



# BOARDS & COMMISSIONS

Salt Lake City

## Racial Equity in Policing Commission


*Annual Report 2023*

### A Message from the Chair and Vice Chair

We, the Chair, Tanya Hawkins and Vice Chair, Lisia Satini, want to take this opportunity to acknowledge and thank all of those who serve on the Salt Lake City Racial Equity in Policing Commission for all their dedicated efforts in improving the quality of life for all diverse communities in Salt Lake City. This commission has addressed the health and safety of diverse communities through our continuous engagements with Chief Mike Brown and the Salt Lake City Police Department (SLCPD). Each year brings its own set of challenges for the commission, but this body continues to achieve great things in partnership with Salt Lake City and the various diverse communities that we serve. The commission always prioritizes the focus to improve SLCPD's community engagements and interactions, especially within communities of color. This year, the commission was included on the hiring committee for the Deputy Chief position, worked closely with the Senior Advisor for Education to solidify the School Resource Officer (SRO) memorandum of understanding (MOU), and partner with the Accessibility and Disability Commission (ADC) to form a new sensory needs/neurodiversity subcommittee. No work can be more rewarding than being able to improve programs, policies, and practices within the public safety department that significantly impact communities of color. The commission is enthusiastic about the influence their role as community leaders representing diverse communities can have in this work, and the great responsibility it comes with. We do not only provide insight, but we accept the responsibility for assisting Salt Lake City in policy recommendations and community input on decisions that can have a great impact on diverse communities. We look forward to coordinating community listening sessions, working with a third party to conduct an internal-wide implicit bias survey for SLCPD every 5 years, and supporting budgetary allotment to equitable practices outlined in this report. Meeting these responsibilities to serve with constant vigilance, we understand becomes the sacred trust for the public, and we will continue our efforts into 2024.

Thank you to all the commissioners who committed their time and service this past year. We are grateful to Michelle Mooney, Equity Manager for her advocacy and support for the commission. Also, we thank Chief Mike Brown and his department for their partnership with the commission in this work. Finally, we express our greatest appreciation to Mayor Erin Mendenhall and members of the City Council for their recognition and dedication to improving the outcomes of communities of color in their everyday engagement with police officers. The continuous support of the Mayoral administration and City Council staff brings a collective strength and teamwork that drives this effort.

Sincerely,

  
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Tanya Hawkins, Chair

  
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Lisia Satini, Vice Chair

## Commission Members

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Commissioner Tanya Hawkins, Chair	Commissioner Lisia Satini, Vice Chair
Commissioner Nicole Salazar-Hall	Commissioner Darlene McDonald
Commissioner Luna Banuri	Commissioner Steve Anjewierden
Commissioner Verona Sagato-Mauga	Commissioner Katherine Durante
Commissioner Olosaa Solovi Jr.	Commissioner Ulvia Guadarrama
Commissioner Steven Calbert	Commissioner Olivia Joylani Kavapalu
Commissioner Julia Summerfield	Commissioner Diya Oommen (Ending June 2023)
	Commissioner Jason Wessel (HRC Commissioner)

## 2023 Overview

Since codified in 2021, the Commission on Racial Equity in Policing has collaborated with the Salt Lake City Police Department (SLCPD) to complete more than 75% of the initial recommendations outlined in the [Phase I Report](#). Mayor's priority for 2023 was to implement the commission's recommendation on history of policing and diversity, equity, and inclusion (DEI) trainings for the SLCPD. While this item is still in-progress due to the RFP process, the commission has supported a budgetary allotment towards these trainings and have vetted the selected community-based trainers for the DEI segments. However, the commission is excited for SLCPD to go through the history of policing training in January 2024. Overall, the commission spent time continuing their work on outstanding items from the Phase I recommendations and began moving into Phase II.

## Phase I Recommendations

### 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)
- Request funding for Crisis Intervention Team and training (2023)
- Solidify school resource officer memorandum of understanding (2023)
- Expand modifications to internal affairs process (2023)
- Call Diversion: Develop list on calls for service (2023)

**Recommendations In-Progress:**

- Developing training based on history of policing
- 911 Script on mental health calls\* (PD will work with SLC 911 to evaluate this)

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

- Advance Accreditation Opportunities
- Review Implied Bias Survey

\*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 2022 REP-C Annual Report. Any items completed in 2023 can be reviewed in the Appendix under SLCPD November 2023 Update.

