

The Racial Equity in Policing Commission

September 23, 2020, 5:00 pm

Regular Meeting Minutes

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: Rev. France Davis, Nicole Salazar-Hall, Moises Prospero, Mariana Suarez, Steven Johnson, Luna Banuri, Steve Anjewierden, Anapesi Ka’ili, Olosaa Solovi Jr., Samantha Eldrige, Anthony Guzman, Darlene McDonald, Desange Kuenihira, MJ Powell, Rogelio Romero-Paredes

Commission Members Absent: Davina Smith, Abdullah Mberwa, Aden Batar, Verona Sagato-Mauga, Kamaal Ahmad, Tanya Hawkins, Carol Shifflett

Staff in Virtual Attendance: Katie Lewis, City Attorney; Mark Kittrell, Deputy City Attorney; Lindsey Nikola, Mayor’s Communications Director; David Litvack, Mayor’s Senior Advisor; Kaletta Lynch, Mayor’s office Executive Assistant; Kira Luke, Council Public Engagement/Policy Analyst; Allison Rowland, Council Public Policy Analyst; Alex Muller, Assistant City Recorder; Cindy Lou Trishman, City Recorder; Chief Mike Brown, Chief of Police; Sgt. Doug Teerlink, SLC Police; Lt. Yvette Zayas, SLC Police; Det. Kyler Prettyman, SLC Police

The meeting was called to order at 5:01 pm

- A. Welcome and [Public Meeting Guidelines](#)
- B. Review Minutes: *(None to Review)*
- C. Salt Lake City Police Training Overview [\(5:07\)](#)

Salt Lake City Police will provide an overview of current training opportunities.

Lieutenant. Yvette Zayas and Detective Kyler Prettyman of Salt Lake City Police were introduced by Commissioner Prospero to address Police department training and inclusion of mechanisms of accountability in the practice of policies.

Lt. Zayas shared general training content information including:

- SLC is a satellite academy of the Utah POST (Peace Officer Standards & Training)
- Utah POST Training requires 586 hours to be certified; hours cover mental health training, ethics (including community relations), conflict resolution (includes de-escalation), scenarios, and firearms training.
- Additional SLC-specific training & practice is incorporated into the POST curriculum when possible; while also adding 254 hours to cover SLC-specific items including:
 - Additional scenario practice, Arbinger, Blue Courage, fair & impartial policing, crisis intervention, policy and firearms.
- A continuing education program is available for the entire Department

Det. Prettyman included that Arbinger is an organization to assist in developing outward mindset patterns to reach solutions. Blue Courage is similar to Arbinger but specifically directed to Police Officers; it is a 2-day program for all employees of the department (civil, sworn and non-sworn).

Lt. Zayas shared the following mechanisms to present the practice of the department being connected to training efforts and daily interactions and practice:

- Training staff responds to every critical incident
- Follow up with patrol and detectives by the Training staff to review if modification to educational content is needed
- Audit squad completes random audits on standards
- CALIA (Commission on Accreditation on Law Enforcement Agencies) standards are upheld *only two CALIA agencies accredited in Utah

Discussion between the Police Department representatives and the Commission regarding the Crisis Intervention Team (CIT) roles and training was held. Det. Zayas provided that generally officers are CIT certified unless there has been lateral movement (into the agency) or the work assignment does not permit the time to re-certify annually; although the re-certification is optional. The practice of dispatch prioritization and classification was raised and discussion regarding the training of dispatch for CIT calls was suggested for consideration. It was noted that trainings were generally available in the earlier part of the year by various entities, but due to COVID there had not been as many available.

Det. Zayas mentioned training for the psychological support and well-being of officers was planned for the 2020 year but due to the circumstances had not come to completion but remains an emphasis of the department.

The discussion concluded with an offering to the Commission from Lt. Zayas to conduct a Citizens Academy training specifically for the Commissioners.

D. University of Utah Mobile Crisis Outreach Team (MCOT) Training Overview – 51:19
Representatives from the MCOT will provide an overview of current training practices.

Commissioner Prospero introduced Stella Spencer, MCOT Supervisor to share with the Commission information about training and practices of MCOT.

Ms. Spencer shared information about MCOT emphasizing the system's design to go where they are needed, to facilitate safety for the client, to eliminate costly expenses by building relationships to ensure the safety of the individual and to provide training and dialogue opportunities with various entities.

The discussion included statistics about the calls received, response time, protocol for handling a situation with a minor, and police involvement at scenes where they have been requested. Ms. Spencer included there are 51 clinicians on staff with 21 peer support specialists; peer support specialists are individuals who have had first-hand experience but have been substance free and mentally stable for two years prior to team participation.

Commissioner McDonald and Ms. Spencer discussed the options of MCOT services with the use of blue sheet and pink sheet requirements, including the consideration of assisted outpatient services.

The Commission concluded their discussion with the option of returning with additional questions.

