

December 16, 2021 – Meeting Transcription
Community Task Force on Policing

okay so good evening everyone i'd like to call this meeting to order and uh this is at 605 pm uh of the meeting of the community task force um it is thursday december 16th um and we're going to do roll call so with that being said

please uh i prefer that you say here so i can hear you than me kind of watching you uh marcus bannerchannel he's out marcus bradley

cory battles corey's here thank you corey aubrey flickama

aubry flickema kevin zaldivar here thank you kevin

simon blanchard

here thank you

carol bailey present thank you penelope williams i know if he's here thank you charles horton

charles horton walter blaylark yeah sherman blair

tish calimer dish is trying to sign in she needs the link center okay thank you you're welcome

denise haben it's denise and i'm here thank you joshua brock away yeah i'm here thank you ishrael cordova i'm your jersey thank you cynthia rivera here thank you and karen areola here and aubrey just joined thank you

and tish kalimer just joined okay thank you

okay

um and i now motion uh

everyone should have received the minutes from our last meeting on december 2nd and i would ask for a motion to approve those minutes

i motioned to approve the minutes of last meeting thank you kevin is there a second i second it all in favor of approving for the minutes

hi hi hi okay that motion passes

and i'll pass this on to then sarah for public comments thank you chair um i would like to open up the floor for any uh public comments

hi this is chief lally there is no one here at city hall okay thank you chief um we can then maybe um share screen uh we did have just a few slides that we wanted to uh present thank you everyone for providing your preference for subcommittees um we do have these results and we just send this in advance but wanted to just show the results again for everyone's preference like review one last time and to share what are going to be the top subcommittee topics that we will address first so if you can just share your screen my my role has changed for tonight sorry about that uh sorry about that sarah i've got it as um

let's see i'm just gonna try to enlarge this so that it's more readable legible

it'll be a little tricky for it to be both legible and everyone able to see the entirety of it so i'll do a little bit of scrolling but what you see i'm sorry sir did you wanna no that's fine go ahead okay i was just gonna say that um you will see that for each of the each of the subcommittees that we agreed upon the seven of them each have a column and where you see an x the person was either saying that i want this to be one of our four priority subcommittees or an acts under preference means i want to serve on that subcommittee and we based the four highlighted priority subcommittees on the total number of people who listed it as a priority and so i'm scrolling down to show you that as you see um the second let's see subcommittees

2 4 5 and 7 were the ones who got the most number of folks expressing them as a priority so two is here four is two columns over from that five is right next to it and then seven is on the end so it just shows you that um those were the folks who those are the numbers of folks who expressed that should be the priority one thing to note is that the civilian review board topic had the most uh votes you might say the most number of people prioritizing it i think that both the facilitation team and the leadership team and

others believe that the civilian review board subcommittee may only need just a couple of few meetings given all the work that's been done to date on the civilian review board and so it may be that that group is able to finish its work and give its recommendations back to the task force relatively quickly in which case we could plug in another subcommittee once that subcommittee is finished the other thing to be aware of is that there is no limit on the number of people who can serve on a subcommittee it's essentially an opt-in kind of basis so as long as you have an interest and can attend at the time that the subcommittee chooses you can join that subcommittee

thank you larry and then just to reiterate the top four uh subcommittees are training uh recruitment hiring retention and promotion uh racial and other profiling disparities civilian review board and epd allocations of resources um if you can maybe switch to the slide deck there is a slide where it shows everyone's names under this the um the different topics you can just maybe show everyone i'll be happy to in about 25 seconds thank you um and then and as larry pulls that up just wanted to see if does anyone have any questions so far

remember click email you like yeah just a quick question so if i'm understanding it correctly are people being assigned to committees or are they it's just open to anybody who wants to how is this working now we have people have uh provided their preference and so they have uh told us which uh which subcommittee they would like to uh be observing okay so they will at some point there will be like assignments for like there'd be a little an official these are the people for the committees right so i'm sorry sir i was just going to say aubrey that um it is it's purely based on on the desire of the member to join it in other words there's not going to be a well now we have a subcommittee the door is closed i mean anybody can decide that they would like to join the subcommittee we as as the facilitation team are intending to initially send people who expressed interest uh kind of a scheduling preference note so if you want to make sure you're on it you know obviously make sure that the spreadsheet reflects that so that our record keeping is is accurate but as far as we're concerned if you want to come to the subcommittee meaning come to the subcommittee meeting and you know you can serve on more than one that sort of thing so theoretically it could be really a revolving door it could be i mean i think the the hope is probably that there be a a study cadre of folks who you know regularly attend that subcommittee and participate in from start to finish okay can i suggest that we discuss having a more structured approach to it

yep sure i'm this is actually sarah's portion of the agenda so i want to let me hand things back to sarah while i look for that i i do i think actually uh we do hope that is a structured uh process where if you uh sign up for that subcommittee or there is some form of commitment to be part of that subcommittee until the recommendations have been um identified and presented to not only the full task force and come to a consensus but then the goal is to present them to the council afterwards okay thanks

i can uh bring this up now um which slide did you want me to bring up sarah sorry so uh let's actually stay on the slide here um i did we didn't want to just provide a few high level guidelines about how this

subcommittee will be uh just some guidelines one is that subcommittees will formulate recommendations via consensus and that means you will come together as a group um and then i then identify some recommendations and agree upon your group of subcommittees and then come and present them to the full task force um once the full task force is provides their uh okay then a volunteer from the subcommittee will uh present that to the council um just noting that the epd the city manager council members sean and power are available to provide resources answer questions as you're workingtogether would like a request for data or just want some questions or want to ask like the chief or othersto come and present that is given like a time a time that like appropriate time beforehand that can happen and then us as the facilitation team will be present um and helping coordinate between uh like each subcommittee so um will ensure that once you're coming close to submitting some recommendations and presenting them to the council we will work with the city to make sure that you have space and agenda to give that presentation so maybe stop share here and ask if there's any questions thus far

