

RACIAL EQUITY IN POLICING COMMISSION: POLICY AND PRACTICE SUBCOMMITTEE
RECOMMENDATIONS PASSED BY FULL COMMISSION ON JUNE 2, 2021

Recommendation 1: Police Officer Body-Worn Cameras

Recommendation 2: Internal Implicit Bias Survey to SLCPD

Recommendation 3: Community Based Training on the History of Policing with People of Color

Recommendation 4: Co-Response (Mental Health)

Recommendation 5: Call Diversion and Dispatch

1. Police Officer Body-Worn Cameras (revised and approved 6/2/2021)

Utah Code sets minimum standards for activation, storage, notifications, and other body worn camera procedures. Body-worn camera use in the Salt Lake City Police Department is outlined in Policy 422 (Portable Audio / Video Recorders), which is largely dictated by Utah Code 77-7a (Law Enforcement Use of Body-worn Cameras) and adopted in 2016. Additionally, the City Council adopted Ordinance 54 on December 1, 2020 for the Police Department's use of body-worn cameras that formalizes recent policies and executive orders guiding body-worn camera use, data, records, and reporting (2.10.200).

The Racial Equity in Policing Commission believes the current policy and ordinance is part of a multifaceted approach the City is taking to examine internal systems and identify paths toward better accountability, transparency, and equity. SLCPD's related policies and Ordinance 54 match or exceed state law requirements with their use. Additionally, the Commission found that SLCPD is progressive in the use of their cameras by incorporating additional accountability and transparency beyond what state law requires. Examples include internal auditing and outside auditing, two levels of reports, and random audits of footage. This Commission supports the current body-worn camera policies and ordinance and recommends SLCPD continue to strive to be the "gold standard" of best practices nationwide.

Additional recommendations to achieve "gold standard" include making the following modifications to policy and Ordinance 54:

- Ordinance 54 requires a qualified individual outside of SLCPD designated by the mayor to randomly review and audit body worn camera videos. The Commission recommends that this position be identified and provided the necessary support and funding to perform these responsibilities. Furthermore, the mayor's designation of this qualified individual shall require approval and support from the City's Chief Equity Officer.
- Pursuant to current policy, standards, and ordinance multiple body-worn camera reviews and audits are required, including those by the SLCPD audit and inspection unit, the qualified individual designated by the mayor, and the The Commission on Accreditation for Law Enforcement Agencies (CALEA®). In furtherance of efficiency, transparency, accountability, and sustainability the Commission recommends the City specify, develop, and establish criteria regarding how body-worn camera reviews and audits are to be conducted and define uniform and consistent performance metrics and language. This should be done collaboratively with the current audit and inspection unit within SLCPD (Sgt. Mason Givens) and the designated qualified outside body-worn camera auditor. Strongly consider including:
 - Audit all use of force reviews to determine if the reviews were conducted appropriately and if the outcomes are within policy. This includes K-9 incidents involving use of force.
 - Increasing the random reviews of videos by the outside qualified individual from 5 to 20 per month and include random sampling of officer videos as well as completed supervisor reviews and allow for direct selection.

- As required by Ordinance 54, a record and report will be provided to the Mayor and City Council on a quarterly basis. The Commission recommends that the SLCPD audit and inspection unit also provide a record and report on the department's internal audit to the Mayor and City Council on a quarterly basis.
- The Commission recommends these quarterly reports be provided to the Commission at the same time.
- SLCPD should inform the Commission of any incidents reported to internal affairs.
- Pursuant to Ordinance 54, any findings of material non-compliance with state law, City Code and Police Department policy will be referred to the Chief of Police, the City Attorney, the Council Chair, the Mayor and the Mayor's Chief of Staff. These findings should also be reported to the Commission.
- SLCPD is required to provide an annual report to CALEA and such report should also be shared with the Commission.
- SLCPD is currently nationally accredited by The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®). This requires compliance with 162 standards and only 4% of law enforcement agencies nationwide are accredited. SLCPD should strive for an advanced accreditation (462 standards) and explore the costs, resources and benefits of doing so.

2. Internal Implicit Bias Survey to SLCPD

Leverage the planned cultural assessment mentioned in the Police Department's Crime Control Plan to incorporate an implicit bias survey. The survey shall be developed, administered, analyzed, and disseminated by a third-party as agreed to by the Commission and funded by the City. The results shall be shared with the Chief Equity Officer, Commission, City Council, Mayor's Office, SLCPD and the public. The survey shall be modeled after the Pew Research Center 2016 national Survey of Law Enforcement Officers*. The results shall be shared with the Commission to inform next steps.

