



BOARDS & COMMISSIONS

Salt Lake City

Racial Equity in Policing Commission

Annual Report 2025

A Message from the Chair and Vice-Chair

On behalf of the Salt Lake City Racial Equity in Policing Commission acknowledge the hard work of our members in advancing equity and accountability in public safety. We deeply appreciate the dedication to service and community each member of the commission brings. The commissioners have contributed time, perspective, and insight to the work we do with the Mayor's Office and the Salt Lake City Police Department. This past year, the commission has welcomed the challenges and opportunities brought on by new frontiers. We have onboarded new commissioners who have broadened the scope of voices we strive to include in our discourse through continued strides towards engagement between diverse communities and law enforcement. New leadership within the SLCPD has offered opportunities to engage and build a foundation of trust within our network. We have worked together to understand and collaborate on our vision for a more equitable and safe community, and the policies we support to achieve it.

Our subcommittees in Training and Data Metrics, School Safety and Youth Initiatives, Community Outreach and Engagement, and Policies, Practices and Procedures have been working to plan the next year after a period of review and assessment. We look forward to the progress of our initiatives and the work we will continue to facilitate with Chief Brian Redd and Mayor Erin Mendenhall with the support of Impact Manager, Michelle Mooney, and community leaders. The commission strives to achieve the standard of equity and justice that Salt Lake City deserves, an endeavor which would not be possible without the support of our community. Our purpose, to promote the safety and empowerment of Salt Lake City's communities of color, continues to guide the commission's work and recommendations.

Sincerely,

DeTria Taylor, Chair

Chloe Raymundo, Vice Chair

Board/Commission Members

DeTria Taylor, Chair
Chloe Raymundo, Vice Chair
Tanya Hawkins
Lisia Satini
Steven Calbert
Katherine Durante
Ulvia Guadarrama
Rodrigo Esquivias-Fernandez (Ending Aug. 25)

Julia Summerfield
Olivia Joylani Kavapalu
Diya Oommen
Jason Hinojosa
Gloria Mensah
Cenezhana Rokhaneevna
Aleksi Hernandez-Nietling

2025 Overview

Over the past 12 months, the Racial Equity in Policing Commission focused on strengthening its advisory role while navigating evolving legal, policy, and community contexts impacting public safety and police accountability. The Commission engaged in a period of assessment and realignment to clarify its purpose, scope, and operating procedures, with particular attention to compliance with state/federal legislation and alignment with City priorities. Key efforts included facilitating community dialogue to surface concerns related to policing interactions, and trust between the Salt Lake City Police Department and impacted communities. The Commission provided informed input on issues related to negative policing encounters, data transparency, and community engagement practices, while coordinating with City staff and SLCPD to share findings and elevate community-informed perspectives. Throughout the year, the Commission also supported and participated in public forums and meetings to maintain transparency, track ongoing initiatives, and identify opportunities for future policy recommendations, laying critical groundwork for more focused, actionable work in the next year.

COMPLETE:

- Worked with SLCPD to finalize an updated Request for Proposal for community-based trainings.
- Drafted rubric to be used for evaluating consultant interviews for community-based trainings.

IN PROGRESS/ ONGOING:

- Foster ongoing relationship building between the Commission and SLCPD outside of regularly scheduled meetings to enhance connection, partnership, and dialogue on various topics.
- Develop a process for hiring committee to include commission representation.
- 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.

INCOMPLETE:

- Coordinate and facilitate community listening sessions led by REP commissioners to engage residents in ongoing dialogue on relevant issues or areas of support.
- Support SLCPD in re-launching Community Academy to enhance transparency within establishing and building of relationships with residents.
- Support budgetary requests to develop and enhance the Police Explorers Program.

Annual Work Plan: 2026 Goals & Priorities

- I. Draft a formal recommendation with training guidelines for youth-specific cultural sensitivity training for School Resource Officers.
- II. Work with SLCPD to provide feedback on strategic plan outline for SROs.
- III. Support budgetary requests to develop and enhance the Promising Youth Project (PYP).
- IV. Collaborate with SLCPD on social media strategy to highlight more community stories.
- V. Develop a community events directory for SLCPD to support and/or attend
 - a Create a list of community partners for Chief and SLCPD leadership to meet with.
- VI. Recommend to SLCPD to publish a current Use of Force Report for public viewing.

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>)

2024 REP-C Annual Report (<https://www.slc.gov/boards/wp-content/uploads/sites/33/2025/08/REP-C-Annual-Report-2024.pdf>)

Salt Lake City Public Safety Plan (<https://www.slc.gov/publicsafetyplan/>)

[Presentation on Police Explorers Program](#)

[Presentation on Promising Youth Project \(PYP\)](#)

[Presentation on Salt Lake Peer Court](#)

Budgetary Letters of Support:

- [Response to Administration Request for Budget to Advance General Public Safety Measures](#)