denise

okay so i i'm like real confused um and so pardon me and of course my dog is sparking right now um soyou're saying then

i guess i'm trying to get clear on when the task force adopts like the work from the subcommittee who isit that's going to be presenting it the recommendations to city council would that be the chair or vice chair

so this is we have provided some guidelines and then you as the task force can take those guidelines or up like decide to go in another way but we would say it's going to be a volunteer from that subcommittee because not all uh that's not the chair and co-chair are not present in every subcommittee so it would be a volunteer or a representative of that subcommittee will then present your recommendations first to the full task force um and then after that they will also be done presenting it to the council okay and so that will and again your pardon because my dog started barkingso then you so then the recommendations going forward the task force we will have to we will vote on them

okay yeah and if i could sarah real briefly um denise i think the the idea here is you know if a subcommittee you know comes to a recommendation as soon as it's ready you know as soon as the subcommittee has found consensus let's get it to the task force let's see if we get their consensus let'sget it on to council so it's an iterative process and that was in that respect

others does other others have questions about just those high-level guidelines that all subcommittees will follow

is the question really answered i think they asked uh in in the sense that we're talking about people getting on these subcommittees um i was under impression like i wanted to be on uh police profiling that that would be the committee that i would work on and uh if i have time to look in on those other committees that act that i could do so however uh i i don't want i think somebody said something about a revolving door i think it's going to be very difficult for us to uh have a revolving door yeah i'm glad you put that up there because i think these are the people who should you know those other people volunteers to be on those particular subcommittees and those are the people that should uh maintain some type of uh maintenance one those subcommittees it should not be a revolving door however however if any task member any any task force member want to come in and sit in or to give their opinion surely they sure can i i think that's what you're saying yes that's correct um completely agree with you and all all um meetings once they're finalized so the like some logistical things will happen the members who have signed up for that subcommittee will be an email will be going out for just scheduling and once that's scheduled and on the books all other task force members will know about those meetings so they can join but the the hope is that these mean people who sign up are the main members of the subcommittee and are committing to be present um in each of the meetings until recommendations have been um identified and presented to the task force can i follow up i see some hands up can i follow up and i think also that those subcommittees should be the present once they presented to the entire task force then they should also present it to the council uh it makes sense that that that you know uh somebody who's not on the subcommittee should not uh be able to you know they should articulate uh whatever they come up with and also whatever the whole the whole body come up with i completely agree with you um thank you and then um just come for just checking in ishmael do you still have a question

uh yeah i apologize for my voice i actually have tonsillitis so i'm sorry for that guys um i just had a quick question if we could specify instead of volunteer i think that each subcommittee should have a chair to help organize it um and i think that if we specify that the chair will bring that update to the whole task force i just feel like that's a little bit more specific that would be more beneficial um i'm assuming that similar to the leadership that we have in the larger task force anyone who wants to serve as a leader in the subcommittee will know the commitment um needed so i don't know if that's something that we wanted to implement into our subcommittees

a chair rule my my

one one possibility there ishmael is um once the subcommittee convenes uh for its first meeting uh it can make a determination uh and you know elect its own uh chairperson if that

if that subcommittee feels that that would be uh beneficial um it could be something we decide to standardize but it also could be something that that as i say is just chosen on a subcommittee to subcommittee basis

great um so i just wanted to see did anyone have any uh uh like just seeing here their names is this correct or there is any final like edits um because hopefully after this we will follow up with scheduling um the subcommittees in the new year

wait i don't see any hands up oh um um my name should be on the training and hiring a recruitment retention one um i made that one of my preferences cameron and uh sheila will capture that we'll correct it

great so um we didn't want to have a more of a goal setting conversation um so i am going to hand things over to joe to kind of facilitate that conversation where we focus a little bit more on what our goals what are what our hopes for each of the subcommittees

thanks sarah so um i think uh you know once we're in our subcommittees uh just just thinking ahead envisioning imagine your your first subcommittee meeting uh at that point all you'll have is this the the name the topic of the subcommittee but i think it would be good and what we wanted to offer uh suggest to you all is to have a standard set of um goals or outcomes uh that at a minimum each subcommittee takes on so that you have some standardization some kind of basics that in terms of tasks and products that each subcommittee takes on and and reaches and achieves and so uh what i wanted what we wanted to do um was to throw uh to throw out uh make suggestions of three of those uh goals that you all could start with it doesn't presuppose that a subcommittee could say well with regard to this topic our interest was such and such and we want to make sure we do this we want to make sure we add to it or this topic is distinct from the others and so we want to take in addition to these goals we want to do something else uh but we do think it's important to give a little bit of kind of structure to what you all are doing so um the first the first kind of suggestion around goals would be to allow space for and these you know we could call these goals or we could call these principles whatever to allow space for folks to be discussing and sharing their lived experience and and their practice with the issue um i think there's there's going to be a lot of opportunity so for the more formal kind of thing where you're looking at a policy or something like that but i think we want to make sure that each subcommittee allows for that space here's been my experience with this the people i know you know here's been their experience with this um that each subcommittee take that on as a principal to allow for space for that kind of uh discussion oh walter i see your hand raised oh are we going to get that uh uh you know who's going to be on the task force that that that handout that that was just shown the slide that was just shown can we get a copy of that we need to know we all need a copy of that um we can resend the excel sheet and then also this slide that summarizes the top four but the excel sheet shows all seven uh subcommittees um so we can resend that yeah and on joe's topic joy we're going to get some some written guidelines uh so we can have some type of framework to work with that's what you're saying absolutely i think that's what we're trying to work toward the consensus around right now as a whole group uh some some basics uh and then we can put that in writing

