

Meeting Minutes

Subcommittee on Racial and Other Profiling Disparities

Date: Monday, March 21, 2022

Time: 6:00 p.m. – 7:30 p.m.

Meeting Objectives:

- Discussion with Elgin Police Officers
- Draft recommendations for strategies to reduce racial and other profiling (If time permitting)

Attendees: Danise Habun, Crigler Crigler, Anne Lalley, Corey Battles, Charles Horton, Kevin Kamejarin (Resource Officer), Deputy Scheussler, Cynthia Rivera, Walter Blalark, Dan Rouse (Officer, Technical Investigation Unit), Shaun Schroeder (Officer) Detective Andrew Houghton (Investigative Unit, VP of Labor Union)

Notes

Time (CT)	Topic	Notes
6:00pm	Call to Order, Roll Call and Agenda Review Review and Approve Meeting Minutes	Meeting started @6:07pm Minutes were approved through consensus <ul style="list-style-type: none">● Amendment for passing at the next meeting due to Crigler's name being misspelled.
6:05pm	Public Comment <ul style="list-style-type: none">● Any member of the public who wishes to address the task force may do so via Elgin City Hall	No public comment
6:10pm	<ul style="list-style-type: none">● Discussion with Elgin Police Officers	<p>Member Rivera: Recommendation of Resource officer to be the same race as the representation. Not appropriate to limit to a certain race. Kevin: I don't make any decision in regards to race.</p> <p>Officer Rouse: Just find the right person for the job. I don't think race should be a factor. How good their character is, not their skin tone.</p> <p>Member Horton: We totally agree with you but we know that it's not like that across the country.</p> <p>SRO Kamejarin: I think the interview process is what is important. In Elgin we do a pretty good job of putting the right offices in these positions.</p>

Chief Lalley: Interview process is pretty thorough. Because of the safety Mandate there are now different requirements before they are considered. Will send those to the Subcommittee. The decision is made by the police department but the principal also has a say.

Member Horton: How much more deescalation training is required in comparison to regular police officers.

Chief Lalley: They have been through 40 hours of crisis intervention training. 98% are trained in crisis intervention and newly hired will go through the training.

Member Blalark: How much influence does the school have when you are involved in a school situation?

SRO Kamejarin: There are a lot of stakeholders in the building that has say, but once turned over to the police department they have no say. That happens often that things get turned around and discipline happens at the school level.

Member Rivera asked: What is the most rewarding/challenging part of your job? How often have you seen a student turn around?

SRO Kamejarin:

- I start a leadership group and team up with counselors in the school and we offer services to the children. The challenging thing the school looks to the police officer and what we provide is a calm face to deal with in order to calm a student down.
I look to not arrest, That is a last option.
We've implemented a program to help with that as well.

Member Crigler: How many of the officers are SRO?

Chief Lalley: Current SRO's 1 was a resident from patrol, Kevin from patrol, Kevin R from patrol. Most officers came from patrol.

		<p>SRO Kamejarin: We also have offices with a lot of community engagement experiences.</p> <p>Chief Lalley: If they are involved in the community that is very helpful.</p> <p>Member Crigler: SRO, why did you want to be an SRO?</p> <p>SRO Kamejarin responded : Wanted to get back in school. I have taken a lot of mental health classes especially with juveniles. This is a great way to meet a lot of people in Elgin on a good basis. A Quick way to meet a bunch of Elgin families.</p> <p>Member Battles: What is the role of an SRO?</p> <ul style="list-style-type: none">● The resource is the role. You are there for safety and security especially against outside threats. The resources that we provide, a friendly face, a mediator/resource is the best thing. <p>Member Blalark: The stops in Elgin, the calls are when the police officer is in the present of the area. Most of the calls west of Dundee there is a heavy presence. What types of calls are you receiving?</p> <p>Deputy Schuessler: Only 25% of our calls are in that D dax area.</p> <p>Member Blalark: Seems like they are inquiries. I got stopped due to distracted driving. Stopped me and 3 other hispanics. More police presence in that area then we are going to be stopped. How can I make a recommendation without stopping you from doing your job? Statistic wise when there is a grant it's always targeted to people who are less politically inclined. Basically people of color.</p> <p>Detective Houghton responded: There are different stops for different things. A Lot of variables go into how many people we arrest or how many people get pulled over. Most of our contact with the public is response based.</p> <p>Member Blalark: Shared an experiences where he got into an issue with a white male and the white</p>
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makle was the aggressor and when the police arrived the officers went to the white male as if Blalark was the one doing the wrong and he felt if another gentleman wasn't there to tall the story he felt that he would have been arrested.

Chief Lalley: Traffic stops in Elgin

- Citizen driven we are in Summit Toastmaster due to complaints of citizens
- Crash data
- The data driven approach to crime and safety may be burglary or theft.
- Behaviors
- Time of day

The experience is what you can't forget, we share these experiences and have the officers to hear that. And is part of us growing and learning. We can go back and look at that. We are able to go back. How is the person of color experienced when they are pulled over by the Elgin officers. If you want to sit down and discuss this situation we can.