## **Review of 2023 Goals & Priorities**

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- Receive SLCPD updates from the Chief at least 3 times a year on the following: budget, recruitment, training, community relationships, and year-end review.
- Organize in-person retreat with REP Commissioners.
- Coordinate community listening sessions led by REP commissioners.
- Attend the community meetings facilitated by SLCPD.
- Develop a process for hiring committee with commission representation.
- Partner with the Accessibility and Disability Commission (ADC) to facilitate a neurodiversity/sensory needs subcommittee.
- Research and evaluate national best practices for racial/ethnic categories in data collection.
- Review the current structure of the Civilian Review Board and evaluate national models.
- Budgetary allotment for mental health professionals and victim advocates.
- **Training:**
  - Collaborate with community-based trainers of color to develop training based on the history of policing.
  - Review the City's park ranger program and work closely with the Park Ranger Program Director on the safety of rangers and community.
  - 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.
- **School Safety:**
  - Support Senior Advisor for Education in renegotiating and solidifying School Resource Officer (SRO) memorandum of understanding.
  - Explore additional fiscal support for the Promising Youth Program (PYP), Peer Court, and other youth programs in the City.
  - Develop relationships between SLCPD and other youth programs in the City.
- **Policy & Practice:**
  - Request for SLCPD to participate in an internal-wide implicit bias study, possibly every five years, carried out by a third party.
  - Study crime reduction around gun violence prevention.
  - Research and evaluate national best practices/policies for policing.

### **COMPLETE:**

- Partner with the Accessibility and Disability Commission (ADC) to facilitate a neurodiversity/sensory needs subcommittee.
- Support Senior Advisor for Education in renegotiating and solidifying School Resource Officer (SRO) memorandum of understanding.
- Commissioner representation on hiring committee for Deputy Chief position.
- SLCPD launched SPIDR Tech, a digital customer service engagement tool (e.g., keep reporting parties updated on requests, and to provide feedback for call taker).
- Organize inaugural commission retreat in July 2023.

### **IN PROGRESS/ONGOING:**

- Attend the community meetings hosted and facilitated by SLCPD.
- Collaborate with community-based trainers of color to develop training based on the history of policing.
- Develop a process for hiring committee with commission representation.
- Provide SLCPD budgetary letters of support (specific letters shared in the Appendix)

### **INCOMPLETE:**

- Coordinate community listening sessions led by REP commissioners.
- Facilitate an internal-wide implicit bias survey for SLCPD, possibly every five years, carried out by a third party.
- Budgetary allotment for mental health professionals for officers and staff.

## **Commission Goals & Priorities for 2024**

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- Continue working on outstanding goals and priorities from 2023.
- Additional professional development opportunities for all School Resource Officers (SROs) to learn current practices and deepen/broaden expertise in youth development and other pertinent areas to the field.
  - Require basic NASRO training ongoing as soon as possible and all new incoming SROs prior to interactions with youth.
- Support budgetary request of \$20,000 to be added to SLCPD for culturally responsive therapy for victims and families impacted by negative police interactions.

## Appendix:

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REP Commission Ordinance

([https://codelibrary.amlegal.com/codes/saltlakecityut/latest/saltlakecity\\_ut/0-0-0-77786](https://codelibrary.amlegal.com/codes/saltlakecityut/latest/saltlakecity_ut/0-0-0-77786))

Phase 1 Report ([http://www.slcdocs.com/recorder/REPAgenda/PhaseOneReport\\_Final.pdf](http://www.slcdocs.com/recorder/REPAgenda/PhaseOneReport_Final.pdf))

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

2022 REP-C Annual Report (<https://www.slac.gov/boards/wp-content/uploads/sites/33/2023/01/2022-REP-C-Annual-Report-FINAL.pdf>)

[SLCPD January 2023 Update](#)

[SLCPD February 2023 Update](#)

[SLCPD May 2023 Update](#)

[SLCPD September 2023 Update](#)

[SLCPD November 2023 Update](#)

[SLCPD School Resource Officer Agreement 2023-2026](#)

[School Resource Officers Partnership & MOU Updates](#)

[Mental Health Interventions for Negative Police Interactions](#)

Budgetary Letters of Support:

- [Community-Based Diversity, Equity, Inclusion \(DEI\) Trainings](#)
- [Professional Development for School Resource Officers](#) (Annual Allocation)
- [Culturally Responsive Therapy for Negative Police Interactions](#) (Annual Allocation)
- [SLCPD Support to Attend in Specific Leadership Trainings](#)