after this discussion whatever however you all react to these that i'm suggesting or if you have your other ideas to add to it

we can put that in writing and distribute that to the whole group as well so you have it going into your first subcommittee meeting

that's a good question and i think uh sarah walters question was specific to the slide that had the names associated with the specific committee so um when you say slide deck just want to confirm that's in that slide deck right correct and we will we always uh upload the slide deck to the box but we will also resend it we would send that one specific slide after this meeting perfect that's what i was going to suggest just to uh for ease of finding it that we extract that one sheet and send that separately so that folks have that easily on their fingertips uh so creating the space for live practice and experience in in your subcommittee uh would be one goal that i would throw out there for suggestion i see norma is it a hand raise yeah joe i think uh there was another hand up denise did you have something

you're on mute

me there you go um i was just you know um supporting what walter was saying and actually i prefer having the slide rather than the excel spreadsheet to be resent because that was the information was just too too drawn out it's my you know i like things to be really sort of concrete so that was it go okay we'll send we'll send the slide and the other slide that also says subcommittee guidelines that has sort of a start of some guidelines to kind of add on to for the subcommittees

did you all show some guidelines already yeah it was it was very brief but it was the general one where sarah was talking about consensus and the facilitator will help you and then how we yes oh yeah that was that was really not to yeah yeah i think we should uh i'm sorry no i think we should create something generic but not that generic uh you know something more you know what we can really facilitate and get these committees subcommittees going and and have the guidelines where we can create and and work in that uh frame uh that we create ourself and what we're looking for i think we just need something generic from you all some type of framework and i think that's what you're asking for for us to create that now and then we'll add that on to that as well that's what we are yeah walter that's correct we're throwing out three for as as uh suggestions uh and then you all can build on that or or whatever edit revise whatever uh so the first that i was gonna suggest uh feels like a very important principle uh guideline i guess you could say word different word to use uh for a subcommittee which is to ensure and create the space for lived experience i the reason why i elevate that to the top is it often gets devalued in a lot of discussions uh around policy and stuff it's just you know people want to say well this has been the practice and this has been the official word and this has been say that again joe what do you call it live experience lived experience create the space for lived experience it to be shared in your subcommittee discussion that is part of uh you know what we're suggesting is a primary function of this committee is to facilitate that kind of uh experience uh getting into the discussion uh and then review of police policy and that's you

know that's i think what we would all expect to do on a group like this right what is the current policy related to this issue or relevant to this issue uh what does it say on

paper that uh in terms of the practice what officers and and the department is supposed to be doing and any other related document to that policy that provides some guidance to officially to the police department

that is something that you know again each subcommittee probably should do is uh you know take a look at those policies review them and then provide some comment or recommendations or infuse those in a deliberation in some way take a robust look at that policy that those set of policies and then the third uh is is related to how this task force relates to the community in general you all were selected to be on the task force uh but there was always uh envisioned an opportunity for you all to collect input from the community and feedback from the community on questions that you all frame to to your uh friends and neighbors your fellow community members on this issue and so when we get around to having those uh those meetings with the community or the input sessions from the community whatever shape they actually end up taking now is the time within these subcommittees for you all to think what would i want to hear from others what would i want to hear from the community related to this issue and to maybe start to frame those questions in our experience in doing these kinds of those kinds of community dialogues uh how you frame the question and what the questions are is crucial is critical to how useful those conversations are um you know you it's great to have a discussion you know how do you feel about community policing in elgin or something like that but uh you also want to make sure you have very specific uh questions that you post to folks to enhance and add to the discussions that you had in your subcommittees and to add ultimately to um the work of this body uh so i would put those three out there um live creating space for lived experience reviewing police policy and framing questions for community input

and then i'll throw it out for a discussion how do people feel about those uh are those a good basis for a starting point for sets of goals for each of you all for the sub for each of the subcommittees uh or did you have other suggestions or expectations

first of all let me say that those are those are excellent i think you know some starting points i appreciate that and uh i hope we have others but that that was great thank you for that

uh chair you have your hand raised yeah i wanted to say that i totally agree with walter that i think those are fantastic questions the exact questions that we should be starting off with so i definitely agree with that

i think you know we can start to construct a slide that will have these um plus the ideas that you all have on there um i don't know if that's something we can do on the fly we're um i am creating a whiteboard right now so that will share in the end based on people's edit uh

aubry yeah i think those are great um and i apologize to go backwards i'm just sitting here thinking and i i have some real concerns about the structure still of how we are doing the subcommittees that they are really just open for anybody to go to i i would really love to hear some context for why that decision was made and not that i want to close close them off for people to listen it just feels like if we want to get some things done for somebody to and hopefully no one would do this but for somebody let's say that i have been serving on one committee and i want to go to another committee the third fourth week that they're in session and then i'm gonna bring all of my own you know input after missing three four weeks of context it just feels like it's gonna be messy and it's gonna inhibit our progress so i would really love to hear what the intention behind that was and why that decision was made

that's a good question i'm not sure i can speak to that i think uh at least it was about trying to keep the start with the process as loose and open as possible and allow you all to if there were going to be any limitations or constrictions allow you all to define those so i guess i would put that question out to the group to see how people feel about that i i think i think we had so many topics and we tried to put them together and we had so many people was so passionate about many of those topics and and it was difficult maybe even for me to look at look at more like the police civilian group i i really want to you know really talk about some things that need to be added on that however i i i went and said no you know i can't can't do that let somebody else do that and maybe i can pass that on to the subcommittee uh my my thoughts on it uh and i hope uh aubry that we we would do that is past our assault on about what we think that maybe you should you know whatever committee subcommittee should look at that uh that was all my thinking about that i i hope no one would come in and and disrupt or or you know you got the framework or you're working and you've got something going on in any of these subcommittees i i hope that that would not happen i you know i think that we're going to be so busy with our own subcommittee that i'm not going to have time just dealing with racial profiling but but that was my thought my thought was that and i as as i thought about it you're right i i wouldn't want to come in three weeks or four weeks missing the subcommittee and saying hey you know uh i think the civilian review board should you know get a stipend and that's my that's my pet

