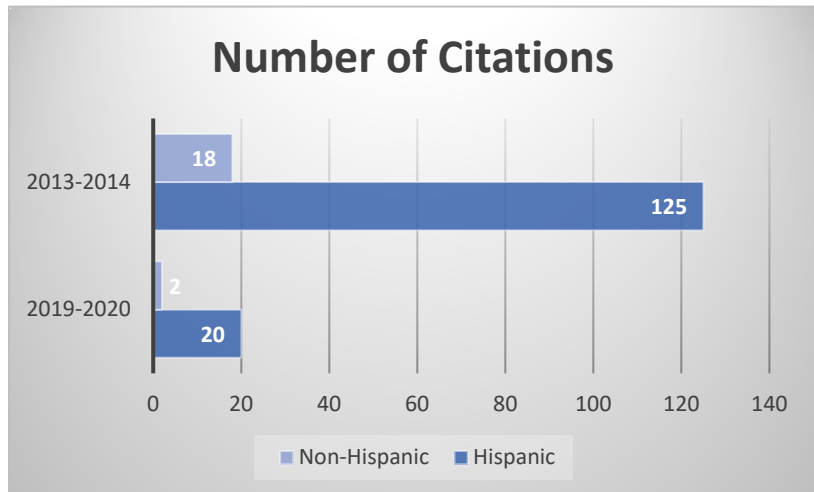


SCHOOL SAFETY SUBCOMMITTEE ISSUE STATEMENTS AND FIRST SET OF FINAL RECOMMENDATIONS

1 Continued Racial Disparity in the Students that are interacting with School Resources Officers (SROs)

ISSUE: Despite a dramatic decrease in the overall number of citations given to students by SROs and reduction in racial disparity in these citations (due to recent juvenile justice reform efforts, the 2018 MOU between SLCPD and SLCSO, and School-Based Law Enforcement Training for both SROs and school administrators), there is still some disparity in the number of citations given to Hispanic students in some schools. For example, high school citations for 2013-2014 were 125 White Non-Hispanic v 18 Hispanic students. For 2019-2020, 20 White Non-Hispanic got citations v 2 Hispanic. This reveals significant reductions in amount of citations and disparity as well, but disparity is still present in 2019-2020.



■ ASSOCIATED RECOMMENDATIONS

- Early in the work of this subcommittee we were made aware of the impending expiration of the current Memorandum of Understanding (the “MOU”) the governs the work of the School Resource Officers (SROs) as it expires at the end of 2020-21 school year. However, it has since been communicated to the subcommittee that the expiration date will be extended until the REP recommendations are complete. This subcommittee wants to commend this adjustment and appreciates this recognition of the process underway.

- Additionally, two commissioners were invited to participate in the “SRO Oversight Committee”, which brings together Salt Lake City School District and Police Department personnel to review the SRO program twice a year.

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Concerns about barriers to services for at-risk youth & the contributions to the School to Prison Pipeline

ISSUES:

- **The Promising Youth Project (PYP)** - is a comprehensive crime, violence, and gang reduction program. The purpose of the Promising Youth Project is to provide promising youth with the opportunities and support needed to unlock their promising potential. The project achieves this by utilizing evidence-based practices and program to assess, case-manage, and connect youth to community resources. In order to be successful, the Promising Youth Project designed a program dedicated to serving the needs of Salt Lake City and its residents. The Promising Youth Project contains two program components in order to meet the needs of our community. The Promising Youth Project contains a (1) School-based Violence, Crime, & Gang Reduction Program and (2) the Promising Youth Summer Opportunity an adventure, life skills, leadership program.
- PYP is currently housed within the SLCPD
- The hiring protocols at the SLCPD hinder the ability to attract and onboard youth/community advocates (practices within the backgrounds investigation portion of hiring is off-putting to potential new-hires for several reasons including, but not limited to long hold periods due to background checks before employment (average 30-60 days), home-visit inspections done by an officer in the home of the candidate (which is off-putting to candidates, especially those who identify as people of color), and a myriad of disqualifiers that prove to weed out highly qualified candidates at high rates.