Chief Lalley: Engaging and hearing what you are saying is great and it may be difficult. If they were meant to feel a certain way it will take time for the community to trust the officers.

Facilitator Hoereth: Blalark I know you were challenged with coming up with recommendations from this subcommittee. The feeling you're expressing is why we are here having this conversation with the officers to understand where the motivation comes from and that it's a lot of pain for people. Motivated to come up with solutions that are going to work and that is part of the struggle.

Member Blalark: To the officers "what can we do". How do you balance a situation like that?

Detective Houghton: People lie to us all the time. We do a thorough investigation. I don't want to take people to jail. Sometimes it's out of my hands. We can do a better job to be more respectful. We try to be calm and thorough in the investigation.

Member Blalark: We're dealing with racial profiling. If the white citizen wasn't there I would have been arrested.

Chief Lalley: As we take the next step when things like that happen people need to come forward immediately. We need to know what occurred and then the feeling. Yes, could an officer have a bias. Training , bias training, culture of honor, to hit to the culture.

Member Rivera asked is it possible to have random ghost cameras placed around the city?

Chief Lalley: explained to the subcommittee that the city does not use red light cameras. Depending on placement you will see a high level of citations in black and brown communities. We have cameras in certain intersections. We may use them in a criminal investigation. but cameras in the public we are open about. There is a privacy consideration. Ghost cameras won't be as effective. We will probably stay away from that and we would probably use enforcement.

Facilitator Hoereth: Is citation by camera different then one with a stop?

Chief Lalley: It is difficult to track. There is a margin of area that we don't want to engage with. Philly banned areas where low level infractions were the main purpose of the stop. Rationale behind that is to reduce racial profiling.

Officer Schroeder: Depends on what you take away. If you take away our proactive units you take away a lot of offices needed.

Detective Houghton: I stop and tell the driver they have a tail light out and I give a warning and send them on their way. Reasonable suspicion is odd at 2am. alot of those stops are just written warnings. Detective Houghton: I would like to see how this will pan out for the City of Pilly. Don't want to be the first agency to try things.

Rivera: The motive of the Philly Ordinance is to reduce racial profiling.

Member Crigler: I'm on the fence about a whole lot. I don't like the feeling that is coming off. Unfortunately I can't say that today. The bottom line is

that it's not just feeling. There are a lot of African Americans in Elgin that have been affected. I've watched officers pulling black males being pulled out of their cars. What are we saying? Black people inherently have issues. Why did you join the Elgin Police Department?

The officers response to why they chose to be an officer in the Elgin community:

- Officer Rouse: My father was an Elgin Police Officer. I was a CNA then became a surgical tech. I was going to school for nursing of the PD because I thought both could be helpful and I had something to offer. I thought I could be better than officers that pulled me over at 17. I know what type of officer I would like to encounter and I know I can be that officer.
- Officer Schroeder: My mom is in Social work, fostering children. The biggest thing is my life experiences with my father. What our family went through over the years is why I came to Elgin to help people. Helping to make better police officers and what an officer should be.
- Detective Houghton: It was either law school or the police department. I worked at a Juvenile detention center. It was like a DCFS housing facility. Wanted to do investigations. I'm driven toward sexual abuse human trafficking because I like to work with people that don't have a voice and are afraid. My main focus is victim driven.

Chief Lalley expressed to the subcommittee; I understand Crigler, it is difficult to do this over Zoom. Our intentions are coming from a good place. This police department is good. I got volunteers left and right. Please go forward if there are these incidents, please people need to come forward. Standards in the police department and the expectation of this department is high.

Member Crigler stated:

- I want us to be careful. Policy makers are offering that we forget the experiences. that can't happen. Cultures that I am involved with we always remember. I want to move

		<p>forward with the acknowledgement and it won't be repeated.</p> <ul style="list-style-type: none"> • I don't think the police are in all tell all. There are other agencies in the community that should be utilized. We don't want charity in the African American community. Equal treatment. We're asking to not be made thle problem. <p>Member Blalark thanked the officers for listening. The change has to come. African Americans are tired of being looked at like criminals. We are all not criminals.</p>
6:45pm	Break (if needed)	
	<ul style="list-style-type: none"> • Discussion of recommendations for strategies to reduce racial and other profiling (If time permitting) 	
7:25pm	Wrap up & Next Steps	<p>Meeting adjourned: @7:58pm</p> <ul style="list-style-type: none"> • Rivera: Next meeting to do a preliminary vote on recommendations we have thus far. • Submit any new recommendations via email.

This meeting will be conducted via Zoom. The meeting video will be recorded and live streamed at cityofelgin.org/watchtaskforce.

The Council Chambers at City Hall, located at 150 Dexter Court, will be open for anyone interested in speaking during the public comment portion of the meeting.

All agendas, meeting minutes and meeting video recordings will be available on the City's website: cityofelgin.org/watchtaskforce.