

Salt Lake City Racial Equity in Policing Commission

2022 Annual Report

A Message from the Chair

As the Chair and Vice Chair for the year 2022, we would like to acknowledge and offer our gratitude to all the individuals who serve on the Salt Lake City Racial Equity in Policing Commission for their tireless efforts to make Salt Lake City a better place for all diverse communities. This commission's work continues to address the structural and institutional issues within the Salt Lake City Police Department (SLCPD) through their engagement with Chief Mike Brown and his staff. While this year has brought on new challenges for the Racial Equity in Policing Commission, this team has worked diligently to develop new strategies and establish a foundation for opportunities to advance this ongoing work. As a newly codified commission, the commission moved from 20+ members to 15 members who have a strong connection to Salt Lake City and its various communities. Our focus continues to remain on addressing programs, policies, and practices that may be creating or perpetuating harm to Communities of Color, and to offer recommendations that may improve police interactions and engagement.

In 2023, we will determine how we can move towards implementing even more of the recommendations provided in Phase I and prioritize 1-2 institutional changes per year. The commission has formed three subcommittees on police training, policies and practices, and school safety, which will move towards including a new subcommittee that captures neurodiverse/sensory needs as well as mental health.

We would like to thank the past and current commissioners who have dedicated their service, insight, and guidance over the last two years. We express our gratitude to Mayor Erin Mendenhall, and members of the City Council for recognizing the need to improve the outcomes for Communities of Color in their everyday engagement with police officers. We also thank SLCPD for their collaboration and active engagement with the commission. This work would not have been as efficient or effective without the continuous support of the Mayoral and City Council staff, who have been behind-the-scenes to ensure the ongoing success of the commission's work.

Nicole Salazar-Hall
Nicole Salazar-Hall, Chair

Tanya Hawkins
Tanya Hawkins, Vice Chair

Current Commission Members

Commissioner Nicole Salazar-Hall, Chair (HRC Commissioner)
Commissioner Tanya Hawkins, Vice Chair
Commissioner Luna Banuri (HRC Commissioner)
Commissioner Darlene McDonald
Commissioner Verona Sagato-Mauga
Commissioner France Davis
Commissioner Steve Anjewjerden
Commissioner Samantha Eldridge
Commissioner Steven Johnson
Commissioner Olosaa Solovi
Commissioner Dhati Oommen
Commissioner Rogelio Romero
Commissioner Lisia Satini

2021-2022 Subcommittees

Below are the subcommittees, the Racial Equity in Policing Commission and SLCPD have worked in for the current year:

1. Policy & Practice
2. School Safety
3. Training
4. Application Review (as needed)

Phase I (SLCPD Response)

*Please refer to the link in the Appendix under Phase I Response from SLCPD for an in-depth review of items completed in 2021. All items marked completed in 2022 can be reviewed in the Appendix under SLCPD December 2022 Update.

Recommendations Complete:

- SLCPD Field Training Officer Program (2021)
- Crisis Intervention Team certifications and re-certification (2021)
- Addressing Recruitment (2021)
- Addressing Hiring Issues (2021)
- Working on School Resource Officer Program (2021)
- Improving body worn camera markers (2021)
- Improving Internal Affairs (2021)
- Review Accreditation (2021)
- Evaluate Co-Response team (2021)
- Call diversion (2021)
- Community Relations & Engagement (2021)
- Expanding Field Training Officer positions (2022)
- Evaluating Recruitment Efforts (2022)
- Developing hiring committee (2022)
- Addressing staffing shortage on Mental Health Professionals (2022)
- Expand Police Civilian Response Team (2022)
- Develop Business Community Engagement Officer (2022)
- Hire Full-Time Recruiter for SLCPD (2022)
- Increasing Staffing for Co-Response team (2022)

Recommendations In-Progress:

- Request funding for Crisis Intervention Team and training
- Solidify school resource officer memorandum of understanding
- Expand modifications to internal affairs process
- Developing training based on history of policing
- Call Diversion: Develop list on calls for service
- 911 Script on mental health calls

Recommendations Not Yet Complete/Under Evaluation/Needing More Time:

- Advance Accreditation Opportunities
- Review Implied Bias Survey

Review of 2022 Goals and Priorities

Mayor's 2022 Priority: Review, adopt, and implement Phase II recommendations of the Racial Equity in Policing Commission.

Phase II Progress¹

COMPLETE:

- Hire Senior Education Advisor (Mayor's Office)
- Hire Full-Time Recruiter and Community Outreach Officer (SLCPD)
- Update REP Commission Website to Increase Accessibility
- Recommend Final SLC community-based Trainers of Color
- Increase Staffing for Co-Response Team

IN PROGRESS:

- Support Senior Education Advisor in Re-Negotiating and Solidifying School Resource Officer (SRO) Memorandum of Understanding (MOU)
- Build Relationship with 911 Dispatch Director and Review Current 911 Script for Mental Health Calls
- Partner with Utah Courts Office of Fairness and Accountability to Improve Data Collection and Analysis
- Develop a List on Calls for Service (Call Diversion)

INCOMPLETE:

- Advance Accreditation Opportunities
- Review Implied Bias Survey

Budgetary Letters of Support FY 22-23 from REP to SLCPD for:

