

The Racial Equity in Policing Commission

November 18, 2020 5:00 pm

Minutes Approved on January 6, 2021

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 in Virtual Attendance: Anapesi Ka’ili, Carol Shifflett, Darlene McDonald, Moises Prospero, Olosaa Solovi Jr., Reverend France Davis, Samantha Eldrige, Steve Anjewierden, Steven Johnson, Tanya Hawkins, Verona Sagato-Mauga, Dhathi Oommen, Rogelio Romero-Paredes, Mariana Suarez

Commission Members Absent: Abdullah Mberwa, Davina Smith, Kamaal Ahmad, Luna Banuri, Nicole Salazar-Hall

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

Staff in Virtual Attendance: Mark Kittrell, Deputy City Attorney; Chief Mike Brown, Police; David Litvack, Mayor’s Senior Advisor; Kaletta Lynch, Mayor’s Special Projects Coordinators; Allison Rowland, Council Policy Analyst; and Cindy Lou Trishman, City Recorder

The meeting was called to order at 5:05 pm. The meeting was introduced by Reverend Davis and conducted by Dante James.

1. Welcome and [Public Meeting Guidelines 3:55](#)
2. Review Minutes from the Regular Commission Meetings held on September 2, 16, 30 and October 7 and 21 of 2020. [1:13:43](#)
3. Public Comment (limited to 15 minutes) [7:07](#)
 - *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 identifying factors. Items or comments that disrupt the meeting, intimidate other participants or that may cause safety concerns are not allowed.*

Mr. James greeted the Commission. Mr. Schooler informed there were no public commenters at that time of the meeting.

4. Standing Items 10:09

- *Subcommittee structure and collaboration*

Mr. James explained the purpose of the subcommittees to use everyone's time efficiently. Identified Subcommittees are School Safety, Training, Policy & Practice and the standing Youth Subcommittee. The Facilitators leading the subcommittees provided the reports.

- *Subcommittee Reports*

- *School Safety*
- *Training*
- *Policy & Practice*
- *Youth Subcommittee (report on new member)*

Mr. King provided an update on the Policy & Practice subcommittee including the focus on education and information gathering to make informed decisions. He included that the immediate scope includes the Use of Force policy (Police 300); Personnel practices and accountability and Funding.

Mr. James provided an update on the Training subcommittee. He stated the subcommittee has been gathering information from various presentations and discussion on field training officers, how officers are selected for the training assignments, the development of the curriculum, Inservice and academy training information, budgetary formulations, the demographics of training officers and recruits and the defensive training provided.

Ms. Locke updated the Commission on the School Safety subcommittee. She shared that the subcommittee has determined to focus on the school-to-prison pipeline (connecting how school programs may contribute), the impact of the school programs on students of color or students with disabilities (mental health or substance abuse), and the evaluation of the School Resource Officer (SRO) program definitions, purpose and accountability.

Mr. King also shared that the Officer Recruitment Subcommittee merged with the Policies and Practices subcommittee due to an overlap in interest and scope.

Commissioner Prospero provided a brief update on the Youth Subcommittee. He shared questions and discussions are occurring based on their attendance in other subcommittees. It was noted the numbers on the youth subcommittee have decreased and it is a focus recruit more participants.

- *Commission items of business 23:08*

- *Resignation of Commission member and discussion for replacement*

Mr. James informed the Commission of Core Commissioner Aden Batar's resignation. As Commissioner Batar was initially part of the Core recommended by the Mayor, the Mayor has been coordinating on a new recommendation for a Core Commissioner.