task force member calimer had her hand up and was it in the did you want to comment in the flow of this discussion or did you have a new question go ahead tish

you're on mute thank you i just i thank you i just wanted to reiterate what aubry said which is i do think we need some structure and in order for us to move forward we simply just need to make assignments or volunteer and commit to however many subcommittees we want to commit to i think what's going to happen is in each subcommittee the topics and the questions and concerns are going to overlap and are going to be touched upon the group that looks at

the allocation of the budget will certainly touch on the topic of racial profiling the group that

touches on racial profiling will no doubt also talk about training everything i believe is interwoven so i think we just need to pick the topic that we're most passionate about we're still going to meet as a committee on the

whole and present our findings and we can have a discussion then we can still go to one another uh people on other subcommittees and say hey i have this question do you think you can bring it up at the at the next subcommittee that i'm not on uh whatever nobody has time to be on every single subcommittee and the task force is not the subcommittee um so i would like to see us just iron these things out because we need to get started doing the work so far with all due respect we've been discussing how we're going to discuss things and i'm anxious to just get down to the work thank you really quick too i guess i would just be interested to hear is there anybody in the task force now that would want that would want the freedom to be able to pop into meetings whenever and no judgement if that's you great can i respond to that joe real quickly these meetings are subject to the open meeting act and so there are public meetings everybody can watch these meetings and so attending them is not a question i guess the question is how would they have access would they be watching through the youtube stream or would they be accessing through zoom which means that they could speak during that time but i also have in the end of the impression that we have identified the through our own checking off the list that we have the subcommittee's tabulated and ready to go you're you're correct gosh we have identified the members of each of the four top the first four subcommittees and our next step is that we will reach out to start scheduling the meetings and you're correct that these are going to be live streamed so anyone can join and like follow the the live stream um and come with questions during the full task force meeting if you have any questions for that specific subcommittee or reach out to the facilitation team who will be on every subcommittee meeting if you have any questions that you would like to present or for the subcommittee just to clarify also in the event that multiple subcommittees uh made it once we'll still have separate live streams of each uh subcommittee so folks can track and and just for everybody's edification you know i think all we're trying to do is accommodate the desires of the the task force and so whatever you all would like to see as a as a norm uh of practice as it relates to subcommittee membership we will we will be happy to abide by that um get joe back over to you okay just want to acknowledge kevin who's had his hand up for a while yeah so in regards to uh task force members coming out i think it raises a real concern because uh you don't want to digress or regress to a conversation that was already passed as a as a subcommittee however i feel that the way to address this issue is to look at scheduling i'm one of those individuals where i believe that is important for me to pop it into multiple conversations simply an easy example is you can't discuss the funding of police resources without the hiring and firing of police officers so i would need to be jumping into both those conversations one to keep those that subcommittee informed of our findings and two just to add what we're seeing through our end and our input and so i think there's discussion about um either creating using this time as subcommittee time but i think that raises a real concern about how the public would be able to manage multiple simultaneous meetings and pay attention to those so i think scheduling is going to play an important role in how often we should be able to or we can participate in other meetings and other conversations of this topic um and uh i think with that in mind um being able to be a part of more than just one subcommittee is possible all right thank you for that kevin uh ishrael

so when we started discussing the subcommittees i was one of the people that were a bit

adamant about limiting the amount of people that are in each subcommittee when the leadership team met i had originally recommended three subcommittees with about six members per per subcommittee and then we kind of talked about not limiting people which i understand as well um but i am pretty uh sure that

like i stated when we first started talking about subcommittees everyone can't do everything and that's the truth and the unfortunate um portion of all this but all of us are still going to be incorporating the conversation because every recommendation that is made has to come before all 18 of us and we still have to get the consensus of all 18 of us to move forward with the recommendation and so um when we talked about subcommittees and how we can arrange those because not everyone has a free time during their week we all have jobs we all have families we have etc i really want to utilize our task force meetings to possibly uh utilize that for subcommittees and my recommendation was the first hour would be dedicated to two different subcommittees so two different zooms running at the same time two different live streams and then the last the second hour would be this the other two i'm running in the same format and that kind of concept would be that we kind of just pick the top two that we want to participate in and um and kind of do that i do just want to reiterate that like all of us are going to be incorporating the conversation i'm assuming the facilitation group will be sending out minutes for each subcommittee as well so we can read those and ask questions at when they do updates and things like that um but i do believe that we need more of a structured and structured setup but because for example the civilian review board i believe that got like 12 or 14 priority uh and people wanted to serve on that and that seems like an extremely large task a subcommittee like i'm like if we're gonna have a subcommittee of 18 people we could have just discussed that as a group you know um so i don't know that's just kind of my mindset i think that there is a way possible but i think we just have to reiterate that none of our voices are going to be overshadowed or not listened to because ultimately we we should share those feelings whether that be we reach out to the subcommittee and we talk during their meeting about what we feel or our own personal life experiences or we talk about it amongst the whole task force um so i would recommend we try to uh narrow that down with the structure um you know we can simply have four subcommittees with nine people in each one um and you know that could either fall on the whole task force or on the leadership um to kind of arrange that but i think that's a recommendation we can definitely go forward with

