

7.22.2020

Thornton City Council Ad Hoc Committee on Equity

Background:

The Ad Hoc Committee kicked off officially on June 1, 2020 and set the outline for the process to review the 4 topics of equity identified by the council: Policing, Communication, Amenities, Transportation. The Committee will provide recommendations to the full Thornton City Council after each topic for discussion.

Topic 1: Policing

7.8.2020: Presentation by Police Department on existing activities, actions, related to diversity in recruitment, training, and discipline

7.15.2020: Community engagement forum to solicit ideas and hear from the public on experiences

7.22.2020: Committee reviews and develops recommendations

Ask: to direct staff to investigate options with the following outcomes:

1. Procedural
 - a. Administrative support for filing reports, e-filing, follow up (including data to help adjust future responses)
 - b. Opportunity for Ombudsman? Helping with managing public requests related to police (safe place)
 - i. how are other communities addressing this?
 - ii. Independent review
 - c. Audit: Verification of training vs. practice
2. Long term engagement & communication plan with the public
 - a. How do we get officers to “know” the community and their stories? (implicit bias)
 - b. Affirmation: community policing is about more than fighting crime (thank you for calling, consistent & positive customer service & follow up from first point of contact)
 - c. How can residents get support without fear of retaliation from neighbors (intermediary support as needed – lens of crime areas or cultural differences, confidentiality)?
 - i. Implicit bias exists with neighbors not just PD
 - d. Focus on building trust
 - i. How do we continue to get recommendations from the community for focus areas and to create positive interactions? Pre/post and during COVID?
 1. Community engagement group with a purpose? More formalized
 - ii. PD support for participating in HOA meetings? Or general engagement in community events to gather feedback. Police in the neighborhood are part of the neighborhood meetings (local gatherings).
 - iii. Domestic violence: provide immediate resources (victim’s advocates are after the fact), ensure ALL are offered resources and support – including safe houses
 - iv. Ensure that what we say is happening is actually happening for all
 - v. How do we ensure immigrants are able to be included in trust? (do you have a license vs. please show your license)

- e. Include engagement for hiring of new Chief
- 3. Improve transparency on existing systems & programs
 - a. Less “jargon” – talking in terms that make sense (example – filing a complaint or a compliment: what does that mean?)
 - b. Multiple ways of communicating (electronically, multi-language)
 - c. It’s intimidating to have to file a report with PD, how do we ease that?
 - d. Want: neighbors to feel safe communicating with the police
 - e. Understanding role and action of victim’s advocates, opportunity to strengthen
 - i. Specifically, for those of color and/or immigrants
 - f. Sharing data as well as outcomes
 - i. adding to regular reporting? How often services provided, how often services accepted, how often do we follow up, demographics
 - ii. Adding use of force to regular reporting?
 - iii. How do we validate that training is applied in the field?
 - iv. Unrequested police contact, escalation from simple contact to arrest/detain (by ethnicity)
 - g. Cultural training – share with community and show application
- 4. Focus on diversity in leadership (look into why we aren’t more diverse in leadership – barriers)