

DRAFT

~~PS&RS~~ 10/16/02
H&HS 10/17/02

Elements of a Federal Mediation Proposal

Development of mediation plan to address racial and ethnic concerns regarding law enforcement policies and procedures.

PLAN

- Identify City Participants (reflect the policy working group)
- Establish start
 - Mediator stated it should be established immediately
- Create a Communications Plan
(Important to have a Goal and everybody have accurate information)
- Leave specific objective to be determined by mediation participants
- **Community determines participants** – inclusive

Typically there are 7-10 people representing both sides, the fewer the better

- in some cities the groups have included
- ministerial alliance
- NAACP
- Urban League
- Proposed City Participants (positions)
The group would potentially consist of:
Human Resources Director; Civil Rights Director; Police Chief; President, Police Federation; One Precinct Commander; Executive of the Black Officers Association (verify org. name and exec title); one Council Member; and Other Officer Diversity Representatives

The community will select a consortium of Leaders that reflects the community by the community. Once mediation is determined and the representatives are selected, there will be a Pre-Mediation meeting with all sides to lay the ground rules

- at the second meeting all the issues are set forth /laid out on the table and after that no additional issues are brought forward. All participants at the mediation process must be authorized to sign the final agreement.

A final report will outline other options.