

Racial Equity in Policing Commission

City & County Building
451 South State Street
Cannon Room 335

Regular Meeting Minutes

Thursday, February 9, 2022

5:30 p.m.

The Racial Equity in Policing Commission met in an electronic and in-person meeting. Minutes are provided in conjunction with the video/audio file.

You may also watch a recording of the meeting on the [SLC REP Commission Meeting YouTube Channel](#).

Commission Members in Attendance: Commissioner Chair Tanya Hawkins, Commissioner Vice Chair Lisia Satini, Commissioner Steve Anjewierden, Commissioner Luna Banuri, Commissioner Olosaa Solovi, Commissioner Diya Oommen, Commissioner Katie Durante, Commissioner Steve Calbert, Commissioner Olivia Joylani Kavapalu, Commissioner Ulvia Guadarrama

Commission Members Absent: Commissioner Julia Summerfield, Commissioner Verona Sagato-Mauga, Commissioner Darlene McDonald, Commissioner Nicole Salazar-Hall

City Staff in Attendance:

- Michelle Mooney, Equity Manager
- Maria Romero, Executive Assistant to Chief Equity Officer
- Damian Choi, Chief Equity Officer
- Roxana Orellana, Policy Advisor for Refugees and New Americans
- Kristen Hansen, Know Your Neighbor Program Coordinator
- Lieutenant Andrew Cluff, SLCPD
- Hassan Abdi, City Council Staff

Guests in Attendance: None

The meeting was called to order at 5:36 PM

1. Welcome and [Public Meeting Guidelines](#)
 - Roll Call
 - Welcome New Commissioners
2. Open Dialogue (~5 minutes)
 - Commissioner Chair Tanya Hawkins brought forth the question to SLCPD on what steps the department is taking after the Memphis incident.
 - Response to the question by Lt. Andrew Cluff is that SLCPD is in close contact with other departments around the country. A statement has been released internally and externally. SLCPD does not stand behind the actions of those officers.
 - Commissioner Steve Anjewierden brought forth a related comment on the incident in Memphis with a concern about units like this being aggressive towards crime. He adds that the situation in Memphis was an outrage acknowledging there needs to be reform in policing.
 - Commissioner Calbert brought forth his perspective as a single, foster parent that one of the things he dwells upon is the radical incidents such as George Floyd, and the one in Memphis.

He adds that one of the things to think about is subtle racism, and that students are in care by schools and police to address the radical.

- Commissioner Durante brought forth the importance of community input and working with the community. Another Commissioner adds that just diversifying the department will not solve the issues it is a more systemic effort.

3. Public Comment (limited to 15 minutes)

- No guests from the public attended this meeting, therefore, no public comment occurred.

4. Approve and Adopt Minutes

- January 2023 Minutes
 - Commissioner Calbert made a motion to accept the minutes. Commissioner Steve Anjewierden seconded. All Commissioners are in favor to approve and adopt. No opposition. Motion is passed.

5. SLCPD Chief Update (~25 minutes)

Chief Brown may provide update to the commission.

- Lt. Cluff shares that Chief Brown sends his best regards to the Commission in his absence from the meeting.
- DEI Training Proposals
 - Cost Proposals have been brought forth via presentation highlighting Sacramento Chief Daniel Haan, Legal Equity Advocates, and True Empowering. Chief Haan may visit the Commission soon to provide an update on his training.
 - Legal Equity Advocates: Training focused on NHPI community.
 - True Empowering: Cost proposal includes providing metrics.
 - Equality Utah: Cost estimate was not available but will be brought to the next meeting. Training focused on the LGBTQ+ Community.
 - Commissioner Luna Banuri has brought forth the question on whether these consultants have just proposed their costs or did we share budgets. Lt. Cluff has confirmed currently consultants have provided their own budgets. Commissioner
 - Luna Banuri would also like the RFP to be shared with the Commission. She would like to know if there are pre-qualifications for these firms to apply. What is the sustainability process for this training would it be one time what would happen in the next 3 years? Michelle Mooney, Equity Manager provided context on the work of training subcommittee, and shared the City would need to see how this goes being the first time of implementing this sort of training.
 - How is this knowledge will be embedded in the system? Commissioner Luna Banuri added as she is part of the Muslim community and Jewish faith-based communities she does not see in any of these proposals where this community is covered. Michelle Mooney, Equity Manager shared that there is room for improvement for future trainings, however, selected groups can provide insight on these communities through curriculum development stage.
 - Commissioner Durante is requesting to know if the following providers can provide any source or evidence that the training will have an impact on the department.
 - Commissioner Steve Anjewierden mentioned moving this discussion to the Training subcommittee, and bring back to general meeting.
 - Commissioner Calbert made a motion. Commissioner Anjewierden seconded. All Commissioners in favor, except one who opposed. Motion passed. Michelle Mooney, Equity Manager shared that proposals will be sent out to Commissioners for a closer review, and discussion/vote will be tabled.

6. Chief Equity Officer Introduction (~ 15 minutes)

- Equity Manager will introduce new Chief Equity Officer.
- Damian Choi brought forth when incidents occur, the Commission propose a statement and the City's Communications team would assist in a press conference for the commission if requested.

7. Refugees and New Americans Update (~20 minutes)

- Roxana Orellana, Policy Advisor for Refugees and New Americans
- Kristen Hansen, Know Your Neighbor Program Coordinator

- Kristen Hansen and Roxana Orellana shared their roles in the City, the KYN program, and how they both can be of support to the Commission.

8. Review Subcommittee Goals & Priorities (5-10 minutes)

Subcommittee meetings will begin in March. Calendar invites will be sent out to Commissioners and assigned officers by Equity Manager accordingly.

- a. Training – First Monday of the Month 5:30-6:30pm
- b. Policy & Practices – Second Monday of the Month at 4-5pm
- c. School Safety – Third Monday of the Month at 4-5pm
- d. Mental Health/Sensory Needs – Fourth Monday of the Month 4-5pm
- e. Application Review – Meets as needed

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.

10. Review Racial Equity in Policing Commission Meetings for 2023:

- ~~Thursday, January 12, 2023~~
- ~~Thursday, February 09, 2023~~
- Thursday, March 09, 2023
- Thursday, April 13, 2023
- Thursday, May 11, 2023
- Thursday, June 8, 2023
- *Thursday, July 13, 2023 – Recess*
- Thursday, August 10, 2023
- Thursday, September 14, 2023
- Thursday, October 12, 2023
- Thursday, November 9, 2023 – Final Regular Meeting of 2023

Meeting adjourned at 6:58 PM

Minutes approved through consensus: March 9, 2023

MICHELLE MOONEY
SALT LAKE CITY MAYOR'S OFFICE

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 Meeting on February 9, 2023.