

<https://www.youtube.com/watch?v=R3T4moyn7M4>

Racial Profiling Minutes

Meeting Title: Racial Profiling Ad Hoc

Date and Time: June 12, 2024

Attendees:

- Chair Emeritus Regina Jackson
- Lieutenant B. Hubbard
- Deacon Reginald Lyles
- Commissioner Marsha Peterson
- Community Member Mr. Bay
- Ricardo Garcia-Acosta (Absent)
- Chief of Staff Montgomery

Feedback and Suggestions:

Cultural Accountability Statement:

- Reading and approval of the preamble.
- Finalization of the accountability statement with an added clause about discipline.
- Review of feedback from Commissioner Acosta shared by Chair Emeritus Regina Jackson:

Commissioner Garcia-Acosta's comments:

- *Cultural accountability statement perhaps in the last line, we should say something forcefully that clearly states that because of this history, anyone who violates this policy will be held accountable and disciplined by the levers in place to do so.*
- *Also, in the training outline, there should be a section on discipline. I don't want the documents to be too flowery and idealistic without forcefully calling out that because of this history, there's a microscope and a heavy hand on the adherence to this policy.*

Training Document Development:

- Discussion on the structure and duration of the training sessions.
- Lieutenant Hubbard's input on creating comprehensive training modules.

- Suggestions for additional resources like books and videos to support the training.

Meeting with the Police Chief:

- Planning and coordinating a meeting with Chief Mitchell to discuss the finalized documents.
- Determining the best approach to present the documents and gain his support.

Implementation Strategies:

- Roll call visits to provide updates and engage with officers directly.
- Utilization of the wellness unit for reading and educational activities.

Community Involvement:

- Importance of community principles in civilian oversight and their integration into the police training.

Motions:

- Motion to approve the preamble of the Cultural Accountability Statement as read by Lieutenant Hubbard.
 - **Motion Passed:** Unanimously
- Motion to add a sentence to the Cultural Accountability Statement regarding violations leading to discipline up to and including termination.
 - **Motion Passed:** Unanimously

Recommendations and Suggestions:

- Chair Emeritus Regina Jackson suggested scheduling a meeting with the Police Chief to discuss the finalized documents.
- Deacon Reginald Lyles recommended a 2-day training session for the policy to ensure thorough understanding and compliance.
- Commissioner Marsha Peterson suggested including "A People's History of the United States" in the recommended reading list for officers.
- Community members recommended audiobooks for officers to listen to on the move, but this was deemed impractical for on-duty use.
- Chair Emeritus Regina Jackson suggested visiting Roll Calls to provide face-to-face updates on the training implementation.

Next Steps:

1. **Send Documents:**

- Chair Emeritus Regina Jackson will send the finalized Cultural Accountability Statement and the updated M-19 policy to Chief Mitchell, Dr. Jennifer Lynn Eberhardt, and Mr. Warsaw.
 - Emails will be sent out on the following day, with Chair Emeritus Regina Jackson and Commissioner Peterson copied.
- 2. Develop Training Modules:**
- Lieutenant Hubbard will make the discussed edits to the training documents and continue developing the lesson plan.
 - Request input from Dr. Jennifer Lynn Eberhardt and Darlene Flynn on instructional design and learning activities.
- 3. Schedule Meeting:**
- Commissioner Marsha Peterson will coordinate with Chief Mitchell's office to set up a meeting specifically to discuss the racial profiling policy and training.
 - The meeting will include Chair Emeritus Regina Jackson, Commissioner Marsha Peterson, Lieutenant B. Hubbard, and Chief Mitchell.
- 4. Roll Call Visits:**
- Chair Emeritus Regina Jackson and Commissioner Peterson will plan to visit Roll Calls to discuss the new training with officers and answer any questions.
- 5. Monitor Feedback:**
- Monitor feedback from the Independent Monitoring Team will be sought after sending the draft documents.

Adjournment: The meeting was adjourned with a reminder for the next meeting scheduled for two weeks later.