

Meeting Minutes

Date: May 29, 2024

Time: 6:00 PM - 7:18 PM

Attendees: Chair Emeritus Regina Jackson, Chair Peterson, Deacon Lyles, Commissioner Garcia-Acosta, Lt. B. Hubbard

1. Body Worn Camera Policy Updates

- Discussion:
 - Cameras must be activated at the start of any public interaction.
 - Proposed tiered disciplinary approach for non-activation.
- Action Item:
 - Lt. B. Hubbard to finalize the disciplinary measures for non-activation and incorporate them into the policy.

2. Handcuffing Policy

- Discussion:
 - New section added emphasizing legitimate reasons for handcuffing and prohibiting discriminatory application.
 - Officers must articulate reasons for using handcuffs.
- Action Item:
 - Lt. B. Hubbard to ensure training materials reflect these updates and distribute them to the officers.

3. Collaboration with Department of Race and Equity

- Discussion:
 - Emphasis on building a trustworthy culture and promoting equity through collaboration with the Department of Race and Equity.
 - Potential need for annual review and involvement of Darlene Flynn.
- Action Item:
 - Lt. B. Hubbard to consult with Darlene Flynn for additional insights and potential annual review processes.

4. Definitions Update

- Discussion:
 - Added definitions for "detention," "consensual encounter," and "consent search."
 - Emphasis on clear articulation of reasons for stops and searches.
- Action Item:
 - Lt. B. Hubbard to include the new definitions in the glossary and ensure officers are trained on these updates.

5. Disciplinary Measures for Racial Profiling

- Discussion:
 - Proposed disciplinary range from counseling to termination, based on severity.
 - Importance of differentiating between administrative mistakes and discriminatory behavior.
- Action Items:
 - Lt. B. Hubbard to draft mock-ups of different disciplinary ranges and rationale.
 - All members to review and provide feedback on the proposed disciplinary measures.

6. Policy Title and Scope

- Discussion:
 - Ensuring the policy title reflects its scope, covering all forms of discriminatory behavior.
 - Possible title: "Prohibitions Regarding Racial Profiling and Other Bias-Based Policing."
- Action Item:
 - Lt. B. Hubbard to revise the policy title and ensure it aligns with the policy's content.

7. Next Steps

- Next Meeting: June 12, 2024, to finalize the updated policy and review the preamble.
- Training Documents: Expected by the end of June.
- Stakeholder Engagement: Invite Dr. Everart to the June 26th meeting to provide feedback and insights.

Action Items Summary

1. Finalize Disciplinary Measures for Non-Activation:

- Responsible: Lt. B. Hubbard
 - 2. Ensure Handcuffing Training Materials Reflect Updates:
 - Responsible: Lt. B. Hubbard
 - 3. Consult with Darlene Flynn for Additional Insights:
 - Responsible: Lt. B. Hubbard
 - 4. Include New Definitions in the Glossary:
 - Responsible: Lt. B. Hubbard
 - 5. Draft Mock-Ups of Disciplinary Ranges:
 - Responsible: Lt. B. Hubbard
 - 6. Revise Policy Title:
 - Responsible: Lt. B. Hubbard
 - 7. Invite Dr. Everart to June 26th Meeting:
 - Responsible: Chair Emeritus Regina Jackson
 - 8. Start on Discipline Matrix collectively
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