

Racial Equity in Policing Commission

Salt Lake City Utah

Regular Meeting Minutes

Wednesday, April 7, 2021

5:00 p.m.

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. Minutes are provided in conjunction with the [video/audio file](#).

Commission Members Virtual Attendance: Commissioners Shifflett, McDonald, Ahmad, Banuri, Powell, Suarez, Prospero, Salazar-Hall, Davis, Anjewierden, Hawkins, Solovi Jr., and Johnson

Commission Members Absent: Commissioners Mberwa, Kum, Ka'ili, Romero, Smith, Oommen, Eldridge, Sagato-Mauga

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

Staff in Virtual Attendance: Rachel Otto, Mayor's Chief of Staff; Mark Kittrell, Deputy City Attorney; Allison Rowland, Council Public Policy Analyst; Cindy Lou Trishman, City Recorder; Kaletta Lynch, Mayor's Special Projects Manager; Brendyn Scott, Police Department Office; Kira Luke, Council Public Engagement/Policy Analyst Lindsey Nikola, Mayor's Communications Director; Lt. Yvette Zayas, Police Department; Chief Mike Brown, Police Department; Assistant Chief Tim Doubt, Police Department; Sven Karabegovic, Mayor's office Intern; and Weston Clark, Mayor's Senior Advisor.

The meeting was called to order at 5:05 pm by Dante James, Facilitator

1. Welcome and [Public Meeting Guidelines](#)

Read aloud the confirmation of the determination of the Core Commissioners to meet electronically because meeting at a physical location presents a substantial risk to the health and safety of those who may be present at the anchor location.

During this portion of the meeting, Commissioners may raise topics and discuss current events that may impact or influence the Commission's overall work, discussions, and deliberations to provide recommendations to the Mayor and City Council regarding the Salt Lake City Police Department's policies, budget, and culture. No action will be taken during this portion of the meeting. Matters discussed during this portion of the meeting may be scheduled on a subsequent agenda for follow-up.

No topics were raised for this item.

2. Review of Minutes: [January 28, 2021](#)

January 28, 2021 Listening Session Minutes were approved by consensus.

3. Public Comment (limited to 15 minutes)

- Attendees wishing to make a public comment may be provided one or two minutes of time, which is to be determined by the Commission based on the number of attendees and the available time for public comment. 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.

Beverly Hawkins was in attendance but stated she had no comment, just encouraged the Commission to move forward with their work.

4) City Update

A member of the Mayor's staff will provide an update on the City's hiring efforts for a Chief Equity Officer, and details of the position.

Mr. James shared that the Partner-Pair program is ongoing, and the officers are waiting to hear from the assigned Commissioners to arrange future meetings.

Rachel Otto provided an update to the Commission on the new position of Chief Equity Officer. Ms. Otto shared the history of the development of the position as part of the Citywide Equity Plan (both internally and externally for accessing opportunities) proposed by members of the transition committee, the funding secured last year, with the process to begin in 2021. Ms. Otto summarized the Equity Officer position with these points:

- Senior staff level reporting directly to the Mayor
- Position was posted, City received great interest in the position
- 20 applicants advanced to the second round; anticipated conclusion with 8 candidates anticipated to be interviewed in the next few weeks (community members are included in the interview committee for this round); no definitive start date
- Selected candidate is proposed to:
 - Work with an inter-departmental team to shepherd the implementation of the Citywide Equity Plan (currently establishing the liaisons and structure)
 - Oversee the City Human Rights Commission and create a vision to elevate the HRC and establish a clear process to evaluate decisions with valuable insight of the community members;
 - Oversee the ADA Community Liaison and New American Liaison
 - Consider the role with the Racial Equity in Policing Commission including the position may:
 - carry some administrative responsibilities for the commission functionality (Ms. Otto welcomed recommendations for the positions connection to the Commission)
 - oversee the recommendations of the Commission and the implementation thereof

Commissioner Anjewierden shared it would be helpful in building the recommendations to understand the inclusion of oversight within the full-time position.

In conclusion, Ms. Otto shared the balance of building a plan while also permitting the vision of the selected applicant to be implemented; and reassured the Commission of the continued support of City staff for the Commission.

5. Discussion relating to the Fiscal Year 2022 Police Budget

The Commission may discuss goals and purposes relating to the City's Fiscal Year 2022 Budget.

Commissioners Prospero summarized components of a small group meeting with Matrix Consulting who is completing an audit requested by the City Council. The summary included:

- Potential disciplinary matrix (guidelines) for instances or actions which are against policy; potential review of the Commission and the public; concern is the human bias but generally supportive of the intent.
 - Ms. Rowland, City Council staff, clarified although the component may not directly associate with the budget, the scope of the audit requested was broad and that the final recommendations are planned to be presented to the Commission on April 21.
- Consideration of funding civilian paraprofessionals, which aligned with a recommendation from the Commission to have civilian support/social worker support on various types of calls for service.
- Recommendation for funding increased police mental health wellness
 - Ms. Otto, Mayor's Chief of Staff, shared that mental health access is a priority in the Fiscal Year 2021-2022 budget; Chief Brown shared the plan of a clinician in the department, housed in the building will build trust and permit readily available services; the opportunity may contribute to an increased awareness, lessening the impact on families and increasing the objective of community engagement.
- Potential civilian leadership for internal affairs
- Ms. Otto, Mayor's Chief of Staff, confirmed the position is in the hiring stage and will be a civilian position although police experience will be helpful.

6. Discussion regarding Community Engagement

The Commission may discuss the definition of community engagement in relation to the Police Department and review engagement opportunities between officers and the Commission.