thanks ishmael just would like to remind folks we are noting down your recommendations uh as the discussions is happening so if i just move on to the next person it doesn't mean i'm not acknowledging your your comment go ahead aubrey no thank you okay um my question is and i agree with everybody here and um kevin i totally understand why there would be a need for you to speak into other um other subcommittees and i think that's true a lot of people here i guess that's why i think it's important that we decide on a structure for not just how this how we're doing the subcommittees but also how that information is brought back to not just when the recommendations are complete but like how the work is going and updates on how the work is going in each subcommittee bringing that back to the larger task force because i think there will be a lot of um intersection between these different topics and i think it will be important for there to be somebody sharing in larger task force meetings i'm not sure how frequent those will be once we get subcommittees going um so that there is opportunities for crossover or for me to say hey next week you know we're going to be talking about this topic kevin would you mind coming in and sharing what you guys are talking about in your subcommittee and you know vice versa i think that's why i'm asking for more of a structure

here and more organization because i don't think it's just going to happen organically necessarily yeah thank you aubrey and i'll just throw something out there since you started this thread of the discussion i wonder if there's a way to just acknowledge that there will be folks who are who are sub-committee members let's just say their core

members or something like that and so while we have people possibly floating in or out uh when we're talking about consensus when you know within the subcommittee or the subcommittee is making a uh starting to formulate a recommendation or something like that that there's some way to acknowledge that those folks who are the core members collectively are the ones who are doing that work they can they can still acknowledge uh and factor in the input from someone who is a member of another committee who is sitting in and and throwing it out there but as a way to um kind of build in a a structure that ensures that old business is not needing to be rehashed necessarily right those members on the committee can convention back to that person uh look you know we we did have a meeting where we discussed this and here's why we chose to go in this direction or that direction you can engage in a discussion with them about it um but ultimately when it comes to the consensus that the consensus is amongst the the core members uh so that could be a way to accommodate uh the input without it um kind of uh disrupting a process that a group of people have worked on getting to because somebody hadn't been a part of that conversation yet and jumping here i do know that i know that we have some um hands up but we also kind of want to get a clear idea to move forward because we are going to start like our goal is the beginning of the new year really just jump forward with these subcommittees so um just want to be clear so the proposal that we're presenting is the the slide that weshared are those are going to be the core members of the subcommittee and they're the ones who are going to be working on that topic um if another member of the task force would like to join they would they would ask to be part of that so the agenda or that court um task subcommittee can ask for another member to come to talk more about a certain issue so that kind of just provides a clear structure there that these things larry um just these are again these are the core subcommittee members and they they have committed to be in every subcommittee um meeting and then anyone else who would like to just know what's going on can follow the live stream and the minutes but if they would like to present um that they will coordinate with the facilitator or the class like could be um to be included in one of the meetings uh and then i'm going to turn it to cynthia in just a moment uh i think also what i see as part of our role as the facilitation team is to facilitate that cross-communication across committees especially where you see committees uh possibly discover discussing the same topics from from the perspective of their committee topic uh and to make sure that that information gets shared across i'll go ahead cynthiathank you joe yes my comment was along the same lines about cross communication if there's i propose that we have something on the agenda that's uh and a spokesperson for each subcommittee and just you know three minutes a spokesperson just gives an update of what's going on in each of the subcommittees if they're stuck on a certain subject or where they're progressing or what they've agreed to and do that for each of our task force meetings that take place just a brief update and also if there's i'm flexible with the subcommittees if i need to be moved to another one or removed i just want to indicate that i'm flexible like if there's heavy representation in one of the subcommittees i'm flexible to to step down and give someone else a chance or i just don't want one subcommittee to have more people than than needed so i just want to indicate that

so um i'm just going to throw out there a tish is this along the same lines or are you

introducing a new thread i just wanted to know um has each task force member expressed a preference for a subcommittee are we all have we all volunteered for one or are there some people that have not only there's one member who we have tried to email and call but could not reach um but 17 of the 18 members have voted okay that's that's good to know and um going back to what cynthia said um it's

typical of any kind of board a meeting always includes subcommittee reports i don't think we need to reinvent the wheel it's a structure as old as time robert's rules of order goes back to 1300 or so so subcommittees and committees have been around and everybody is allowed to report and update everybody else

so we'll go to denise and then um i'll i'll try to summarize kind of the options that people suggested and present those back for i don't know discussion or vote in some way okay um thanks so could you put that could you put the slide back up there please

okay so i'm real confused again and i'm real sorry so you're saying then the names for each of these subcommittees those are the people that are the subcommittee because when i look at subcommittee for development of civilian review board you know there's what there's five of our names but yet there were four 12 or 14 people who signed up no actually denise to clarify that there were 12 people who said that the civilian review board should be a priority subcommittee there weren't necessarily 12 people who said they wanted to serve on that subcommittee only those people who said they wanted to serve on it are listed there got it thank you so this is why we need this slide rather than the excel spreadsheet

yes got it yeah because i process information in you know odd way so that was one thing and the second thing is i feel like a lot of us are some of us are sort of dominating this discussion and i'm really interested in hearing what my fellow and sister task force members think about this

that's it

uh in that spirit denise we'll turn it to penelope

yes uh i wanted to get some clarity because at our last meeting when we were forming these the question was the one that we want and then our other preferences so i see my name is on like a couple of these but i wanted to kind of clarify that my main one is the training so i don't need to be on the other ones just just for time's sake and all that it's just going to be too much yeah we can and we can certainly make those modifications either tonight or you know as we follow up with the folks that are that are signed up so we'll make that modification penny for yours and can do so going forward yeah i've noted it thanks thank you

