NEWSPAPER-RALEIGH)**  
See link: <https://www.newsobserver.com/news/local/article212441919.html>

APRIL

6 V **(DURHAM) DURHAM:** On Easter Sunday morning, April 1, 2018, vandalism marred the Easter celebration at a historic Durham church. Members of the congregation arrived at the church to find upside-down crosses spray-painted on the church's front door, a side wall, the sidewalk and its street sign. As Easter services went on inside some members met with Durham police in the parking lot and walked the grounds to look for clues as to who was responsible for the vandalism, police said. **(SOURCE: WRAL-TV 5 NEWS-RALEIGH/DURHAM/FAYETTEVILLE)**  
See link: <http://www.wral.com/historic-durham-church-vandalized-on-easter/17469207/>

22 V **(FORSYTH) WINSTON-SALEM:** On or around Sunday, April 22, 2018, a church in Winston-Salem was vandalized and a "*Black Lives Matter*" banner was torn down. The vandal spray-painted the word "White" onto the doors of the church after tearing the banner down. Church services continued Sunday morning and members hung a new banner above the entrance of the church. Winston-Salem police said they responded to the church shortly after 8 a.m. on Sunday **(SOURCES: HAVIN AFFILIATE-WINSTON-SALEM HUMAN RELATIONS DEPARTMENT AND COMMISSION; FOX 8 NEWS-GREENSBORO/HIGH POINT/WINSTON-SALEM)**  
See link: <http://myfox8.com/2018/04/22/vandal-spray-paints-white-on-winston-salem-church-doors-tears-down-black-lives-matter-banner/>

MAY

01 V **(DURHAM) DURHAM:** On Monday, April 30, 2018, city workers removed White Nationalist stickers and anti-Semitic posters from downtown and cleanup crews have been told to be on the lookout in case there are more. Stickers were seen stating "*Mater Race or Disgrace*", "*Kill*", "*Greedy Jews*", "*End Zionist Oppression*" on different streets throughout the city. Also, posters were removed That were found near Duke University campus. In one poster found, a silhouetted man is pointing a gun at an image of a bearded man with a long noose, wearing a yarmulke (a Jewish skullcap), with tentacles wrapping around the earth. The poster stated, "*Right of revolution. Your ancestors threw off foreign*

*oppression, time for you as well.*” The stickers and posters were labeled National Socialist Legion, who describes itself as a fascist organization dedicated to preserving the “White European Race” and “the Traditional Western Nuclear family and who is a new Neo-Nazi group. (SOURCES: HAVIN AFFILIATE/DURHAM HUMAN RELATIONS COMMISSION; DURHAM HERALD SUN NEWSPAPER-DURHAM; JEWISH TELEGRAPHIC AGENCY WEBSITE)

See link: <https://www.heraldsun.com/news/local/counties/durham-county/article210211194.html>

See link: <https://www.jta.org/2018/05/02/news-opinion/anti-semitic-white-supremacist-posters-hung-downtown-durham-north-carolina>

## JUNE

03 D (BUNCOMBE) ASHEVILLE: In late May, a Native American female arrived at a car dealership that has Chief Pontiac, a 23-foot-tall fiberglass statue of a Native American that had been in front of the dealership for 50 years. The Native American went into the office and spoke with a salesman who she tried to negotiate with about a vehicle, but the salesman quoted her a price for the vehicle that her bank told her “was way too high.” The Native American went to another car dealership two hours away, purchased a vehicle and then sent a photo of the purchased vehicle to the salesman who she first dealt with. The Native American said the salesman replied to her with a text message, in which she later found out that the text was not meant for her, stating, “*look what this b-tch sent me*” and “*Cherokee lady on Yukon.*” The Native American female said that the salesman did not apologize for the text. The Native American wrote a statement in a local newspaper saying, “*As we drove up to the dealership, I noticed a big towering statue of an Indian out front. Seeing the figure should have been my first clue of what I was about to endure. Discrimination and hate are out there and going to (the name of the car dealership); I got to experience it first-hand. At first, it made me angry. Then, I was disheartened and remorseful that this still happens. This is hate! We deserve better. No one should have to go through this. As a Tribe, we can unify and stand up to others trying to take advantage of us!*” When the car dealership management learned about the text message that the Native American female received from the salesman, the dealership (which is on a Facebook posting link by the car dealership) immediately terminated the employee. The car dealership also announced that they would be removing the Chief Pontiac statute from in front of their car dealership on June 1, 2018.

