

The Racial Equity in Policing Commission

September 30, 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 in Virtual Attendance: Anapesi Ka'ili, Carol Shifflett, Darlene McDonald, Davina Smith, Ephraim Kum, Kamaal Ahmad, Luna Banuri, Mahider Tadesse, Moises Prospero, Nicole Salazar-Hall, Olosaa Solovi Jr., Reverend France Davis, Samantha Eldrige, Steve Anjewierden, Steven Johnson, Tanya Hawkins, Verona Sagato-Mauga.

Commission Members Absent: Aden Batar, Mariana Suarez, Abdullah Mberwa, Anthony Guzman,

Facilitators (Langdon Group) in Virtual Attendance: Dante James, Larry Schooler, Siobhan Locke, Josh King

Staff in Virtual Attendance: Mayor Mendenhall; Mark Kittrell, Deputy City Attorney; Rachel Otto, Mayor's Chief of Staff; Lindsey Nikola, Mayor's Communications Director; David Litvack, Mayor's Senior Advisor; Kaletta Lynch, Mayor's Special Projects Coordinators; Weston Clark, Mayor's Senior Advisor; SLCPD Chief Mike Brown; Jennifer Bruno, Council Deputy Director; Lehua Weaver, Council Associate Deputy Director; Allison Rowland, Council Policy Analyst; Kira Luke, Council Policy Analyst; Alex Muller, Assistant City Recorder; Cindy Lou Trishman, City Recorder

The meeting was called to order at 5:05 pm

- A. [Welcome and Public Meeting Guidelines 7:58](#)
- B. [Review Minutes: \(none for review\)](#)

Conducting Commissioner Salazar-Hall noted the attendance of Mayor Mendenhall and invited her to speak.

Mayor Mendenhall ([8:50](#)) expressed appreciation for the Commissioners and the value they have placed on the work to be done. She shared of City staff support to help the Commission engage in the tremendous endeavor ahead as the Commission focuses on the racial aspects of the Salt Lake City Police culture, policy and budget.

Conducting Commissioner Salazar-Hall adjusted the order of the agenda, placing the announcement of the facilitator at this portion of the meeting. [12:41](#)

The Langdon group (selected facilitators) introduced themselves, extending appreciation to the Mayor for her leadership. The Langdon group facilitating the commission is comprised of Dante James, Larry Schooler, Josh King, and Siobhan Locke.

C. Policy Review 19:14

Commissioners will discuss and may take action on the following topics:

1. School Resource Officers

Discussion of a potential subcommittee creation for further research into the program.

Materials: [Agreement file between Salt Lake City School District and Salt Lake City for Police Officers in Schools Settlement Agreement in Winston, et al. v. Salt Lake City, et. al, and Policy 311](#)

Commissioner Salazar-Hall noted previous discussions suggested a subcommittee be created.

Commissioner Prospero made the motion to create the subcommittee to work on school resource officers to report back with recommendations to the full Commission.

Commissioner Eldrige seconded the motion. Discussion on the motion included:

- Including commission members and youth subcommittee members as participants
- Importance of access to data
- Concern of the development of subcommittees (fatigue and time availability)
- Suggestion to include the school-based community with the subcommittee
- Feasibility of scheduling
- Public meeting determination
- Adjusting the title to be school safety to broaden the scope

The original motion was amended to create a school safety subcommittee by Commissioner Prospero. A roll call vote was held. Commissioners Reverend Davis, McDonald, Prospero, Sagato-Mauga, Ahmad, Hawkins, Johnson, Smith, Anjewierden, Ka’ili, Solovi, Eldrige, Kum, Tadesse, and Salazar-Hall voted Aye. Commissioner Banuri and Shifflett voted Nay. The motion passed to form the school safety subcommittee with the focus beginning with the school resource officers.

The subcommittee will consist of Commissioner Ahmad, Salazar-Hall, Banuri, Prospero, Eldrige, and youth subcommittee members interested to attend as long as the attendees remain below 11.

2. Interaction with Law Enforcement and Individuals with Disabilities 46:37

Andrew Riggle, Public Policy Advocate and Nate Crippes, Staff Attorney of the Salt Lake City Disability Law Center will be in attendance and available to discuss policy considerations in relation to law enforcement interaction with individuals with disabilities.