*References: See the PEW survey here as example and template:

https://assets.pewresearch.org/wp-content/uploads/sites/3/2017/08/29155639/2016-Law-Enforcement-Topline_Final-1.pdf

*Related article: <https://www.pewresearch.org/fact-tank/2020/06/03/10-things-we-know-about-race-and-policing-in-the-u-s/>

3. Community-Based Training on the History of Policing with People of Color

The Commission recommends the funding, development, and delivery of community-based training on the history of policing of people of color.

The session(s) is not just about the history of SLC and its communities of color, but of the United States and its history with People of Color and how that history impacts, and is still a part of, the present. It should be co-facilitated with a qualified community member (of color) knowledgeable and involved in equity work, and an officer Sgt./Lt. or above (of any race or ethnicity).

The training shall be incorporated into the SLCPD onboarding process and provided to new employees within the first 30 days of employment. This should also become a part of in-service training since only focusing on the Academy and new officers misses the majority of officers and would indicate that this is not a check-the-box, nor a one and done. Content would be different after all officers have gone through an initial session(s).

The session(s) should be a mix of history/present day examples of legal and social impacts based on race and ethnicity, understanding institutional bias and racism presented with no blame but as a description of what is. It should include an understanding of personal bias and examples of the impacts of both personal and institutional bias.

There should be an opportunity and the space and climate created for officers to speak candidly. If there is not a sharing of perspectives, with the ability to be open to hearing alternative perspectives, there will be no real chance for “AH HA moments”. Space must be created to be comfortable having uncomfortable conversations.

The Commission and SLCPD estimate the following scope:

- 700 officers to be trained.
- 25 officers per training group.
- 28 sessions (budget 30 sessions for makeup dates and/or new employees).
- Two hours each session (totals 60 hours).

It is recommended that this training be funded and developed as soon as reasonably possible, and all officers complete the training within a reasonable time. Additionally, it is recommended that Council provide any necessary additional funding for voluntary overtime pay to ensure regular staffing needs can still be met while officers take time to attend the training within this timeline.

4. Co-Response (Mental Health)

The Community Connections Center and SLCPD CIT Co-Response model is needed and should be expanded. It should be the prioritized approach to mental health crisis response. Mental health access disproportionately impacts minority communities. According to recent data, 25% of calls to law enforcement from African Americans are mental health related – this highlights the importance of the initial moments and how to best respond. Therefore, we recommend expansion and prioritization of the current co-response model with the following:

- Focus on communities of color. Reach out to those communities and provide more community policing in these areas and build trust. Understand their needs and educate them on SLCPD's response and assess if it's accessible to them.
- Expand the co-response program to provide co-response during hours that are at a higher risk for use of force situations – late afternoon and evening.
 - Provide co-response during virtually all hours and days where mental health crisis calls most frequently occur:
 - Short-term/Immediate:
 - Two officers should be redeployed to afternoon shift hours (1430-0030, or 2:30 PM to 12:30 AM).
 - One CIT/HOST officer on each shift should work a staggered schedule that covers Saturday and Sunday.
 - Two clinicians from the Community Connection Center should be redeployed to afternoon shift hours (1430-0030, or 2:30 PM to 12:30 AM).
 - One clinician on each shift should work a staggered schedule that covers Saturday and Sunday.
 - The CIT/HOST sergeant should vary, and stagger hours as needed to provide additional coverage to both sets of assignments.
 - The department should consider offering pay incentives for both officers and clinicians working afternoon shift hours and weekends to be able to consistently fill these assignments.
 - Mid-term/6-12 months:
 - As staffing permits, build up this program by increasing the number of officers from 4 to 10 to match the number of social workers. There are currently 10 social workers and 4 officers, which means only 4 teams are available at a time. This increase in officers would allow for 10 teams.
- Assess and evaluate a Civilian EMS Response (like Denver's STAR) with an outside agency when time is appropriate.

5. Call Diversion and Dispatch

Engage in a dispute system design process to develop the best/most appropriate model/system for incoming calls, diversion and dispatch coordination and response. This process should consider and/or include the following:

- Collaboration with public safety to understand how 9-1-1 calls are being taken and directed.
- Understanding how communities are being policed and how they want to be policed. Engage each of the city's community councils and its communities.
- Add a mental health question to the 911 dispatch script "Hello, 911. Is this a fire, health, police, or mental health emergency?"
- Establishing a civilian force response team to handle certain calls for service related to low level investigative crimes and low-level disputes. (Matrix Call Diversion Opportunities).