- SVU Sergeant position. (City Council approved this position. Refer to the letter in Appendix)
- REP Commission Support on V-CAT. (Refer to the letter in the Appendix)

¹ **Phase II Defined:** Codifying the REP Commission; Appointing 15-Member REP Commissioners; Re-organizing subcommittees; Adopting and implementing Phase I recommendations

Commission Recommendations for 2023

- I. To Implement Annually:
 - a. Receive SLCPD Updates from the Chief (3 times a year) which Include:
 - i. Jan-Mar: Review SLCPD's Budget with the REP Commission
 - ii. Apr-Jun: Review SLCPD's Recruitment, Training, and Community Relationships
 - iii. Aug-Oct: Follow-Up on Any In-Progress Items/Other Unaddressed Areas
 - b. Organize In-Person Retreat with REP Commissioners
 - c. Coordinate Community Listening Sessions Biannually Hosted by REP Commissioners
 - i. In-Person or Virtual Town Hall Meetings (e.g., public forums, focus groups)
 1. This is an opportunity for commissioners to work towards bridging the gap between law enforcement and communities to establish more open communication
 - d. Attend Community Meetings Hosted by SLCPD
 - i. Latino Coalition, Native Hawaiian Pacific Islander, Refugee, and Black Communities
 1. This allows for open lines of communication and increased touch points to various communities
 - e. Develop Process for Hiring Committee with Commissioner Representation
- II. Partner with the Accessibility and Disability Commission (ADC) to Facilitate a Neurodiversity/Sensory Needs Subcommittee
- III. Research and Evaluate National Best Practices for Racial/Ethnic Categories in Data Collection to Include:
 - a. Native Hawaiian Pacific Islander, Indigenous, Latinx, and Multi-Ethnic
- IV. Review the Current Structure of the Civilian Review Board and Evaluate National Models
- V. Budgetary Allotment for Mental Health Professionals and Victim Advocates
 - a. The Commission recommends that approximately \$20,000 from the allotted REP Commission budget be placed into the SLCPD budget to provide cultural responsive therapy for the families affected by negative police interactions

Subcommittee Priorities for 2023

- I. Training Subcommittee:**
 - a. Collaborate with SLC Community-Based Trainers of Color to Develop Training Based on the History of Policing
 - b. Review the City's Park Ranger Program and Work Closely with the Park Ranger Program Director on the Safety of Rangers and Community
 - c. Partner with the Chief Probation Officer at the State of Utah for Officers on Best Practices Used with Youth in the Juvenile Court System; and Determine a Recommendation with the Chief Probation Officer at the State of Utah and Juvenile Courts

- II. School Safety Subcommittee:**
 - a. Support Senior Education Advisor in Re-Negotiating and Solidifying School Resource Officer (SRO) Memorandum of Understanding (MOU)
 - b. Explore Additional Fiscal Support for the Promising Youth Program (PYP), Peer Court, and Other Youth Programs in the City
 - c. Develop Relationships Between SLCPD and Other Youth Programs in the City

- III. Policy & Practice Subcommittee:**
 - a. Request for SLCPD to Participate in an Internal-Wide Implicit Bias Study, possibly every five years, carried out by a third party
 - i. Explore Partnership with the University of Utah to Conduct Research
 - ii. Provide a Timeline and Determine Funding from REP Commission Budget
 - b. Study Crime Reduction Around Gun Violence Prevention
 - b. Research and Evaluate National Best Practices/Policies for Policing (in Newark, New Jersey)

- VI. Follow-up with SLCPD on the Items In-Progress or Not Yet Complete:**
 - a. Please review the list of items in progress or not yet complete on page 3 of this document.

Five-Year Priorities Timeline

2023

These priorities are outlined on page 5 (Subcommittee Priorities for 2023)



2024

Provide recommendations to the Mayor and the City Council to increase effectiveness on the Civilian Review Board



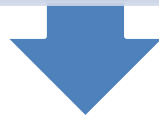
2025

Evaluate Budgetary Allotment for Crisis Intervention Team, Mental Health Professionals, and Victim Advocates



2026

Review Outstanding Recommendations from Phase I and Follow-Up with Action Items



2027

Work with SLCPD to Participate in an Internal-Wide Implicit Bias Study Issued by Third Party (every five years)

Appendix

REP Commission Ordinance

(https://codelibrary.amlegal.com/codes/saltlakecityut/latest/saltlakecity_ut/o-o-o-77786)

Phase 1 Report (http://www.slcdocs.com/recorder/REPAgenda/PhaseOneReport_Final.pdf)

Phase 1 Response from SLCPD (<http://www.slcpd.com/ass3ts/uploads/2021/12/SLCPD-REPC-Phase-1-Response-Report.pdf>)

Budgetary Letter of Support ([Response to V-CAT,SVU,HRC Officers Proposal 2.28.22.pdf](#))

SLCPD Agency Status Report Year 2 ([agencystatusreport4REPC.pdf](#))

SLCPD February 2022 Update ([C-REP SLCPD Briefing 2-10-2022.pptx](#))

SLCPD March 2022 Update ([C-REP Update - March 2022.pptx](#))

SLCPD November 2022 Update ([REP Commission - November 2022.pptx](#))

SLCPD December 2022 Update ([REP Commission - December 2022.pptx](#))

Additional Census Information ([2017 Harth 01.pdf](#))