Racial Equity in Policing Commission

Salt Lake City Utah

Regular Meeting Minutes

Wednesday, January 27, 2021

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: Commissioners Ka'ili, McDonald, Oommen, Banuri, Powell, Suarez, Prospero, Salazar-Hall, Solovi Jr., Eldrige, Anjewierden, Hawkins, Johnson and Sagato-Mauga, Kum, Davis, Tadesse, Romero

Commission Members Absent: Commissioners Mberwa, Ahmad, Shifflett, and Smith

Langdon Facilitators Attendance: Larry Schooler, Dante James, Siobhan Locke, Josh King

City Staff in Virtual Attendance: City Council Chair Amy Fowler, Rachel Otto, Mayor's Chief of Staff; Lindsey Nikola, Mayor's Communications Director; David Litvack, Mayor's Senior Advisor; Kaletta Lynch, Mayor's office Executive Assistant; Sven Karabegovic, Mayor's office Intern; Allison Rowland, Council Public Policy Analyst; Benjamin Luedtke, City Council Public Policy Analyst, Cindy Lou Trishman, City Recorder;

Police Department Attendees: Chief Mike Brown, Lt. Yvette Zayas, Steve Masters, Brendyn Scott, Crystal Grady, Richard Brady, Ricardo Franco, Laura Nygaard

The meeting began at 5:02 pm

1. Welcome and Public Meeting Guidelines

2. (00:01:06) City Update
   - Rachel Otto, Mayor's Chief of Staff, will provide an update on specific legislation the City is following as it relates to the purpose of the Commission.

     Ms. Otto noted the bills of specific attention include:

     SB 106 (Sen. Thatcher): proposed to establish statewide POST (public officer safety training) minimum use of force standards and use of force annual review

     HB 154 (Rep Birkeland): proposed to focus on definitions of language including imminent, necessary, duty to intervene, de-escalation (some of which is covered in the SLC Use of Force policy)

     SB 138 (Rep Hinkins): proposed to address protesting activity; Councilmember Fowler provided her definition of a riot as a protest that becomes violent.

     SB 013 (Sen. Iwamoto): Officer-separation if during an investigation to notify POST

     SB 102 (Sen. Mayne): Training qualifications requirements

     SB 51 (Sen. Thatcher): Gang enhancement adjustments

Council Chair Fowler provided an update on the priorities of the City Council as they relate to the purpose of the Commission including expression of appreciation for the work of the Commission. She noted the Council's work includes the Police budget to be built upon the priorities and the distribution of the funds, evaluation of the role of Police officers within the City and reviewing the criminal aspect of the City code.

3. (00:22:12) Summary of Focus Group
Facilitators will provide a summary of feedback from focus group conversations held over the last few weeks with identified small groups.

Mr. Schooler shared content from the small, focus groups held with the Police Department upper management team with the frontline officers.

Items of note as a summary of the conversation included a concern of the pending commission recommendations, scrutiny of the department, impact to daily work of officers, desire to integrate with the Commission and engage in conversations about the recommendations, and addressing the problems specific to Salt Lake City to be resolved by policy recommendation changes.

Commissioners and facilitators discussed the summary and the following points:

- Willingness to hear directly from police officers
- Opportunity to hear from families impacted negatively as well as those impacted through status quo practice due to the good work of the police
- Terminology
- Building of sustainable change must include those voices most impacted
- Acknowledgment of the problem that communities of color are impacted by police
- Request for the provision of time on the agenda for deeper and critical conversations
- Law enforcement has variety of views represented – work of disrupting overt racism and the perception that upon arrival police officers create a safe space is created through impact on all levels – training to policy
- Establish a new culture, raising the problem to their attention
- No simulator exists to create a training of what it feels to be black
- Potential inclusion of officers at commission meetings or subcommittee meetings

Mr. James confirmed this would be a topic of continued discussion at an upcoming meeting.

4. (00:51:45) Listening Session Overview
The Commission and Facilitators may discuss the preparations for the Listening Session scheduled for Thursday, January 28 at 6 pm. *Media Release*

Mr. Schooler provided an overview of the listening session participation opportunities including:

- Live, televised broadcast (SLCTV, YouTube, Facebook)
- Toll-free numbers in English and real-time Spanish translation
- Text message & social media
- Dialing out to just over 10,000 households focused on households defined by census data of underprivileged residents – in an effort to engage people who may not engage initially

Design is to get as much from the community as possible; speaking time will be provided to the community; and barriers will be removed.

