

The Racial Equity in Policing Commission

October 21, 2020, 5:00 pm

Regular Meeting Minutes

Approved 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: Anapesi Ka'ili, Carol Shifflett, Darlene McDonald, MJ Powell, Luna Banuri, Mariana Suarez, 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, Kamaal Ahmad, Anapesi Ka'ili, Abdullah Mberwa, Anthony Guzman, Davina Smith, Lazayda Afameta

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

Staff in Virtual Attendance: Lindsey Nikola, Mayor's Communications Director; David Litvack, Mayor's Senior Advisor; Kory Solorio, Assistant City Recorder; Cindy Lou Trishman, City Recorder

The meeting was called to order at 5:02 pm

1. Welcome and Public Meeting Guidelines [2:47](#)

Commissioner Reverend Davis presided at and conducted the meeting. Commissioner Davis opened the meeting, welcomed the public comment opportunity and introduced the Langdon group who will be assisting the Commission through the agenda.

Dante James, Facilitator, provided an overview of the meeting plan as outlined on the agenda.

2. Public Comment Period (limited to 15 minutes) [5:58](#)

- *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.*
- *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.*

No comments provided.

3. Overview of Feedback from One-on-One Interviews [7:46](#)

The Langdon Group, Commission Facilitators, will summarize the feedback received from Commission members during their recent one-on-one interviews.

Siobhan Locke, Josh King, Dante James, and Larry Schooler shared feedback from Commissioners including the following points:

- Appreciation for facilitators
- Vested and active community members, ready to act
- Interest to obtain buy-in, engage the community
- Desire for concrete results
- Recognize immigrant and refugee population
- Influence structural change in policing
- Address accountability, responsibility, and equitable practices in the SLCPD culture
- Address the diversity of the SLCPD, and address it on behalf of the unique Salt Lake City community (not using an outside model)
- Research and adjust the policies, noting policies create the outcome

Facilitators expressed interest in creating a space for experiences to be shared between Commissioners in addition to the community opportunities.

Commissioners discussed the possibility of including ways to share what the police department does well, and how those points can be incorporated into shared stories. Including the possibility of recommending the police share their personal stories to reach the community in positive ways, while the Commission fulfills the role of holding the police accountable.

4. Standing Items [23:04](#)

- Subcommittee Reports

The Commission will introduce the membership of the identified subcommittees – School Safety, Officer Recruitment, Training, Policies & Practice.

With an overlap in time for some of the subcommittee meetings, there is a need for some to choose one subcommittee to attend or for the consideration of rescheduling the meetings to accommodate attendance of those interested in more than one.

Subcommittees are scheduled to meet between regular Commission meetings and will be facilitated by a member of the Langdon Group. The subcommittee meetings will be posted for the public to view but not engage in the discussion. Subcommittee reports are to be shared during Regular Commission meetings to formulate recommendations to the Mayor and the Council.

Training: Facilitated by Dante, meeting on Wednesdays from 5-6:30 pm

School Safety: Facilitated by Siobhan, meeting on Wednesdays from 4-5 pm

Officer Recruitment: Facilitated by Larry, meeting on Wednesdays from 4-5 pm

Policies & Practice: Facilitated by Josh, meeting on Wednesdays from 4-5 pm

- Youth Subcommittee Report:
 - Decreased participation; request to reach out to those who had been recommended or engaged initially.
 - Noted that concerns raised in a previous regular Commission meeting were not addressed in the following meeting or in the notes (specific definitions in policy)
 - Mindful of the time to adjust the process and culture but would request the following items be addressed:
 - Police immunity, protection by the courts or known as qualified immunity; request to address immediately in the Policies & Practice subcommittee.
 - Address gray area within the SLCPD Policy Manual and requesting a legal representative discuss these in the Policies and Practice subcommittee (e.g., define reasonable force, suspicion, etc)
 - Youth are following the lead of the Commission members and are volunteers.
 - Requested law enforcement representative from the Salt Lake City Police Department in the Regular Commission meetings.

As a note of clarification, Commissioner Reverend Davis requested to know who keeps the records for the Commission. Cindy Lou Trishman responded that the responsibility of the minutes are the City Recorder's office and a new system will permit a quicker turnaround.

Commissioner Prospero shared that the concerns expressed and not listed on a subsequent agenda was due to the timing and introduction of the facilitators, and now with the subcommittees in place those areas of interest will be addressed.

- Commission items of business
 - *Due to resignation of one commission member, the Commission will discuss filling this position by adding one additional youth subcommittee member as a voting member.*

Discussion among Commissioners included:

- Potential inclusion of a third youth subcommittee member
- Review of other potential member representative of either a gap of experience on the commission or from the field of substance abuse
- Possibility of an SLCPD active-duty, official attend the meeting to provide perspective, and if they would attend as a voting member.

Upon receiving a consensus, the Facilitators agreed to hold a discussion with Chief Brown to review if members of the SLCPD may attend as a non-voting member on a regular basis.

Commissioner Reverend Davis moved and Commissioner Ka'ili seconded the motion to fill the vacancy on the Commission with a youth subcommittee as a voting member. All present voted aye, the motion passed.

Commissioner Solovi left the meeting (6:02 pm)

5. Listening Session Development

The Commission will discuss the composition and logistics of listening sessions to accomplish the goal for outreach and investment of the community.

Larry Schooler shared resources for consideration of engagement opportunities with the Commission.

Possibilities for streaming: <http://bit.ly/aviewfromyoudenver>

Consideration of asynchronous communication in a forum platform in threaded conversation: <https://www.publicagenda.org/services/text-talk-engage/>

Possibilities of engaging without digital requirements:

https://www.speakupaustin.org/reimaginingpublicsafety/forum_topics/reimagining-public-safety-ideas

Commissioners shared the two goals of engagement with the community 1) to collect information from the community and 2) to share with the community the activity of the commission.

Larry Schooler proposed to also engage with existing community organizations in addition to pursuing a suite of options for public engagement. The Facilitators will compile feedback and provide information to the Commission upon completing outreach. Commissioner Prospero requested options be provided for Commission determination of engagement opportunities.

Distinction between the public comment during a regular meeting and the listening session engagement opportunity was provided by Larry Schooler. Listening sessions may provide more opportunity to share experiences, build conversational opportunities and diversify the engagement.

A proposal will be shared via email or at an upcoming meeting.

6. Public Engagement discussion as it relates to Media and Social Media opportunities

Facilitators provided thoughts on how to engage proactively to the media and to determine a consistent pattern for the use of social media on behalf of the Commission.

The Langdon group proposed to develop best processes and return to the commission. Commissioner Banuri requested an awareness of a security due to the heated sensitivity of the issue be considered.

7. Requests for Future Agenda Items

This portion of the meeting is an opportunity for commissioners to raise topics to be considered for future agendas. 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 this portion of the meeting, unless an item is scheduled on a subsequent agenda for follow-up.

Dante James invited the Commissioners to join the subcommittee meetings with issues they want to address.

8. 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: 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 6:28 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 October 21, 2020.

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