(SOURCE: THE NEWS AND OBSERVER NEWSPAPER-RALEIGH).

See link: <https://www.newsobserver.com/news/local/article212441919.html>

28 D (HOKE/ROBESON/SCOTLAND COUNTIES): On June 27, 2018, the Southern Poverty Law Center (SPLC) uncovered a website full of racist, sexist, anti-Semitic slurs and conspiracy theories that belong to a White male candidate running for the North Carolina House District 48 (representing parts of Hoke,

Robeson and Scotland Counties). The statements on the website connected to the White male candidate stated, *“God is a racist and a white supremacist!”*; *“God made all the races and he is the greatest racist ever.”*; *“What is wrong with being a White supremacist?”*; *“Someone or group has to be supreme and that group is the whites of the world...someone or something has to be inferior...In all history in sub-Saharan Africa no two-story building or a waterproof boat was ever made.* The White male candidate cannot be forced off the ballot for the November 2018 elections because has already won a primary and will be facing the incumbent, who is an African-American minister. (SOURCES: SOUTHERN

POVERTY LAW CENTER (SPLC)/MONTGOMERY, ALABAMA;

WTVD-11 ABC EYEWITNESS NEWS-RALEIGH/DURHAM/

FAYETTEVILLE; THE NEWS AND OBSERVER NEWSPAPER-FAYETTEVILLE

See link: <http://abc11.com/politics/splc-nc-house-candidate-believes-god-is-a-racist-and-a-white-supremacist/3671311/>

See link: <https://www.newsobserver.com/news/politics-government/article213937944.html>

## JULY

- 11 D **(DURHAM) DURHAM:** On or about January 31, 2018, a White male running for sheriff of Durham County, posted an image depicting U.S. House of Representatives Nancy Pelosi and U.S. Senator Chuck Schumer in Nazi uniforms with the words *“Chuck’s SS anti Trump unit”* in that the SS stands for *“Schutzstaffel”* that served Adolf Hitler, that ran concentration camps that killed Jews and that after World War II, the organization was classified as a criminal organization. In an email, the White male made statements about Rep. Pelosi and Senator Schumer that said, *“Again their rhetoric is clear and obvious as it promotes hate and anger. Their anti-Trump position of resist promotes poor behavior and sets a precedent for the next President that it is okay to resist everything regardless of the party affiliation.”* (SOURCE: THE NEWS AND OBSERVER NEWSPAPER-RALEIGH)

See link: <https://www.newsobserver.com/news/politics-government/article214627365.html>

- 17 D,V **(WAKE) RALEIGH:** On or about July 10, 2018, a civil rights mural entitled, *“Dare to Descent”* was vandalized with a Confederate flag and a rant linking Jews to slavery and other anti-Semitic references. The mural, that was paid for and dedicated by the American Civil Liberties Union of North Carolina in downtown Raleigh, had the following anti-Semitic statements on it such as, *“Slave markets were closed Jewish holidays”*; *“We proud Southern blacks know your Jew tricks”*; and *“When Black find out the real reason they are forced to hate the whites instead of Jews, Israel will disappear and all this with it.”* The Raleigh Police Department indicated that they had no leads as to who committed the

vandalism on the mural. *[NOTE: This incident will be indicated as one (1) incidents listed under “Derogatory public statements, letters, expressions” category AND as one (1) incident under “Vandalism...” category]* (SOURCE: WTVD-11 ABC EYEWITNESS NEWS-RALEIGH/DURHAM/FAYETTEVILLE)

