



## Racial Profiling Ad Hoc Meeting Minutes (9/4/2024)

Time: 6:05 PM - 7:46 PM

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### Attendees:

- Chair Emeritus Regina Jackson
  - Lieutenant Hubbard
  - Deacon Reginald Lyles
  - Vice Chair Ricardo Garcia-Acosta
  - Chief of Staff Montgomery
  - Community Participants: Raquel
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### Main Topics:

- **Review and Updates on Racial Profiling Policy:**
  - Chair Emeritus Regina Jackson discussed that the Federal Monitor's feedback is expected by September 12th for review, with the possibility of incorporating any required changes before presenting it to the full Commission for approval.
- **Discussion on the Discipline Matrix:**
  - Plans to update and revise the Discipline Matrix, focusing on outdated policies and cross-referencing with the OPD Manual of Rules.

- Lieutenant Hubbard proposed more community and legal involvement, including the City Attorney's Office and CPRA, to ensure the matrix is comprehensive and legally sound.
  - **Culture and Philosophy on Discipline:**
    - Deacon Reginald Lyles emphasized that the philosophy behind discipline needs to shift to viewing discipline as a positive, growth-oriented tool rather than punishment.
    - A proposal to draft a Cultural Accountability Statement to set the tone for the value of discipline in the department.
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- **Questions and Concerns Raised:**
    - Concern about the imbalance of OPD and community voices in the review process, with a suggestion to include more community members.
    - Issues were raised about outdated practices in the current matrix, such as references to landlines, which need modernization.
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- **Suggestions and Recommendations:**
    - Deacon Reginald Lyles: Suggested beginning the matrix review with the most severe cases (Class 1 violations) and revisiting the philosophy around discipline.
    - Chair Emeritus Regina Jackson: Supported the idea of starting with the worst-case scenarios to expedite the revision process and create a stronger, values-driven Discipline Matrix.
    - Lieutenant Hubbard: Proposed drafting a detailed plan outlining the weekly review sessions needed to complete the matrix update in four weeks.
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- **Next Steps:**

- Plan Draft: Lieutenant Hubbard will draft a plan to outline the approach and timeline for revising the matrix and share it with the group by tomorrow.
- Next Meeting: The next meeting is scheduled for **September 11th, from 6:00 PM to 8:00 PM**, where the group will begin by addressing the values, mission statement, and preamble before moving on to the most severe violations.
- Community Involvement: Additional community members will be invited to join the process, with efforts to balance OPD participation with community voices.
- This is the final meeting of the Racial Profiling Ad Hoc Committee. Moving forward, it will be renamed the Discipline Matrix Ad Hoc Committee.
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## Adjournment

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### Chat Comments:

00:49:42 Raquel: what is the first value statement say? Maybe we should fix that one if it's already being used.

00:50:10 Raquel: Well said

00:52:50 Chair Emeritus Regina Jackson: YESSS!

00:55:33 Raquel: Well said Reginald. We need to align with people and what is written in the law. We should be referencing the law. Politics are not working when it comes to the police. Politics work with Politicians and them doing their job in the 3 different governments. We the people are supposed to set the status quo

00:57:20 Deacon Reginald Lyles: Thank you.

00:57:30 Raquel: Welcome