■ ASSOCIATED RECOMMENDATIONS

In order to strengthen the resources available to at-risk students we recommend the following shifts to existing programming:

- The REP School Safety subcommittee recommends that the PYP program be moved from the SLCPD and into the City's Youth and Family Services division. This move is intended to allow the program to:
 - Improve PYP's ability to recruit qualified and passionate staff who can most effectively bond with the students.
 - Reduce barriers for youth participation who require a safe space to meet with their advocates or receive mental health services. Youth coming into Police Department offices is a barrier.
 - In a subsequent meeting with SLCPD, the subcommittee was made aware that moving the program to the City would threaten current funding sources (i.e. COPS grant) and they asked to have more time to allow this fledgling program to flourish under their oversight.
 - We recommend that this be revisited in February 2022 (to allow changes to be included in the next budget cycle) to determine if a move might still be needed or if adjustments described here and in red below were sufficient to ensure that this important program can most effectively deliver services.
 - We recommend that this program be given adequate space and resources (computers, cell phones, desks, curricula, risk assessments, etc.) to more effectively meet the needs of the youth they are currently serving and to expand their program to serve more youth.
 - In a subsequent meeting with SLCPD, the subcommittee was made aware that funding for supplies as described above has been found. We were also informed that PYP staff will now share offices with SROs in the schools to improve ability to meet with students and to further improve coordination between the two programs.
 - We recommend increased funding to this program to ensure continued service to the community and to allow increased collaboration with other City and private programs for the benefit of the program's targeted population.
 - While current grant funding is in place for the coming year, it is still the recommendation of this committee that secure, long-term funding for this program be found by adding it as a line item in the SLCPD budget when current funding expires.
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- We further recommend that all (10) SROs be allowed to work with the PYP Summer program throughout the summer.
 - Currently, only a few of the SROs are allowed to participate in the summer program and selection is based on seniority. This results in a breakdown of any rapport and relationships that SROs have developed with at-risk youth during the school year.
 - This adjustment would allow continued coordination between the youth and the SROs to reduce the number of youth who drop out of the program for this reason, which places youth at increased risk of involvement in delinquent behavior and referral to the juvenile justice system. Therefore, the positive improvements that youth have gained throughout the school year may be lost during the summer.
 - This adjustment would allow School Resource Officers to continue learning, training, and collaborating with Youth Support Advocates while engaging with youth in pro-social, healthy, and positive environments.
 - In a subsequent meeting with SLCPD, the subcommittee was made aware that the funding for the SRO program is now going to be 12 months a year, allowing the SROs to stay involved in PYP through the summer months.

 - Peer Court - A restorative justice program working to combat the disproportionate involvement of marginalized youth in the juvenile justice system by providing all youth who commit minor offenses an alternative opportunity to be held accountable for their actions.
 - We recommend that the peer court program, the promising youth project, and the explorers program work closely together to maximize resources and outcomes.
 - We recommend ongoing and increased funding to these programs where needed to ensure they can work together to continue helping at-risk youth to avoid the juvenile justice system and building better outcomes for these students overall
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3 Mayor's Office needs to hire dedicated FTE to address equity in education.



SALT LAKE CITY
**RACIAL EQUITY IN
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- To track the MOU, develop programming needed to make SROs (or other programs as determined) more effective and/or phase them out of schools, maintain a good working relationship between the school district and the City.
 - The subcommittee is aware of the new Chief Equity Officer and that there are others on staff with responsibilities in this realm. The feeling is that mixing this with other responsibilities doesn't allow the focus needed to make meaningful progress on these issues.
 - The job description for such a position should be determined in collaboration with SLCSO and SLCPD to ensure the position is set up for success and is empowered to make meaningful change.