See link: <http://abc11.com/3777809/>

- 25 D **(ALAMANCE) BURLINGTON:** On or about July 22, 2018, Hispanic leaders have called for a white female candidate for the North Carolina House of Representatives-District 64 seat to drop out over a 2006 blog post that contains incendiary remarks about Mexican immigrants. News emerged that the white female candidate placed a post on her April 2006 blog entitled, *“Cat’s Craft Corner: Rantings and Ravings of Perhaps a Lunatic”* where the white female candidate suggested that Mexicans immigrants were *“illegal”* and castigated the U.S. for accommodating Spanish speakers. (SOURCES: U.S. NEWS ASSOCIATED PRESS NEWS SERVICES; THE NEWS AND OBSERVER NEWSPAPER- RALEIGH)

See link: <https://www.usnews.com/news/best-states/north-carolina/articles/2018-07-22/calls-for-dem-to-leave-nc-race-grow-over-anti-mexican-blog>

See link: [https://www.newsobserver.com/news/politics-government/article215502285.html#emlnl=Breaking\\_Newsletter](https://www.newsobserver.com/news/politics-government/article215502285.html#emlnl=Breaking_Newsletter)

- 31 D **(DURHAM) DURHAM:** A video from a white male student at a local high school contained a racial slur and was shared on social media. The video shows that the student, who is a rising senior who plays football and lacrosse, repeats saying the N-word, makes a sexist remark and pledges his support for the President of the United States. The video also shows that he is joined by another student who does not speak in the portion of the video circulating on social media. An official spokesperson with the local public school system stated that the video was not recorded during the school year, with school equipment or on school grounds. The principal of the high school sent a robo-call to parents to notify them about the video which the principal said does not *“reflect the values of our faculty, staff, student body, community, or the impacted families.”* The principal also said, *“When I was first made aware of the video, several actions took place and will continue. The actions were designed to investigate, address the behavior, plan for healing, and take steps to ensure that (the name of the high school) is a school in which all students are and feel welcome.”* The principal further said that the video has been particularly hurtful to students of color, but not surprising. Some high school students allowed to play football or lacrosse in the upcoming school year and that students will protest and boycott football games if the student plays. (SOURCES: DURHAM HERALD SUN NEWSPAPER-DURHAM; WTVD ABC EYEWITNESS NEWS 11-RALEIGH/DURHAM/FAYETTEVILLE)

See link: <https://www.heraldsun.com/news/local/education/article215852000.html>

See link: <http://abc11.com/3859749/>

AUGUST

17 L **(ROWAN) SALISBURY:** On or about August 17, 2018, racist fliers were tossed in the yard of the homes located in the Woodbridge Run neighborhood. The material is from the group the Loyal White Knights of the Ku Klux Klan and they listed the Ku Klux Klan hotline and website address. The fliers also included what it said are statistics about the incarceration rate of Black, White and Hispanic people. Investigators with the Rowan County Sheriff's Department stated that the photocopied fliers were in plastic bags along with a couple of rocks that were added for weight purposes so the bags could be thrown from a vehicle. The authorities with the Rowan County Sheriff's Department stated that witnesses saw two (2) White males who were in a white pickup truck and were wearing construction worker-type clothing. Investigator also stated that they talked with a number of people in the Woodridge Run neighborhood, and it appears the racist fliers were put in a number of yards at homes of families of different races. *{NOTE: This incident will be indicated as one hundred (100) incidents listed under "Leafletting, marches, rallies, etc..." category because 100 houses are located within the Woodridge Run neighborhood}* **(SOURCES: HAVIN AFFILIATE-SALISBURY HUMAN RELATIONS COMMISSION/SALISBURY; THE SALISBURY POST NEWSPAPER-SALISBURY; ROWAN COUNTY SHERIFF'S DEPARTMENT)**

See Link: <https://www.salisburypost.com/2018/08/17/racist-fliers-tossed-at-homes-in-woodbridge-run-neighborhood/>