Report of feedback will be provided after the meeting ends. Encouragement to share the links to encourage voices into the conversation.
Additional options for comments: repcommission@slcgov.com, text "EQUITY" to 801-575-7755, voicemails received in any language at 801-708-0935; and at the website www.slcrecpcommission.com.

5. (00:59:34) Public Comment (limited to 15 minutes)

    - Attendees may be provided one or two minutes of time, determined by the number of attendees and the time available determined by the Commission. Please observe the time limit stated at the beginning of the public comment period so everyone may have a chance to speak.

    - Per the public meeting guidelines, keep comments free of discriminatory language referring to a person or group based on their religion, ethnicity, nationality, race, color, descent, gender, sexual orientation, disability, age or other gender identity factor. Items or comments that disrupt the meeting, intimidate other participants or that may cause safety concerns are not allowed.

    Alyssha D addressed the Commission requesting further information on how there is encouragement to engage the community and to trust policy change will occur.

    Commissioners Ahmad, McDonald, Kum, and Shifflett responded.

    Beverly Hawkins, League of Women's Voters, addressed the Commission with appreciation for the work moving forward and looks forward to the listening session.

    Irene Ota was called upon but did not have audio.

    Patricia Christensen addressed the Commission to share she was listening and expressed appreciation for the work being done.

    Sherri Wittwer addressed the Commission extending appreciation of the work being completed.

6. (01:16:55) Review of Timeline
    The Commission and Facilitators may discuss the overview and timeline for recommendations to prepare for the Council and Mayor prior to July 2021. The discussion may include an overview of the 2021 Meeting Schedule.

    The Commission reviewed the proposed calendar for meetings through the month of April.

    Mr. Schooler suggested providing draft recommendations following the Jan 20 Listening Session for community feedback, with a potential second large-group Listening Session.

7. (01:14:21) Discussion of Best Practices
    Commission members working on the Literature Review may discuss best practices researched

Commissioner Prospero updated the Commission that themes are being evaluated including Scope of Policing, Comprehensive Reporting, Equity Issues, Housing, Civilian Review Boards, Police Union Contracts, Department Budgets and stated more details of Best Practices will be provided at another meeting.

8. Standing Items
    - (01:21:47) Subcommittee Reports
        - Training Subcommittee
            - No update provided
        - Policies & Practice Subcommittee
            - Mr. King noted that there are modifications to the policies and practices that can effectuate outcomes and experiences to be informed of the small group subcommittee and the listening sessions, with possible inclusion of activist youth groups.
        - School Safety Subcommittee
            - Ms. Locke noted that there is a broadening of the work of navigating the system as a youth, and the administration of the SRO system
            - SRO focus group has been held, and another potentially scheduled
        - Youth Subcommittee
            - Commissioner Kum shared that the Youth Subcommittee is working on a formal youth report encompassing the involvement of the youth in each of the subcommittees; involvement in the outreach and logistics for the SRO listening session, and looking forward to the scheduled listening session on Jan 20.

    - Commission items of business
        - Resignation of Commission member; Core Commission Member change; and discussion of replacement Commission Member
            - It was determined to hold this discussion at a future meeting.
        - Other including Scheduling Items
            - Opportunity to attend the City Council Work Session on behalf of the Commission (5-10 minutes overview of the work in progress); optional for 3-4 commissioners per meeting generally between 2 pm and 5 pm.
                - February 2, 9, 16
                - March 2, 16, 23
                - April 6, 13, 20
            - It was noted that Commission members can reach out to staff if they are interested in participating.

9. TENTATIVE Closed Session

The Commission will consider a motion to enter into a Closed Session. A closed meeting described under Section 52-4-205 may be held for specific purposes including, but not limited to:

a. discussion of the character, professional competence, or physical or mental health of an individual;
b. strategy sessions to discuss pending or reasonably imminent litigation;
c. discussion regarding deployment of security personnel, devices, or systems; and
d. investigative proceedings regarding allegations of criminal misconduct.

A closed meeting may also be held for attorney-client matters that are privileged pursuant to Utah Code § 78B-1-137, and for other lawful purposes that satisfy the pertinent requirements of the Utah Open and Public Meetings Act.

Item not held

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 January 27, 2021.

Meeting Minutes approved at the February 24, 2021 Meeting by consensus.