- *Review Meeting Calendar for 2020 [1:15:10](#)*
 - *Wednesday, Nov 25 – Subcommittee*
 - *Wednesday, Dec 2 – Regular Commission*
 - *Wednesday, Dec 9 – Subcommittee*
 - *Wednesday, Dec 16 – Regular Commission*
 - *Wednesday, Dec 23*
 - *Wednesday, Dec 30*
 - *Wednesday, Jan 6 – Regular Commission*
- *Confirm pattern of two-week intervals for regular Commission meetings, with subcommittee meetings occurring in between*
- *Other (including Scheduling Items)*

Mr. James noted that moving forward the meeting length will be extended to 90-minute, recognizing some may need to leave prior to adjournment. Ms. Locke included that if the attendees fall below a quorum no action will be taken.

Reverend Davis reported that he visited with the Human Rights Commission (HRC) on the Racial Equity in Policing Commission and shared the invitation from the HRC to host a listening session.

5. Unfinished Commission Business [24:35](#)

An opportunity to confirm all issues raised have been discussed or sent to subcommittee for further research and discussion.

Mr. James inquired if there were topics that had not been addressed. Commissioner Anjewierden inquired about the Partner-Pair program discussion. Mr. James suggested in the upcoming subcommittee meetings, those interested in participating provide their names to the facilitator and the overall number of interested individuals could be provided to the Chief for logistic arrangements.

6. Presentation on Foundations and Equity [45:05](#)

A presentation by Dante James of the Langdon Group regarding the history which has developed the foundations and equity definitions of society.

Mr. James shared with the Commission a presentation built for the purpose of commonality of approach and definition in the tasks of the Commission. The presentation includes references and images of legal and legislative decisions based on race to answer the question “why is the focus on race,” in addition to the definitions of equity, identity, and equality.

Presentation Content (link to come)

Mr. James stated that as the government has been explicit and complicit in beginning, instituting and maintaining systemic racism, it is up to government to be responsible and deconstruct it in a focused way. Mr. James continued with an explanation of the difference between white supremacists and white supremacy; concluding that supremacy is the default of a dominant culture. Mr. James encouraged the Commission to view the recommendations they may prepare and their role on the Commission through the Equity Lens with the following questions:

- 1) What are the assumptions underlying this thinking, policy, procedure or practice?
- 2) How could this policy, practice, or procedure burden communities of color?

- 3) How do you involve the most impacted in the decision-making process?
- 4) What are some strategies for reducing or mitigating negative impacts and reducing disparities?

Commissioners expressed appreciation for the presentation and discussed experiences and the definitions of equity and equality. It was suggested the presentation be shared with the Police department with discussion opportunities.

7. Listening Session Discussion 28:05

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

Mr. Schooler shared with the Commission the plan for the process of listening which the facilitators are building for engagement with the community. Mr. Schooler indicated the methods of communication will include text messages, phone calls, participation in meetings (public or private – dependent upon the audience invited) and continued dialogue as recommendations are developed by the Commission. He shared the listening process and session is intended to maximize the cross-section of opportunities for input with minimal barriers. Upon completion of the listening process, an analysis and review can assist in the report based on input from the community.

Reverend Davis requested clarification on the private meetings proposed. Mr. Schooler provided an example of people who may have interacted with SROs may not be comfortable sharing their experiences in a public setting and instead could be held in a smaller, more private setting.

Mark Kittrell provided a comment that the Open and Public Meeting Act would apply in instances where a quorum is gathered to receive comments.

Discussion between Commissioners and Mr. Schooler included the determination of the review and analysis to be provided to the Commission unabridged, with analysis being conducted with the Langdon Group and City staff and any interested Commissioners; the number of listening sessions may be high due to the smaller sessions determined by topics, or sessions scheduled for specific ethnic groups; additional consideration may be to provide leaders of ethnic groups or organizations to conduct the conversations of their own and send feedback to the Langdon group; recommendations may not be to the Council until the first quarter of 2021.

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:

- a. discussion of the character, professional competence, or physical or mental health of an individual;
- b. strategy sessions to discuss pending or reasonably imminent litigation;
- c. discussion regarding deployment of security personnel, devices, or systems; and
- d. 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 6:50 pm

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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.