

The Racial Equity in Policing Commission

September 16, 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: Aden Batar, Anapesi Ka'ili, Anthony Guzman, Carol Shifflett, Darlene McDonald, Davina Smith, Desange Kuenihira, Luna Banuri, Mariana Suarez, Moises Prospero, Nicole Salazar-Hall, Olosaa Solovi Jr., Reverend France Davis, Rogelio Romero-Parades, Samantha Eldrige, Steve Anjewierden, Steven Johnson, Tanya Hawkins, Verona Sagato-Mauga.

Commission Members Absent: Kamaal Ahmad, Abdullah Mberwa

Staff in Virtual Attendance: Katie Lewis, 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; Jennifer Bruno, Council Deputy Director; Lehua Weaver, Council Associate Deputy Director; Robert Nutzman, Council Staff Assistant; Alex Muller, Assistant City Recorder; Cindy Lou Trishman, City Recorder; Mike Brown, Chief of Police; Tim Doubt, Assistant Chief of Police.

The meeting was called to order at 5:05 pm

A. Welcome and Public Meeting Guidelines – [4:24](#)

Commissioner Darlene McDonald presided at and conducted the meeting. Commissioner McDonald opened the meeting and reviewed the [Public Meeting Guidelines](#).

Technical issues were resolved.

B. Review Minutes: August 26, 2020 – [6:56](#)

Commissioner Reverend Davis made a motion and Commissioner Batar seconded the motion to approve the minutes from August 26, 2020. Roll call vote was taken, all present voted aye, the motion passed.

C. Policy Review – [10:51](#)

Commissioners will discuss Salt Lake City Police Department Policies relevant to the charge of the Commission. Commissioners may include discussion related to these policies as they relate to recent incidents, including the officer-involved shooting of Linden (minor child).

Materials: [Memorandum from Deputy City Attorney Mark Kittrell including updated policies relevant to the charge of the Commission](#)

Deputy City Attorney Mark Kittrell provided materials and discussed with the Commission areas of policies relevant to their charge.

Discussion regarding the following was held:

- Policy 300: De-escalation policy, training and implementation
 - Chief Brown was recognized and confirmed de-escalation training is included in quarterly trainings. The new policies expand when it is used and the reporting of the use of de-escalation; including the development of an exceptional tactics de-escalation award when de-escalation tactics are used in a situation.
 - Updated and new definitions including imminent (ready to take place); officer-created jeopardy; duty to intercede must be reported with preventing retaliation when reported; de-escalation tactics; defined factors of reasonable use of force.
- Policy 308: Canines and the deployment of the canine.
- Policy 305: Use of deadly force
 - The City policy requires both sets of reasoning for the use of such force to be satisfied, while State law lists either one of the sets of reasoning can be considered for the use of deadly force.
- Policy 431: Crisis Intervention Incidents
 - It was suggested by Commission Members that the policy does not appear to address the circumstances of individuals who may have developmental delays or may be on the Autism Spectrum. Although some of what may occur may fit within the policy, there is not an overview of Autism Spectrum Disorder (ASD) tendencies and how to assist those who may not be able to comply to the instructions; including the consideration of the age of the individual and guardianship.
 - Discussion of Mobile Crisis Unit Teams (MCOT) funding and availability
 - Consider the addition of social workers to the team
- Policy 307: Dispatch of calls
 - Requested further information on the training provided to dispatchers and their process to route calls received, specifically calls received for Crisis Intervention.

Commissioner McDonald offered to have the Police Department attend a future meeting to discuss trainings currently provided to the SLCPD.

A motion by Commissioner Salazar-Hall, seconded by Commissioner Davis to request more in-depth information to be addressed in future policy consideration for the training officers receive when responding to calls for individuals on the Autism Spectrum, mental health calls, the use of MCOT, and the training for dispatchers for routing the calls.

Clarification was made that the MCOT team is not included with the SLCPD, and that the request will require coordination with both entities.

A roll call vote was taken, all present voted aye and the motion passed.