Mr. James introduced the topic and presented the option for the Commission to solidify a definition of community engagement, as it seems there may be a disconnect with what it looks and feels like between the perspective of officers and the public. Trying to get the best engagement of police officers (some things may inhibit feedback – recordings command staff), desire to make things available of how to best engage input from everyone

Mr. Schooler led the discussion beginning with the definition of the opportunity for the community to engage with and influence the decisions and actions being made by the police department.

Commissioner Shifflett and Mr. James spoke to the difference between community engagement and community policing; it was determined they are connected but engagement may include the intent to solicit feedback on how to best impact and serve within the community policing model.

Commissioner Powell shared content from Seattle ([Community Engagement Report](#)) supporting community-led strategies.

Commissioners Suarez, Anjewierden and Prospero shared personal experiences of opportunities officers may have to interact or engage with members of the community.

Commissioner Anjewierden emphasized the importance of considering the overarching nature of the institution and the necessary continued efforts to engage and solicit critical feedback while building relationships, and the opportunities necessary to consider perspectives from the community and from the officers while addressing elements of the institution.

Commissioner Reverend Davis shared the opportunity is extended to both paths – the community reaching out to the police as well as the police reaching out to the community.

Commissioner Prospero shared the impact of effective procedural justice when interactions are accomplished with dignity and respect, noting the value of natural temperament and the association to recruitment.

Mr. Schooler addressed the potential of holding a listening session between Police Officers and Commission Members without command staff in attendance or a recording of the meeting. Mr. Schooler noted there is a need for dialogue with frank and candid conversation, that may be reported on at an open meeting.

Commission Members were supportive of the approach and Deputy City Attorney Mark Kittrell stated he would respond to the Commission in an email of the potential to hold the meeting without recording.

Mr. Schooler closed the discussion with the following points:

- Commission may provide a definition after future discussions
- National examples of community policing will assist in the development of the definition
- Identified formal and informal community engagement opportunities
- Enhancing recruiting diverse temperament and of coaching consideration

Commissioner Banuri requested the community engagement discussion be developed with a framework for results.

Commissioners McDonald, Davis, and Hawkins expressed support of the listening session with officers.

Commissioner Anjewierden requested the consideration of a listening session with the Command staff as well as the one addressed with frontline officers.

7. Standing Items

- Subcommittee Reports
 - Training Subcommittee

Mr. James reported that the Training Subcommittee reviewed the content of the resolution proposed by Commissioner Powell and is supportive, and that the subcommittee is reviewing the Citizens Academy and content.

- Policies & Practice Subcommittee

Mr. King shared that the discussion regarding connecting with the Police Officers was a component of their recent discussion as well as the details of the Chief Equity Officer. He concluded with an update on the scheduled items for the next subcommittee meeting – discussion with the co-response program and community center and point of crisis. Commissioner Powell raised the proposed resolution from the organization of White Coats for Black Lives Matter and requested each Commission member to provide edits to him before Wednesday, April 14 for full Commission review on April 21.

It was clarified that edits of the document are not required to be in the full Commission setting, although the recommendation does require the approval of the Commission in a public meeting.

- School Safety Subcommittee

Ms. Locke shared that the School Safety Subcommittee presented recommendations to the City Council.

- Youth Subcommittee

No report this week

8. Commission Business

- Other including Scheduling Items
 - Proposed next live, large group Listening Session scheduled for May 19, 2021 at 6 pm

Mr. Schooler updated the Commission on the consideration and potential date for a large group Listening Session similar to the one completed in January.

- Discussion regarding the Commission and recommendations to the City regarding the Commission's work

Mr. James stated that the final report for the end of this initial term of the Commission will include all recommendations provided at various stages of the Commission's work and raised the question of what the Commissioners envision as the initial term of the Commission.

Commissioners discussed the options and considerations including:

- Desire to continue the budget for the support and facilitation of the Commission
- Consideration of a hiatus to reflect on implementation
- Dialogue continuing at a slower pace
- Optics of the slower pace or hiatus
- Quarterly assessment of implemented recommendations with continued engagement
- Rotation of commissioners

- Establishment of the Commission as an ongoing effort of the City
- Consideration of the potential meetings which could occur during the summer (particularly the new superintendent)
- Review of in-person meetings and the hybrid option of scheduling

Commissioner Prospero requested models used for Commissions and Boards.

Mr. James noted that value of including a general recommendation in the upcoming recommendations to the City Council from the Policies & Practice Subcommittee, as those are scheduled for presentation prior to budget decisions.

Commissioners discussed the general statement and agreed to include the general recommendation within the Policies & Practices Recommendations which may be scheduled for full Commission review on April 21. Mr. James stated subcommittees should discuss the general statement at the next meeting.

Commissioners provided general statement recommendations to continue the Commission and include the necessity of a facilitator although the format is undecided.

- 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.
 - April 13, 20
 - May 4, 11, 18, 25

Mr. James noted the opportunity for Commissioners to attend the Work Session.

Commissioner McDonald expressed concern over the Chauvin Trial in the death of George Floyd and the potential necessity of an emergency meeting. Ms. Trishman informed the Commission of the necessary 24-hour notice unless that is impossible; and agreed an email with necessary considerations would be provided.

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:

- i. discussion of the character, professional competence, or physical or mental health of an individual;
- ii. strategy sessions to discuss pending or reasonably imminent litigation;
- iii. discussion regarding deployment of security personnel, devices, or systems; and
- iv. 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.

Meeting adjourned at 6:53 pm

Minutes Approved on May 5, 2021

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 Commission Regular Commission Meeting on April 7, 2021.