uh thanks penelope uh i'm just gonna echo denise's call out for uh anyone maybe someone who hasn't spoken yet on this particular issue to chime in

i'm kind of uh can you guys hear me yes uh charles is that you somewhere i'm where uh we're just calling spoke earlier i think we're wasting too much time talking about getting to it i think we got to get to it if we meet we're going to meet some bumps in the road no matter how much we try to iron it out on the front end once we get into the meat of it there's going to be some bumps in the road that we're going to have to iron out at that time we're all respectful here we all have the same goal in mind so when we come to those things we'll just work it out when we come to it but the timer's spending on it trying to get to it that time can be used to work through it when we get to it and that's pretty much why i stand on it

got it uh chair krigler and then we'll move back to uh the original topic of this discussion about goals

okay i guess because these these are the most popular ones um i'm just wondering you know because there are some ones that i'm seeing here that i definitely did want to um be a part of but if they're going to all be running at the same time that is going to make it difficult um

so i'm just wondering um because my idea or my thought was the ones that got the lower ones to have those running you know two of the popular ones and then two of the least popular ones um you know it would give people i think a little bit more of an opportunity to participate um and maybe even you know where people would maybe want to even think about serving on the other ones that were maybe a little bit more least popular um but um i mean that's just my thought i i did want to like i said serve on um a couple of these um hair curler um what our hope is that we will follow up with the core subcommittee members with the polling and we will identify time that works with their schedule

so that doesn't necessarily mean that they're all going to be running at the same time yeah okay okay thank you

so i think we heard uh and i apologize if does anyone else have their hands up sometimes i have trouble seeing the hands no no joe uh i think we heard a clear strand around this idea of core members and within a particular subcommittee uh and and of course it being consistent with standard practice and robert's rules uh is that something chair kriegler you think we should like could we put that part to a vote just to confirm that so that there isn't any confusion about that moving forward and we can kind of agree that that's a foundational uh principle of practice for each of the subcommittees okay definitely um i guess we moved then to uh for a motion uh in regard to the robert's rules uh being applied to the subcommittees

um looking for a motion

sumo

okay what else you want to have a vote too because that's where you can we need to state the motion yeah i think it's the the most it's not just you know i guess it is robert's rules but it's just stating that there are core members who will be forming the consensus of decisions the consensus basis decision uh of it of the subcommittee's decisions right so if you're a corps member and we're talking about consensus you are the ones who we are talking about right others can float others can come in can comment right but when we're talking about consensus it's the court members so that's uh uh chair kriegler that's what i was suggesting but is that what you meant um yeah okay

yes

so then what we're looking for then is that the uh subcommittees am i correct in reference to uh making up their uh the um their policies or their group tis can you say that again what it was because i think i'm a little bit confused here what i was saying was each subcommittee should follow the structure of robert's rules of order which is whatever happens in their meetings in any of the subcommittee meetings it's typical at any kind of board council task force meeting those committees report it's part of the meeting structure so once our subcommittees get going every meeting will feature a portion of time devoted to sub committee reports

so i move that subcommittees follow the general structure of robert's rules of order whereupon they're required to report on their meetings at the meeting of the whole the committee of the whole so that asi had stated previously that i'm moving for a vote in reference to the subcommittees following the rules laws of roberts rules and that is that they would then report back their information um at all of our meetings the regular task force meetings updating us correct um and chair would call upon the subcommittee yes one by one to report yes yes and it becomes part of the agenda okay so yes i move for that vote then

i second

my third

so okay would say now we vote yeah and so now there has to be a vote chair yeah now we call for a vote so now we call for a vote please

okay so i called for that vote thank you

say aye or roll call yeah all those in favor say aye instead of doing the whole roll call aye

let's do it again i think and we indicate because some people need to it might be indicating with a thumbs up so yeah a thumbs up or an eye and so uh you know we need to instruct them to do that is part of the vote so it would be something to the effect of all those in favor uh give a thumbs up or indicate i but okay let's do the one with the the thumbs up so all of those in favor that's a violation of the open meetings act so i think you'll need a roll call vote i'm sorry i'm just like a stickler how is that a violation of the open meetings act to do i or some you that we need a roll call for precision

yeah uh roll call vote over oh yeah and robert's rules of order roll call vote overseas or is has more value than uh general um right okay nay or say so if someone suggests that and gets a second then they're able to actually go through real call right okay so we'll go through roll call then uh corey battles

he was present his square is there but he's not audible okay aubry flickema

hi

kevin salvador zaldivar that's okay yes simon blanchard all right joel kriegler i carol bailey

aye penelope williams aye charles horton hi walter blaylark uh uh on readiness with an eye because i think i need to say this i totally agree with charles or it looked like that we took a lot of time talking about this topic it didn't make sense you know seem like we need to know each other and deal with each other because i think that some people are you know think that you know everybody's going to be running wild uh so i go up with i but i think we need to move forward and let's go ahead and do this totally agree with charleston with i

tish kellemer i

denise denise haben bennett and josh brockway no

ishmael cordova i am steve cynthia rivera hi karen areola hi and sure you did you you did get corey but you did get cory battles back uh cory battles and i'll vote i it sounds like the eyes have it and the nays

we are pretty much done with that so at this point we're moving forward and the consensus of the group is that there will be reporting along the lines of robert's rules um at all of our task meetings that uh they will be bringing the information back to us and updating us um on a weekly basis or at our meetings uh we have several hands raised i think we've got questions so also just want to start jumping in here we also want to confirm the structure right so it's going to be the core i think that was how the conversation started um about yeah so can we maybe get also