Mark added information relating to the training in relation to Policy 431, and states that new officers receive Tier 1 certification (40 hours), optional Tier 2 trainings is an annual refresher (4 hours), with the final training option to become a CIT instructor with potential trainings covering what are referred as invisible disabilities which may include ASD.

D. Partner-Pair program – continued discussion – [51:55](#)

Commissioners will discuss a potential development of 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.

Materials: [Letter from Roberta Mixon, a civilian non-sworn employee of the Salt Lake City Police.](#)

Chief Mike Brown requested additional detail on the proposed program from the Commission particularly if the program would be individual Police department staff assigned to members of the Commission or if there was interest in a rotation of relationship opportunities based on the position of the staff.

Commissioner Shifflett shared concerns about the proposed program:

- Suggestion to increase education on the history of policing in the country – both in the community and within the department.
- Shared statistics from the Pew Report ([10 things we know about race and policing - Pew Research](#)) and requested research to determine what is happening inside the Salt Lake City Police department, including anonymous surveys.
 - Chief Brown agreed that the information from the article and the research would be valuable to complete internally.

Discussion of the Commissioners continued with the possibility of building the program with the intent of building relationships on a voluntary basis.

The Commissioners requested an opportunity on an upcoming agenda with the proposed plans from the Chief, including the voluntary consideration as a part of the program. Chief Brown agreed to return to discuss proposals.

Commissioner Solovi left the meeting (6:02 pm)

E. Public Comment Period – [1:16:34](#)

- *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. ***One minute was provided.***
- *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.*

Alexis Pineiro: technical difficulties

Felicia Richards shared comments that the SWAT Team has had success with de-escalation and suggested there could be training from the SWAT team.

Beverly Hawkins shared concern with the de-escalation training not being distinctly separate from other training.

Irene Ota: (used the chat asking the question about the perspective of the community)

Commissioner Salazar-Hall replied verbally to Ms. Ota's chat statement that she feels she provides the perspective on the impact of policing on the community and has criminal defensive attorney experience.

Tondra Robinson suggested the addition of accountability in place with the policies so there is a consequence to actions.

Commissioners agreed those points should be included in further discussions.

Andrew Riggle, attending on behalf of the Disability Law Center, requested conversation about the experiences of individuals with disabilities with law enforcement. Additionally, the intersection of disability and race with law enforcement.

Commissioners thanked Andrew for the letter addressed to the Commission and encouraged the connection opportunity.

Dante James attended to listen to the Commission.

Amy Donaldson as a reporter of the Deseret News asked the Commission how they plan to address written policy and actual practice.

Commissioners discussed the point made by Amy Donaldson, and confirmed interest in potential studies to confirm practice aligns with policy.

Commissioner Ka'ili arrived at the meeting (6:29 pm)

F. Open Discussion [1:35:06](#)

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.

Commissioner suggestions for future discussions included the following:

- Accountability; Policy and Practice assessment and recommendation
- Consequences
- SWAT training integration
- Disability
- Requested Diversity and ethnic makeup of the Salt Lake City Police Department (Council staff agreed to provide.)
- School Resource Officers (SRO) operating in the Salt Lake City School District
 - Discussion of forming a subcommittee for this specific topic to work with the Salt Lake City School Government to assist children of color in schools.

- Interested members – Commissioners Luna Bunari, Samantha Eldrige, Salazar-Hall, Rogelio Romero-Parades.
- Concern was expressed about forming subcommittees as it requires more time.

Commissioner Reverend Davis left the meeting (6:50 pm)

G. Standing Items [1:53:47](#)

1. Update on Facilitator search

David Litvack updated the Commission on the search for a facilitator, noting that the contract has not yet been completed.

2. Youth Subcommittee Report

- Reported they have the scheduled rotation for the next few weeks; they generally meet on Saturday mornings.
- Requested a location for simple access to the policies and information shared with the Commission to provide the youth perspective.
- Requested expedited release of information on the shooting of Lindon Cameron.

3. Items to Report to the City Council or Mayor

Upcoming Scheduled Council Meetings:
Oct 6, 13, 20

No items to report to the Council or Mayor.

H. Tentative Closed Session

No discussion was held.

The Regular Commission Meeting adjourned at 7:03 pm

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 16, 2020.

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