

Outreach Committee Meeting Minutes

**Cleveland Community Police
Commission
August 3, 2026**

Note: This meeting was livestreamed via YouTube. Due to a technical issue in managing audio feedback during the meeting, the recording captured video only, without sound. Consistent with the Ohio Open Meetings Act (O.R.C. § 121.22), these minutes are provided to give the public a substantive summary of the matters discussed.

Guest Presentation: Organizational Alignment

Survey

Chair Maya Kincaid welcomed a special guest speaker, Del Johnson, who joined the meeting virtually. Mr. Johnson, a technology sales professional with 16 years of industry experience, was introduced to the Commission through a National Organization of Black Law Enforcement Executives (NOBLE) conference.

Mr. Johnson presented an organizational alignment survey tool his company has developed and deployed with multiple police departments and city governments nationwide. The survey is designed to identify gaps in leadership function, internal communication, information-sharing, and staff understanding of and alignment with an organization's mission, growth, and opportunities.

Chair Kincaid noted that while public perception of the Cleveland Division of Police (CDP) is important, internal officer morale and alignment are equally critical to the Division's success. She observed that some officers may not fully understand the purpose of the federal Consent Decree or their own role in bringing the Division into compliance — work that, when complete, will end the need for continued federal oversight of the city.

Chair Kincaid also shared reflections from the NOBLE conference on how police leadership can work more effectively with city government partners, and spoke to the continued need to support Black and Brown officers within police departments nationally — building a more inclusive internal culture that, in turn, strengthens how departments serve communities of all backgrounds.

Commander Promotion Process Update, Chair Untaya Miller

The Outreach Committee and Training Committee met jointly to discuss next steps in the Charter-mandated process for confirming Cleveland Division of Police (CDP) Commander promotions.

Chair Miller's immediate priority is to obtain a complete list of CDP officers interested in specialized bureau Commander positions, to ensure the full pool of candidates is properly considered as the process moves forward.

District Commander interviews are scheduled for August 18–24, 2026.

Next Steps

- Obtain the complete list of CDP officers interested in specialized bureau Commander positions

- Review applicable qualifications, experience, and leadership considerations for each position
- Continue coordinating between the Outreach and Training Committees throughout the interview process
- Following interviews, develop recommendations for the specialized bureau Commander positions
- Submit recommendations to CDP for consideration
- Submit final recommendations to the Mayor

The goal of this process is a clear, organized, and transparent path to developing and communicating the Commission's recommendations to CDP.