let me if i may just um really recommend in the strongest possible terms that you will not take another roll call vote on this matter um you do you you all do not need to vote on everything that you choose to do um it's fine that we just took a role to all vote uh but it's time consuming as long as you all are comfortable with a particular direction it's okay to agree to it by consensus and to move forward so in reference to what sarah was asking i think that we're just wanting to make sure that the members that were identified as wanting to serve on each subcommittee will serve as the core members and other members of the task force can view meetings via live stream or read minutes and offer their input at the full task force sarah do i have that about right yes that is exactly what we're proposing and so i just need to see i see hands up i don't know if their hands to comment on any of this or if they're supportive but i'm not sure joe excuse me for getting in your way there go ahead it looks like there i think folks had comments or questions so uh we'll start with denise okay my my i was ready to make a motion that we uh you know that so now i'm all mixed up again that the people who've been identified as the core members for each subcommittee are the corps members that was my motion god so uh but we also have some questions do we want to do we want to pause can we pause on that just for a moment or do you want to

share kriegler do you want to yeah well i just kind of wanted to say this that you know we're all adults here and i'm trying to understand i'm thinking that once we get in these committees that we should be able to handle ourselves um the way we need to and i'm just trying to understand of saying you know people can't participate here we can't participate there i'm not i'm kind of not understanding that i mean in regards to having structure there will be structure i think we all know how to carry ourselves you know um but the one thing after another we keep coming with these policies i think what's happening is we're going to pretty much start to of what we all really got on here to do we're narrowing what we're wanting the outcomes to really be and you're going to start making people really feel like they really don't want to participate you know um you know i think there's a lot we all bring to the table and i think that you know like i said and just like larry said you know we're continuously trying to narrow everything and narrow everybody you know let's get into the meetings and then see how things go you know and you'll find out as those you know we start to move in that way of what

really needs to be done i don't see i don't think anybody necessarily jumping in and out of of meetings i just don't see that who got the time but absolutely

man these people don't trust each other joe if joe if i could um pastor i didn't interrupt you um yeah you did i think

that's right i apologize

uh i i just think joe that you know we understand that there's a desire on the part of this group to move forward with the subcommittees with the folks who have expressed a preference to be on them and that you know folks want the subcommittees to make a lot of forward progress and you know not be disrupted by um folks who who join in mid-stream and want to revisit what the subcommittee has already accomplished so obviously the task force members can observe and you know participate as they wish i think that shouldn't be about is just let's let's have some continuity let's get the subcommittees to to start meeting and if folks want to chime in they chime in but you know let's try to focus on the folks who expressed an early interest in being part of the subcommittees

i i hear you larry uh chair krishna has you got your hand up was that from before yeah it was before it's i'm taking it off okay uh so on that in response to both your comment and larry's follow-up i think uh just wanted to turn it back to the discussion about the goals for each subcommittee and maybe uh you know we we did have a break we kind of blew through the break as far as that was scheduled uh but i think maybe the thinking was we we didn't have much left on the agenda that we could kind of get quickly through this this last part here and then wrap up i just want to acknowledge that on the schedule

and and beg permission to continue uh unless folks are feeling um like we need a break because we're 15 minutes past the time we had a break schedule

uh ishmael um in all honesty i do think that we should probably just close this conversation i think that all of us gonna know where we're gonna be moving forward with the subcommittees we're gonna be starting in the new year that gives us two weeks to really consider what we want to get out of this um so that i think that could be a task for the task members to think about until our next uh subcommittee meeting and then we can take a break and move forward with our agenda if everyone is in agreement okay so you are suggesting to break right okay

anyone else object to a break now or want to second that okay i have another cat so okay well we'll break for larry how long are our breaks typically sorry i'm forgetting about five five five or so minutes yeah so we'll reconvene it what is that 722

okay all right thanks everybody see you in five minutes

hey larry we can see your web browser

my apologies to folks who uh inadvertently i showed a tab on my screen that was irrelevant sorry about that

all right uh 7 22. um i see some of us back with our screens on

and

let's see hopefully people's cats are not hungry anymore and are ready to finish wrap up the discussion so uh in the in the interest of uh just kind of again following the spirit of the last few comments about folks wanting to get into the substance of uh substance of why they're here the substance of the subcommittees uh you know i threw out three foundational three suggestions of uh foundational um i don't know i guess we could call them guidelines or goals for each of the subcommittees and uh i think we heard uh at least the folks who spoke sounded positive and their reactions to those so i was actually going to suggest that we use uh uh some time now to actually go in and have obviously in the context of a full meeting but uh some conversations about goals specific to each of the subcommittees from the folks who are who who are going to be the core members uh as i suggested you know the the goal of creating space for lived experience uh reviewing public policy and identifying um opportunities for community input or what the specific questions are for community input as foundational across the subcommittees

i was gonna propose that we actually go committee by committee right now and have folks who are members of those committees uh just start to suggest very specific things that would be important outcomes if they have them if you haven't had a thought about it yet that's fine uh but as a way to kind of jump start the subcommittee conversations so i don't know how people feel about that but i think that we have some time now and so why not use it to to really uh start of course at a very general level let's start a conversation um about specifics in each subcommittee

go ahead kevin hi joe i would just like to make a recommendation that this be held when we are broken into our subcommittees that could be further presented i think it would be a good time to actually tally or pull available times to see when these subcommittees could be held and that way if we can initially see as a group together whose schedules conflict and what not so maybe identifying the core members and discussing that and scheduling would be a great

start and then as we break after we identify we could um break down into the subcommittees then have those discussions and then report it back when