22 G **(WAKE) RALEIGH:** On or about August 22, 2018, a Pakistan man pleaded guilty in federal court for trying to support al-Qaida. In November 2013, the man was arrested at Raleigh-Durham International Airport before he could board a plane to Canada with a final destination of Lebanon. An indictment against him was unsealed three days later stating that the Pakistani man acknowledged that he faced deportation from the United States and if he is not removed from the country, he is facing a maximum of 15 years in prison. According to the indictment, the Pakistani male was arranging to provide personnel to al-Nusra Front, an Iraqi group affiliated with al-Qaida that claimed responsibility for hundreds of attacks in Syria. An affidavit of an FBI agent states that the Pakistani male repeatedly posted on his Facebook page links to news stories and videos backing a jihad in Syria. The Pakistani male also discussed with a government informant going to Syria to fight in that country's civil war and that he was ready to be a "martyr", according to the affidavit. **(SOURCES: WRAL-TV 5 NEWS-RALEIGH/DURHAM/FAYETTEVILLE; THE RALEIGH NEWS AND OBSERVER NEWSPAPER-RALEIGH)**

See link: <https://www.wral.com/cary-man-pleads-guilty-to-aiding-terrorists-in-syrian-civil-war/17787831/>

See link: <https://www.newsobserver.com/news/local/crime/article217153715.html>

25 V **(DURHAM) DURHAM:** On or about August 25, 2018, a racial slur was discovered scrawled on a sign on the Black Culture Center building located on

the west campus of Duke University. The racial slur was the N-word and it was written in pen in 1-inch tall letters. Students were notified by email from the president of Duke University president who described the slur as a “heinous racial epithet.” **(SOURCE: THE DURHAM HERALD SUN NEWSPAPER -DURHAM)**

See link: <https://www.heraldsun.com/news/local/article217345100.html>

30 D

**(ORANGE) CHAPEL HILL:** On or about August 30, 2018, a police officer for the Chapel Hill Police Department has been put on paid administrative leave following questions about a tattoo on his forearm of the Roman numeral three encircled with stars. A photographer working on projects about white supremacy and fascist and anti-fascist organizing, took a photograph of the police officer on August 20, 2018 around 8:15 p.m. at the protest that took place at the Silent Sam statue on the UNC-Chapel Hill campus. The photograph shows him standing guard near the statue with the tattoo revealed on the police officer’s arm. The photographer posted the photo of the police officer to Twitter and it was retweeted more than 700 times. The police officer’s tattoo closely resembles the Three Percenters’ logo. His forearm also features a tattoo of the words, “*We the People*” in the front of the preamble to the U.S. Constitution. The Three Percenters is an organization that a national civil rights organization, who monitors hate groups in the United States, describes the organization as “*antigovernment.*” It has dozens of chapters nationwide and describes its goal as “*to utilize the fail-safes put in place by our founders to reign (sic) in an overreaching government and push back against tyranny.*” The tattoo is popular among members of the patriot movement, a loose network of people in favor of unfettered gun rights and small government that grew out of the militia movement of the 1990’s. The chief of the Chapel Hill Police Department stated, “*The pervasiveness of the concerns raised by many regarding his display of a tattoo that is associated with the ‘3 Percenters’ has caused the Department to question his ability to function effectively as a police officer within this community.*”

**(SOURCE: THE NEWS AND OBSERVER NEWSPAPER-RALEIGH)**

See link: <https://www.newsobserver.com/news/local/article217573000.html>

**HATE GROUP ACTIVITY, HATE CRIME/BIAS INCIDENT REPORTING**  
**FORM**

Report to: Human Relations Commission  
1318 Mail Service Center  
Raleigh, North Carolina 27699-1318  
(919) 431-3035/Office Number  
(919) 431-3103/-Fax Number  
(919) 431-3032/Direct Telephone Number

**Date of Incident:**

**Location of Incident:**  
(Address, if known and city/county)

**Offender(s) (if known):**  
(Include name(s), race(s) or other relevant ethnic description, residence affiliation with hate organization, if applicable)

**Individual victim(s) or target group:**  
(Include name, address, phone, race or other relevant ethnic description)

**Apparent motivation for incident:** Race \_\_\_\_\_ Religion \_\_\_\_\_ National Origin \_\_\_\_\_ Sexual Orientation (gay or lesbian) \_\_\_\_\_ Other ethnic or cultural background \_\_\_\_\_

**Describe the incident:**

**Has law enforcement been contacted:**

(If so, give name, address, contact person, telephone number of the law enforcement department contacted)

**Community reaction to the incident (if any):**

**Organization or individual reporting the incident:**

(Name, address, contact person, telephone number, email address)