



## Racial Profiling Ad Hoc Meeting Minutes (7/24/2024)

### Attendees:

- Chair Emeritus Regina Jackson
- Commissioner Garcia Acosta
- Commissioner Marsha Peterson
- Lt. Bryan Hubbard
- Mykah Montgomery (COS)

### Main Topics Discussed:

#### 1. Update from Lt. Hubbard:

- Lt. Hubbard presented two updates:
  - **Collaboration with Dr. Jennifer Eberhardt:** Lt. Hubbard has created a 28-page lesson plan inspired by Dr. Eberhardt's book. The plan includes various educational materials such as videos, interviews, and detailed explanations of implicit bias. The aim is to ensure comprehensive understanding and facilitate teaching by future instructors.
  - **Quiz on Policy:** A test has been developed on the actual policy. Answers are highlighted to prevent sharing on public platforms. The quiz will be reviewed by committee members.

#### 2. Discussion on Lesson Plan:

- **Lesson Plan Content:** The lesson plan covers Dr. Eberhardt's book, implicit bias, examples and impacts, and strategies to mitigate bias. It includes real-life examples like the Tamir Rice and Philando Castile cases, disparities in prison sentences, and biases in workplace hiring practices.
- **Commissioner Inputs:**
  - Chair Jackson suggested including religious bias.

- Commissioner Garcia Acosta expressed strong appreciation for the thoroughness and relevance of the examples provided.
- Chair Peterson recommended adding examples of real estate listing biases and integrating this training as mandatory for commissioners.

**3. Review and Feedback Process:**

- The lesson plan will be reviewed by the committee members before sending it to Dr. Eberhardt for her input.
- Suggestions for additional content and refinement were discussed.

**4. Integration into Training:**

- The importance of making this training a part of mandatory commissioner training was emphasized.
- The potential for having guest speakers like Dr. Eberhardt to further enhance the training was discussed.

**5. Next Steps:**

- Lt. Hubbard to send the lesson plan to the committee members for review.
- Incorporate feedback from the committee and forward the revised plan to Dr. Eberhardt and Darling Flynn.
- Finalize the lesson plan based on feedback received and prepare for implementation in the training curriculum.

**Next Steps:**

**1. Committee Review:**

- Committee members to review the 28-page lesson plan and provide feedback.

**2. Send to Dr. Eberhardt:**

- Lt. Hubbard to incorporate committee feedback and send the lesson plan to Dr. Eberhardt and Darling Flynn for their review and input.

**3. Finalization:**

- Finalize the lesson plan based on feedback from Dr. Eberhardt and committee members.

**4. Implementation:**

- Integrate the finalized lesson plan into the training curriculum for commissioners and relevant staff.
- Consider making the training mandatory for all commissioners.

**5. Next Meeting:**

- Schedule the next meeting to discuss the feedback received and finalize the implementation plan.

Meeting adjourned with agreement on next steps and appreciation for the collaborative effort.

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### **Chat Comments**

From Ricardo Garcia-Acosta to All Panelists 06:09 PM

Sorry, my camera is off. I'm driving, but I will be stationary soon. I love the idea of a quiz/test!

Great work, Lt. Hubbard!

From Chair Emeritus Regina Jackson to All Panelists 06:10 PM

Awesome... Thanks very much

From Ricardo Garcia-Acosta to All Panelists 06:27 PM

Breonna Taylor, Chair Emeritus. Heartbreaking story; thank you for lifting up her name!