

The Racial Equity in Policing Commission

September 2, 2020, 5:00 pm

Regular Meeting Minutes

Approved on November 18, 2020

The Racial Equity in Policing Commission met in an electronic meeting pursuant to the Salt Lake City Emergency Proclamation and determination of the Core Commissioners. Recordings of the Commission may be found on the Commission [YouTube Channel](#).

Minutes are provided in conjunction with the [audio/video file on YouTube](#). Next to each discussion item is a link with the time the discussion began. You may click on the link to open the meeting video directly at that point of the agenda.

Commission Members Virtual Attendance: Rev. France Davis, Nicole Salazar-Hall, Moises Prospero, Aden Batar, Verona Sagato-Mauga, Kamaal Ahmad, Mariana Suarez, Tanya Hawkins, Steven Johnson, Luna Banuri, Steve Anjewierden, Anapesi Ka'ili, Olosaa Solovi Jr., Samantha Eldrige, Anthony Guzman, Carol Shifflett, Darlene McDonald

Commission Members Absent: Davina Smith, Abdullah Mberwa

Staff in Virtual Attendance: Rachel Otto, Mayor's Chief of Staff; Mark Kittrell, Deputy City Attorney; Lindsey Nikola, Mayor's Communications Director; Weston Clark, Mayor's Senior Advisor; David Litvack, Mayor's Senior Advisor; Kaletta Lynch, Mayor's office Executive Assistant; Kira Luke, Council Public Engagement/Policy Analyst; Lehua Weaver, Council Associate Deputy Director; Allison Rowland, Council Public Policy Analyst; Alex Muller, Assistant City Recorder; Cindy Lou Trishman, City Recorder; Tim Doubt, Assistant Chief of Police; Mike Brown, Chief of Police.

The meeting was called to order at **5:01 PM**.

A. Introduction - [0:13](#)

Commissioner Reverend France Davis presided at and conducted the meeting. Commissioner Reverend Davis opened the meeting and reviewed the [Public Meeting Guidelines](#).

B. Open Discussion: [3:40](#)

This portion of the meeting is an opportunity for commissioners to discuss conversations with community members. The discussion will be focused on the Commission's objective to provide recommendations to the Mayor and City Council on changes to the Salt Lake City Police Department's policies, budget, and culture. No action will be taken during the open discussion period unless an item is scheduled on a subsequent agenda for follow-up.

No discussion was held.

C. Commission Business

1. Review Minutes - [4:41](#)

Commissioner Reverend Davis postponed the review of minutes to the next meeting as there were none available for review. (audio/video files of the meeting are available on the [website](#))

2. Policy Review - 4:53

Commissioners will discuss the Salt Lake City Police Department Policies.

Meeting Materials: [Salt Lake City Police Department Policy Manual](#)

Deputy City Attorney Mark Kittrell provided information on the Salt Lake City Police Department (SLCPD) policies. Policies identified of interest by the Commission Members included officer involved critical incident (OICI) reports. The Attorney's office agreed to return to the Commission with specific policies addressing incident reports and OICI reports.

Further into the meeting, it was determined the Attorney's office would identify those policies relevant to the Commission's charge for discussion and review by the Board. Also at that time ([33:08](#)) there was a request for information in existing policies regarding the use of K9 dogs, use of a knee, and de-escalation.

3. Partner-Pair program discussion - 10:23

Commissioners will discuss a suggestion to implement a partner-pair program between Commission members and Salt Lake City Police Officers and Staff, including personnel from specific non-patrol, detective and special operations work groups. The suggested program would provide opportunities for collaborative communication and increased understanding. (The suggestion was shared with the Commission from Roberta Mixon, a civilian/non-sworn employee of the Salt Lake City Police.)

The Commission discussed the proposed program including the intent of the program. Differing viewpoints and concerns were shared as the Commission considered how such a program would be defined.

Discussion points included the following items:

- Determination requested from the Attorney if the Police department representatives would be compensated for their time to fulfill this intent.
- Consideration of pairing up with different generations, positions, and possibly those of the opposite sex to gain perspective.
- Information about the training (explicit and implicit bias) conducted prior to conversations and program as suggested in the letter.
- Suggestion to develop an outline of proposed topics or format of process, included with the logistical consideration.

Commissioner Reverend Davis asked the item to be placed on the following week's agenda to provide the Commission Members an opportunity to consider ideas for the program.

4. Standing Items - 25:34

- a. Update on Facilitator search

David Litvack updated the Commission, sharing that a firm was selected, and the parties were in the final stage. Commission members requested the urgency of the facilitator engagement be conveyed as the City determines when the selected agency can begin.

b. Youth Subcommittee Report

Commissioner Prospero gave an update on the Youth Subcommittee regarding their schedule, and determination to have rotating representation on the full commission as voting members. There was a request for interpretation on the attendance of voting members if they are not 18 years of age, and the City Attorney provided a response prior to the meeting.

D. CLOSED SESSION-36:00

Commissioner Reverend Davis stated there would be no further action taken following the Closed Session.

Commissioner Reverend Davis called for a motion for Closed Session. Commissioner Johnson moved and Commissioner Salazar-Hall and Commissioner Batar seconded the motion for the Closed Session pursuant to Utah Code §52-4-205(1)(f) discussion regarding deployment of security personnel, devices, or systems; and to receive Advice of Legal Counsel.

A roll call vote was taken; Commissioners Davis, Salazar-Hall, McDonald, Prospero, Batar, Sagato-Mauga, Ahmad, Suarez, Hawkins, Johnson, Banuri, Anjewierden, Ka'ili, Solovi, Eldrige, Guzman, Shifflett voted aye. See File M 20-9 for sworn statement.

In attendance: Commissioners Davis, Salazar-Hall, McDonald, Prospero, Batar, Sagato-Mauga, Ahmad, Suarez, Hawkins, Johnson, Banuri, Anjewierden, Ka'ili, Solovi, Eldrige, Guzman, Shifflett.

Others in attendance: Rachel Ott, David Litvack, Kaletta Lynch, Kira Luke, Lehua Weaver, Mark Kittrell, Mike Brown, Cindy Lou Trishman and Alex Muller.

The Regular meeting and Closed Session adjourned at 5:57 p.m.

Approved by consensus on November 18, 2020

**Cindy Lou Trishman
City Recorder**

This document is not intended to serve as a full transcript as additional discussion may have been held; please refer to the audio or video for entire content pursuant to Utah Code §52-4-203(2)(b).

This document along with the digital recording constitute the official minutes of the Racial Equity in Policing Regular Commission held September 2, 2020.

[AM/clt]