Materials: [Letter to the Commission from the Disability Law Center](#)
[Salt Lake City Police Policy 333 – Communications with Persons with Disabilities](#)
[Americans with Disabilities Act & Law Enforcement Commonly Asked Questions provided by US Department of Justice.](#)

Andrew Riggle and Nate Crippes presented to the Commission an intersection of race and disabilities at a high percentage with police involvement. Mr. Riggle and Mr. Crippes offered to continue the conversation and provided information as it relates to the role of the Commission [Additional information provided – [linked here.](#)]

The Commission expressed appreciation for the information and the continued discussion opportunities.

3. Partner pair program 58:50

Discussion of the development of a voluntary partner-pair program between the Commissioners and Salt Lake City Police Officers and Staff, including personnel from specific non-patrol, detective and special operations work groups. Materials: [Letter from Roberta Mixon, a civilian non-sworn employee of the Salt Lake City Police.](#)

SLCPD Chief Mike Brown presented to the Commission the option of a core-group of officers (varying diversity, squads, specialties, ages and responsibilities) being available to meet and to also create a smaller group for individual discussions with potential rotation options between modalities. It was noted the program is voluntary. Chief Brown indicated he would return to the Commission after October 8 with logistical information.

Commissioner Reverend Davis made a motion that the Commission plan on having a partnering relationship with the Police, assisted by the Chief to establish the program. The motion was seconded by Commissioner Smith. A roll call vote was held. Commissioners Reverend Davis, McDonald, Prospero, Sagato-Mauga, Ahmad, Hawkins, Johnson, Banuri, Smith, Anjewierden, Ka'ili, Solovi, Eldrige, Tadesse, and Salazar-Hall voted Aye. Commissioner Shifflett voted Nay. Commissioner Kum abstained. The motion passed.

4. Pew Research Study – Development of Internal Survey 1:06

*Discussion regarding the proposed internal anonymous survey to review the culture and environment of the Salt Lake City Police Department. Questions based from information located in the Pew Research Study, Behind the Badge
Materials: [Pew Research Study: Behind the Badge \(2017\)](#)
[Pew Research Article: 10 things we know about race and policing \(2020\)](#)*

Commissioner Shifflett provided the materials and suggested logistical matters be coordinated to obtain a better understanding of what is happening inside the SLCPD and consider what may be addressed in training. The facilitators and Commission discussed the purpose of the potential survey, adding that the facilitators may have the capability of conducting the survey.

Commissioner Shifflett made a motion that the Commission recommend the Mayor conduct an internal climate survey of the city law enforcement officers for a better understanding of where they are in their own thinking and processes of race and ethnicity. Commissioner Anjewierden seconded the motion. A roll call vote was held. Commissioners Reverend Davis, McDonald, Prospero, Sagato-Mauga, Ahmad, Hawkins, Johnson, Banuri, Smith, Anjewierden, Ka'ili, Eldrige, Shifflett, Kum, Tadesse, and Salazar-Hall voted Aye. The motion passed.

D. Open Discussion

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.

Youth Subcommittee Commissioners raised specific concern with the vague language in the Use of Force policy. Specifically, the use of the word reasonable (who sets the standard of reasonability), and gesture (as defined under levels of resistance). Mark Kittrell responded that the legal perspective of both uses is based through court decisions and state law for policy development and invited Chief Mike Brown to address the term gesture on behalf of specifically SLC police. It was agreed upon to review these items in an upcoming meeting due to the full breadth of discussion needed.

E. Standing Items 1:25

- a. Commission items of business
- b. Announcement of Facilitator
- c. Youth Subcommittee Report
- d. Items to report to City Council or Mayor
Upcoming scheduled Council Meetings
October 6, 13, and 20

It was determined the Commission would hold on reporting to the Council until the Facilitators and the Commission can begin working together.

The Youth Subcommittee report included additional Use of Force policy questions:

- Why running away is considered active resistance
- The use of punching and kicking to prevent a continuation of a behavior as opposed to self-protection
- Impact weapons are not designed to cause serious bodily harm
- Medical considerations and which policies exist in referring to medical assistance as opposed to direct Police contact
- Training concerns
 - Not all officers are required to take mental health training
 - Ethics training, compared to 52 hours of firearms training there are only 13 hours of ethics training

Chief Brown and Mark Kittrell agreed to discuss these issues at an upcoming meeting. Chief Brown confirmed the summary of trainings is being prepared.

F. **TENTATIVE Closed Session 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: discussion of the character, professional competence, or physical or mental health of an individual;

strategy sessions to discuss pending or reasonably imminent litigation;

discussion regarding deployment of security personnel, devices, or systems; and

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 6:40 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 30, 2020.

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