

**SALT LAKE CITY RACIAL EQUITY IN POLICING COMMISSION
TRAINING SUBCOMMITTEE
ISSUE STATEMENTS
AND
BROAD LANGUAGE FOR POSSIBLE RECOMMENDATIONS**

1. Demographic Concern related to Field Training Officers

ISSUE: Out of 67 current FTO's:

- Two (2) are Hawai'ian/Pacific Islander
- Four (4) are Latino

There are currently no targeted outreach efforts to ensure or improve the diversity of the program. It is designed for self-selection to apply for the program.

RECOMMENDATION

Create a process for targeted outreach to officers of color and provide incentives to participate in the program.

2. Training Concerns related to Crisis Intervention Team (CIT)

ISSUES:

- Training is not prioritized, nor data specifically captured, for Lateral Hires
- Re-Certification is voluntary once certification from the Academy expires after two years
- There is insufficient budget to enlarge the program.
 - Currently the program is limited to four (4) officers to rotate work with eight (8) social workers for one shift (day shift)

Currently:

- 189 officers have chosen to re-certify
- 272 have chosen not to re-certify

RECOMMENDATIONS

Require CIT re-certification for all officers

Require CIT certification for all lateral hires.

Increase budget to complete this priority.

Increase budget to CIT to provide for more officers to cover more than one shift and have sufficient staffing to cover when officers are unable to work their shift.

3. Training Concerns related to Equity, Implicit Bias, and Community Policing Curriculum in the Academy and In-Service training

Issues:

- There are no SLC community-based facilitators of color in the Academy or In-Service Training
- There is no component of the Academy that provides the history of SLC and its communities of color
- The most recent budget document states that funding for SLCPD's DEI trainer, Arbinger, has been "removed for FY 21"

RECOMMENDATIONS

Require SLC community-based trainers of color to be part of the Academy and In-Service training team

Require curriculum that is best practice and that is co-created

Require that recruits learn the history of the diverse communities in SLC

Require sufficient budget to provide professional diversity, equity, and inclusion training

**SALT LAKE CITY RACIAL EQUITY IN POLICING COMMISSION
POLICIES AND PRACTICES SUBCOMMITTEE
ISSUE STATEMENTS
AND
BROAD LANGUAGE FOR POSSIBLE RECOMMENDATIONS**

1. Use of Force: Concern that SLCPD and the community are operating on two different planes of understanding regarding the legalities, policies and practices related to what is subjectively reasonable and acceptable use of force.

ISSUE: Continued incidents involving use of force with perception and/or reality of little to no accountability (criminal, civil, employment discipline).

There have been positive steps and initiatives.

RECOMMENDATION

1. Modify and reconcile the policies and procedures to be more reflective of what the community considers and understands to be reasonable and acceptable.
2. Proactively and explicitly communicate the differences between code/case law and the SLCPD's policies and practices and its processes, application and expected outcomes involving use of force. Discussion about potential options, including:
 - Advocate at a state level (legislation) with the support, backing and partnering of the City.
 - SLCPD enact policies that go beyond what courts/case law requires and partner with the Commission to educate the community. (e.g., Mayor Mendenhall's Executive Order No. 5)
3. SLCPD internal survey to understand where we are with race and bias right now. (See survey example that Carol provided). The intent would be to understand what we're working with and how we might better provide recommendations related to changes to policies, procedures and training.

2. Accountability of law enforcement: Be explicit communicating the scope of influence of the Commission and subcommittees and empower them to do it.

ISSUES: Urgency felt to seize the day NOW to effectuate the change desired and hoped for.

- This is important to understand and assess how SLCPD policies and procedures are being implemented, measured and applied.

RECOMMENDATIONS

1. Provide the Commission the same access to data and information as the Citizen Review Board. Subcommittee would like SLC attorneys to explore the potential of this to enable the Commission to be effective and effectuate change.

2. Make it possible for those over 21 to be able to sign an NDA to have access to more information (e.g., in context of an incident like the canine violations or requesting interview questions) as a broader part of the Commission's work.

3. Empower the Commission's scope of influence even if it is outside the jurisdiction of SLC when there is a clear nexus with the Commission's mission and purpose. (i.e., empowered to provide legislative recommendations, advocate changes in state law, empowered by the City). Internal policy and practices and the City's position around legislation at the State level.

Action: Engage in some analogous learning to see what other recommendations are being made: District Attorney made a series of recommendations related to use of force. (Moises and Nicole)

**SALT LAKE CITY RACIAL EQUITY IN POLICING COMMISSION
SCHOOL SAFETY SUBCOMMITTEE
ISSUE STATEMENTS
AND
BROAD LANGUAGE FOR POSSIBLE RECOMMENDATIONS**

1. Continued Racial Disparity in the Students that are interacting with School Resources Officers (SROs)

ISSUE: Despite a dramatic decrease in the number of students being referred to the juvenile justice system from the schools with SROs (due to recent juvenile justice reform efforts and the 2018 MOU between SLCPD and SLCSO) there is still a racial disparity. Possibly and even larger one than we can see in available data.

ASSOCIATED RECOMMENDATIONS

The Mayor's Office needs to immediately extend and plan for revisiting of the MOU as it expires in February 2021.

Select a new vendor to track the SRO data, the present vendor (to our knowledge) does not allow for the disaggregation of Latinos and may not allow for the disaggregation of data by gender

2. Created ways to better understand/track the goals and desired outcomes of the SRO program

ISSUES:

- While several accountability steps are included in the policy and MOU, not all are happening and when they do happen, criteria for measuring success aren't yet clearly outlined
- Not all data is tracked in ways that are usable/useful (see above recommendation on software changes)

- It is difficult to evaluate the success of the SRO program when the goals aren't clearly stated and tracked.

SUBCOMMITTEE NEXT STEPS TOWARD FORMULATING RECOMMENDATIONS

Subcommittee has been given authorization to **submit recommendations to the SLCS staff** on what evaluation criteria could look like

Establish goals of the SRO program and determine if the SRO program is still the best program to meet the goals

Review budget allocations for this program to determine whether allocating funds differently could meet goals more effectively

3. Concerns about SRO program contributions to the School to Prison Pipeline

Issues:

- While good work and progress has occurred to work to disrupt this pipeline, there is still work to be done
- There are a number of processes underway at the State/County/Local levels to address this

SUBCOMMITTEE NEXT STEPS TOWARD FORMULATING RECOMMENDATIONS

Conduct a literature review to better understand successful programs nationwide (underway now)

Conduct small group or one-on-one interviews with students of color who have interacted with SROs, with their parents and with SROs themselves (scheduled for this month)