E. Policy Review (1:16:25)

Commissioners will discuss and may take action on the following items of interest:

- *Direction of further discussion on the topic of School Resource Officer program*

Commissioner Prospero introduced Sergeant Teerlink of the Salt Lake City Police Department School Resource Officer (SRO) Program.

Sgt. Teerlink provided a summary of his experience and of the program which includes 10 officers established through the City – West High School, 2 officers; East High School, 2 officers; Horizonte, 1

officer; Highland High School, 2 officers; Middle Schools, 3 officers and one outreach employee connecting to social workers.

Sgt. Teerlink provided a brief summary on how individuals from the Police Department are selected to join the SRO program emphasizing two priorities 1) protect the school, keep the kids safe and 2) to be an informal counselor and keep the kids out of the juvenile justice system. Sgt Teerlink stated the efforts of the SRO program adjustments have been visible in data and in the relationships with the students. There may be instances when the SRO will take action on the offenses of a student including damage to school property, serious bodily injury, or threats to the school; other activity (truancy, alcohol, fighting) will generally be addressed by the school administration.

Sgt. Teerlink addressed questions from the Commission including potential patterns of disproportionate focus on minority groups, influence of SROs on charges or allegations, inclusion of gang enhancement charges, and data of how many children of color are in the schools overall. Sgt. Teerlink included the general workload of the officers has been to return children to activity in school and to establish a rapport with the students and be an advocate for their future.

Sgt. Teerlink clarified the Memorandum of Understanding (MOU) was reviewed in annual training and is between the City Police Department and the School District. In response to a question regarding the MOU performance evaluation content, Sgt. Teerlink indicated he conducts the evaluation based on the relationship of the SRO with the administration of the assigned school and with the kids at the school. In response to a question regarding information shared of students' mental health status or special needs, Sgt. Teerlink stated the schools do not provide information for students who may have an Individualized Education Plan (IEP) but that the role of the SRO is to get to know the kids and identify how to best communicate with them.

The Commission thanked Sgt. Teerlink for his attendance and deferred the discussion of a subcommittee for this specific topic to the next meeting.

- *Policy versus practice as it applies to SLC Police Department*
Commissioner Prospero suggested this be moved to next week and Mark Kittrell agreed to return another time.
- *Addressing disabilities for consideration in policy, specifically the information included in the submitted letter from the Disability Law Center.*
Commissioners Prospero and Salazar-Hall requested this item be moved to the following week when a representative from the Disability Law Center could be in attendance.

F. Open Discussion 1:37:18

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 McDonald shared Brianna Taylor's name in recognition of the events in Louisville on this day. Reverend Davis acknowledged the work of Chief Brown and Mayor Mendenhall regarding the recent incident of the mental health client.

G. Partner-Pair program continued discussion 1:38:24

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.](#)

Commissioner Prospero suggested this item be moved to the following week due to the Chief's schedule and the request of Commissioner Shifflett with the Pew Report and her current absence.

The Chief was in attendance and agreed to address it the following meeting. He also briefly shared his thoughts to create a group of employees from the department of different races, ages, assignments and assign a primary contact with a potential 30-day rotation.

H. Standing Items 1:41:23

a. *Update on Facilitator search*

David Litvack shared that the facilitator had been selected and the contract finalization process was underway. Mr. Litvack hopes to conduct introductions at the next meeting.

b. *Youth Subcommittee Report*

Commissioner Romero-Paredes provided an update that the subcommittee would be evaluating 18 of the specific Police department policies for review and discussion in their next meeting, and requested the following:

- Group setting be considered for the partner-pair program
- Information on the demographics of the Police department based more specifically on assignments

Reverend Davis also added that he understood the University of Utah Sports program is interested in engaging with the Youth Subcommittee. It was noted this would be discussed in an upcoming subcommittee discussion.

c. *Items to Report to the City Council or Mayor*

Upcoming Scheduled Council Meetings:

Oct 6, 13, 20

Commissioner Prospero suggested any updates to the Council and Mayor be considered following the facilitator joining the Commission. There was no further discussion.

I. TENTATIVE Closed Session Item Not Held

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 collective bargaining;
- c. strategy sessions to discuss pending or reasonably imminent litigation;
- d. strategy sessions to discuss the purchase, exchange, or lease of real property, including any form of a water right or water shares, if public discussion of the transaction would:
 - i. disclose the appraisal or estimated value of the property under consideration; or
 - ii. prevent the public body from completing the transaction on the best possible terms;
- e. strategy sessions to discuss the sale of real property, including any form of a water right or water shares, if:
 - i. public discussion of the transaction would:
 - . disclose the appraisal or estimated value of the property under consideration; or
 - . prevent the public body from completing the transaction on the best possible terms;
 - ii. the public body previously gave public notice that the property would be offered for sale; and

- iii. the terms of the sale are publicly disclosed before the public body approves the sale;
- f. discussion regarding deployment of security personnel, devices, or systems; and
- g. 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.

Closed Session was not held.

The Regular Commission Meeting adjourned at 6:20 pm

Minutes were approved on January 6, 2021 at the Regular Commission Meeting

**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 November 18, 2020.