



BOARDS & COMMISSIONS

Salt Lake City

Racial Equity in Policing Commission

Annual Report 2024


A Message from the Chair and Vice Chair

As the Chair and Vice Chair for the year 2024, we acknowledge and offer our appreciation to the individuals who serve on the Salt Lake City Racial Equity in Policing Commission (REPC) for their dedication to serving and helping improve all diverse communities in Salt Lake City. It has been a year of examining the Salt Lake City Police Department's (SLCPD) policies, culture, and budget and engaging with Chief Mike Brown and his staff. Each year brings new challenges for the Racial Equity in Policing Commission to make recommendations to develop new strategies establishing a foundation to advance the ongoing work. As a commission, we began attending SLCPD's community hosted meetings, specifically the Latino Coalition and assisted with the planning to start-up other community-based meetings. The commission also took part on the Ad-Hoc committee with the Salt Lake School District, SLCPD, and the Salt Lake City Mayor's Office to oversee the MOU process for School Resource Officers.

The commission's focus is on addressing programs, policies, and practices that may be creating or perpetuating harm to communities of color, and other diverse communities. Through offering recommendations that may improve police interactions and engagement with these communities, the commission provides a unique perspective in these conversations. Some commissioners and SLCPD officers also attended a four-day peacemaking circles training in collaboration with the Salt Lake County District Attorney's Office. This training connected community members, formerly incarcerated individuals, and government officials to explore an alternative approach to the traditional criminal justice system.

We would like to express our gratitude to the past and current commissioners who have shared insight and served this past year. We thank Mayor Erin Mendenhall, and members of the City Council for supporting the need to improve the outcomes for diverse communities in their everyday engagement with police officers. We also thank Chief Mike Brown and the SLCPD for their collaboration and active engagement with the Commission. This work would not have been as efficient or effective without the behind-the-scenes support of Impact Manager, Michelle Mooney. All the individuals alongside the Office of Access and Belonging have ensured the ongoing success of the commission's work bringing a collective strength to drive this effort.

Sincerely,


Tanya Hawkins, Chair


Lilia Sauni, Vice Chair

Commission Members

Commissioner Tanya Hawkins, Chair

Commissioner Lisia Satini, Vice Chair (HRC Commissioner)

Commissioner Steven Calbert

Commissioner Katherine Durante

Commissioner Ulvia Guadarrama

Commissioner Olivia Joylani Kavapalu

Commissioner Julia Summerfield

Commissioner Jason Wessel

Commissioner Rodrigo Esquivias-Fernandez

Commissioner Jason Hinojosa

Commissioner Diya Oommen

Commissioner Chloe Raymundo

Commissioner Heather Stringfellow (Ending July 2024)

Commissioner DeTria Taylor

Commissioner Alex Vandiver

Commissioner Gloria Mensah (Starting November 2024)

2024 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 90% 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 community-based trainings for SLCPD. This goal continued to be a main priority in 2024, and the Commission worked with SLCPD to launch 1 out of 4 selected trainings, which was led by Equality Utah focused on the history of policing in the LGBTQ+ community. The Commission supported the purchase of a video training on the history of policing led by retired police Chief Hahn, which will be conducted voluntarily to comply with HB261.

Overall, the commission spent time continuing their work on outstanding items from the Phase I recommendations and began moving into Phase II. However, with the passing of HB261, there has been new challenges for the Commission to face in terms of realigning their focus to meet the new legal guidelines of the state. This year has put a pause on some priorities and policy recommendations, while the Commission works to understand and refocus their efforts in a new scope. In this transitional year, the Commission's resiliency remained and fulfilled their membership body to full capacity. The Commission hopes to move towards being more proactive instead of reactive and looks forward to building communities while growing engagement initiatives with SLCPD.

Review of 2024 Goals & Priorities

- 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.

2024 Commission Accomplishments

- I. Organized and held second annual in-person commission retreat.
- II. Oversee 1 of 4 community-based trainings for SLCPD, where trainings focused on the LGBTQ+ community led by Equality Utah were held for the Department from March – April 2024.
- III. Support budgetary costs for history of policing video training led by retired police Chief Hanh to be purchased and conducted for SLCPD.
- IV. Attend the community-focused meetings facilitated by SLCPD and offer feedback to be considered for increasing participation.
- V. Support budgetary request of \$20,000 to be added to SLCPD for culturally responsive therapy for victims and families impacted by negative police interactions.

Commission Goals & Priorities for 2025

- Receive consistent SLCPD updates from the Chief on the following, but not limited to budget, recruitment, training, community relationships, and year-end review.
- Foster ongoing relationship building between the Commission and SLCPD outside of regularly scheduled meetings to enhance connection, partnership, and dialogue on various topics.
- Coordinate and facilitate community listening sessions led by REP commissioners to engage residents in ongoing dialogue on relevant issues or areas of support.
- Develop a process for hiring committee to include commission representation.
- Support SLCPD in re-launching Community Academy to enhance transparency within establishing and building of relationships with residents.
- Work with Salt Lake County District Attorney's on Peacemaking Circle Trainings to engage diverse communities to include commissioners and SLCPD officers.
- Collaborate with SLCPD on community engagement and outreach initiatives relevant to the Commission's mission and vision.
- Support budgetary requests to develop and enhance the Police Explorers Program.

Appendix:

REP Commission Website

(<https://www.slc.gov/boards/boards-commissions/racial-equity-in-policing-repc/>)

REP Commission Ordinance

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

REP Commission Meeting Information ([Minutes and Agendas](#))

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>)

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

2023 REP-C Annual Report (<https://www.slc.gov/boards/wp-content/uploads/sites/33/2024/04/REP-C-Annual-Report-2023.pdf>)

[SLCPD March 2024 Update](#)

[SLCPD May 2024 Update Part I](#)

[SLCPD May 2024 Update Part II](#)

[SLCPD July 2024 Update](#)

[SLCPD September 2024 Update](#)

[SLCPD November 2024 Update](#)

[Presentation on Park Rangers Program](#)