



The NAACP Ambler Branch #2248
200 W Butler Ave.
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Ambler Pa, 19002

The mission of the National Association for the Advancement of Colored People (NAACP) is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate race-based discrimination. The Ambler Branch of the NAACP has a vision to actively engage and enlighten all members of this community that civil rights are human rights.

A successful community is dependent on engaged citizens that embrace civic engagement and optimal knowledge. The Ambler Branch is committed to rising to that standard of expectation and public service delivery.

This Community Outreach Engagement plan establishes an agreement between the NAACP Ambler Branch, its 10 police departments and community partners to strategically implement mutually agreed upon initiatives and programming to the benefit of our community stakeholders that we serve. This document sets forth a mutually beneficial commitment by all parties identified on the cover page.

The purpose of this document is to enhance police - community relations by sharing insights through forward thinking, open dialogue, mutual respect, in the spirit of cooperation and support. Therefore, as all the parties have been identified, we stand united against any discrimination or bias that might occur in the communities the Ambler Branch serves. We stand united to address the impact of public distrust when officers are not aware of explicit or implicit biases. We stand united to be equally received and responded to when our communities reach out to our jurisdiction police departments.

We are here in a unified manner, committed to vigorously pursue the necessary approaches to be responsive to our community's desired interest in effectively engaging with our police departments and our community partners. We are here in a unified manner, to continuously educate the public on positive efforts of this community outreach engagement plan. Our overarching goal is to strengthen police - community relations and deliver confidence to the communities we serve that we are advocating for them in their best interest. Our proposed actions in this agreement affirm a positive motion in moving forward, collectively, transparently and respectfully.

Our specific objectives to ensure that reducing bias in police- community relations, will be actualized by:

1. Raising awareness of the characteristics of perceived implicit bias among police leaders and officers.
2. Supporting policies that are in place to limit the impact of bias.
3. Executing community conversations that will transform relationships between police and the community.
4. Review and discuss relevant data collection as a means of assessing and/or evaluating potential biases in policing.
5. A commitment to regular meetings and open dialogue between the Ambler NAACP and Police Department leadership in our jurisdiction.
6. Both parties will work together to ensure that police officers receive regular training that enhances their ability to have effective, respectful, and peaceful interactions with all citizens, including Black residents.
7. Both parties agree to work together to encourage and assist residents, especially Black residents, to consider serving the community by becoming a police officer with the Police Department
8. A broader process for intake of any complaints of police misconduct, including the ability of residents to report such complaints to the Ambler Branch of the NAACP.
9. Increased transparency regarding the dissemination of information and the disposition of police misconduct investigations, including reporting outcomes to the Ambler Branch of the NAACP per case by case basis. The extent of the disposition will be in accordance with any standards set forth by law and/or the police departments' collective bargaining agreement(s).
10. Each police department agrees to meet with the Ambler Branch of the NAACP on a quarterly basis, or as necessary in the event of emergent situations requiring more immediate attention (timeframe subject to change ie. due to holidays or previous engagements).
11. Each Police Department in the Ambler Branch's jurisdiction will implement or continue to utilize the HUB program, the Bridge Program, or similar type of diversionary program, for those residents who may benefit more from an alternative program that prevents them from entering the criminal justice system. * Please see attached memo detailing each program specifically.

Our aspiration is that our police departments will be the model and catalyst for all of the other police departments in conjunction with the Police Chiefs' Association of Montgomery County; to become the standard, not the exception of what real and relevant community policing looks like in the 21st Century. We will continue to review this document annually to ensure that it upholds the needs of the community and each police department.

This is an exclusive agreement by the parties previously identified and will become effective by the signatures and date below.

Shaykh Anwar Muhammad, Ambler Branch President

Ambler Chief of Police

Hatfield Chief of Police

Lansdale Chief of Police

Lower Gwynedd Chief of Police

Montgomery Chief of Police

North Wales Chief of Police

Towamencin Chief of Police

Upper Dublin Chief of Police

Upper Gwynedd Chief of Police

Whitpain Chief of Police

Community Resources Unit

Bridge Program

The Bridge is a community policing based model in which a police department representative consults on a weekly basis with Montgomery Co. Mobile Crisis to address situations involving individuals with mental health needs. This program differs from the HUB, in that cases involving mental health are fast-tracked for quicker response. By working together we are better able to provide needed services in a timely and efficient manner to residents of our community.

Any officer may refer a case for inclusion in the Bridge program. Criteria are:

a. Mobile Crisis already responded to the scene.

OR

b. The officer contacted an individual who might benefit from Mobile Crisis' services, but Mobile Crisis was not yet called to the scene. This includes instances when services were offered but refused.

Referrals are made by sending the case information to the CRU supervisors via email.

Every case referred to the Bridge must have an Investigative report completed prior to referral, which includes any known hazards expected when contacting the subject. Mobile Crisis conducts their own threat and safety analysis before contacting individuals, and the hazard information in our reports is of vital importance to their operations.

The departmental representative will discuss referred cases with Mobile Crisis on a weekly basis and receive feedback on the handling of those cases.

Community Resources Unit

HUB program

The HUB is a community policing based model in which social service providers from across Montgomery County meet with police to address situations involving at-risk individuals and offer multi-agency intervention and support. Discussions that take place at these meetings involve but are not limited to cases involving domestic abuse, substance abuse and at risk youth. By working together we are better able to provide needed services in a timely and more efficient manner to residents of our community.

Cases that should be referred to the CRU for HUB assessment are those where the police department is dispatched to the same location or deals with the same person on a frequent basis, but the individual needs more than the services that the police department can provide. **If you are aware of such a case, please submit it to the CRU supervisors by email for evaluation.**

Examples of the resources present at HUB meetings:

Montgomery Co. Children and Youth Services

Montgomery Co. Aging and Adult Service

Montgomery Co. Women's Center Laurel House

Montgomery Co. Mobile Crisis

Montgomery Co. Emergency Services

The advantage of the HUB program for the police department is that it connects at-risk residents quickly with the services that they need, possibly reducing the number of times that we need to respond to calls for service. The advantage for county service agencies is that the police department can act as their eyes and ears, connecting them with clients who they would otherwise not be able to connect with.