needed thanks kevin tish you raised your hand at the same time too i think too maybe if there's somebody that has the desire to either change their preference or who would like to join a group maybe they could just do that now um you know real quick okay i is there anybody that would like to join a group that maybe didn't express a preference earlier maybe they missed the deadline maybe they didn't realize what the the process is going to be like speak now or forever hold your peace that kind of thing i think both of those are ideas we can are things we can tackle right now uh how to uh i'll just want to get a nod from others in the facilitation team as well that we can manage that couple of other couple of other hands joe uh okay before uh who do we have uh audrey go ahead yeah thank you i um i'm sorry if this has already been asked can i have we made a decision on the frequency of when these will meet because i think that might help people make decisions on if they want to twitch or reduce or whatever

larry you're going to be there oh i'm just going to say joe no we've not um i think there may be some that think that a more frequent cadence would be helpful more than others that would like to stick to it every other week so we just didn't make a prejudgment okay thanks sure

chair krigler

yeah i'm looking at that um and i i guess looking over it that i think i do want to be added to the subcommittee on the development of the civilian review board

even even though you don't see it changing in front of your eyes i i can assure you our team is capturing it so thanks chair thank you

joshua um with respect to scheduling i'm since these are public meetings i'm not exactly comfortable announcing my availability around a public meeting that's streaming online i have a i have a significant problem with that i understand the desire i'm also i'm also struck by the the pressure to um to get into the meat of the conversation which i felt like you were offering us to do and then a need to pull back and push back against process again um it's not quite making sense to me that there's so much energy and kind of like fighting against chomping against the bit that when we get into a moment where we could work on some of the pers you know the actual meat of the conversation then we pull back into polish process again i think that's a really unfortunate like ebb and flow of the way this committee has worked itself into a pattern

thanks for that joshua would you have a suggestion on how we could use our time related to that comment for the rest of this meeting i mean i think i i think i would like to hear some of these i mean we've heard some of the lived experience but also some of the the questions

that arise regarding um particularly the the profiling disparities the resources and recruitment processes even if it's just initial framed as questions that you want we would like to have the answer got it

cynthia oh thank you uh as much as i want to be part of three of the subcommittees just time wise i don't think that i'm going to be able to commit to all three and especially if the meetings go like an hour two hours and then including this meeting and school it's just going to be too much i'm flexible wherever you'd like to keep me wherever you'd like to remove me but i just need to be removed from atleast one of them so if preglar i really want to be part of the civilian review board but if chairwoman um kriegler wants to be a part of that i'm willing to remove myself so wherever you see fit but i can only serve on two thanks

and tish and then out i would like to go after you raising a question uh in response to joshua's comment too i would like to be considered for the subcommittee on training hiring recruitment and retention but ayako cynthia um put me wherever you want me and i'm flexible

so chair kriegler um i'd like to just uh acknowledge the comment from joshua but also acknowledge that we've heard a couple of comments about folks wanting to use the time that remains to schedule a meeting and well uh i understand his concerns about scheduling too so that might be a difficult you know maybe we shouldn't be doing that but uh i was going to involve you in that process decision about how we use the remaining portion of our time i started out with with a suggestion about uh getting into the a little bit of the substance of the goals of each of the subcommittees which joshua i think i heard you saying you were interested in that uh but at the same time we have folks who who are wanting to use the time to kind of check off some things that we as a group would want to check off around scheduling

i think um go ahead say if if the if the task force not us but you guys the delegators um if uh i would be quick and and and uh you know active on polling on a related spreadsheet or something like that um i think that would uh i would kind of uh roll back my motion to use it as scheduling and actually hear joshua's concern so um if that's a commitment that um you guys as uh you know not us task force i keep forgetting you guys name um facilitators so thanks for team you guys wanna if you guys do you know then i'd be more than happy to fill uh joshua's and second his motion yeah we we appreciate that and sorry joe to cut in i would just say that you know we can get scheduling polls out to folks i would say at the latest monday but probably even tomorrow if we if we can carve out some time so i would be looking for that on email it'll show you a list of times that uh could be used for subcommittees i think that it would be helpful just for me for us uh to clarify whether folks would like for subcommittees to meet as a general rule at at six o'clock or later we were under the impression that you know that was best uh given that so many folks have uh obligations during the day so we were assuming that we'd offer six pm slots but um that's that's what we'll do unless we

hear otherwise thank you

joe back to you um i guess for that to facilitate that conversation on goals well yeah i think uh it sounds like there may be some comfort level with doing that and we may not just maybe the only way also because i'm you know we might i think we're still missing at least one person from the task force present today so around scheduling but to do that uh through polling and we can do that turning back to the discussion and about goals and getting into uh you know just i'll just take uh the first one on the upper left as an example to start with a subcommittee on training hiring recruitment and retention and i'd like to invite the folks who are who are um both the folks who are currently listed there and others who may have expressed an interest since that slide was created with your name on it uh to offer in some uh some perspective on a particular goal specific to that issue that might be important to you uh as that subcommittee starts its work as that subcommittee starts its discussion one aspect one way these goals are going to be helpful for uh the process obviously it's good to set goals at the beginning so you know where you're going but second we as a facilitation team and everyone else will be able to better support you with uh tracking down information that might be related to that issue or that aspect of what you're trying to do and uh just coordinate our support to each of the subcommittees a lot better uh if we know some of that in advance doesn't have to be but it helps so i'd like to invite folks to share any perspective they have on what they think is going to be important related to this particular subcommittee training hiring recruitment and retention

a couple of hands joe uh i think i saw calimer and then williams thank you go ahead with respect to training hiring recruitment and retention i would like to find out what is the epd's intended community impact with regards to training what is it that we want to achieve when we train hire recruit and retain police officers to better enrich the community and to promote public safety and our current practices in alignment with that if not how can we improve but what is our goal for the ideal community and how does police training hiring recruitment and retention fall into that

thank you tish we got that noted and i'm fiercely scribbling as others are typing as well go ahead penelope

for the training uh my uh well i think a goal is is to have an understanding of their training process and uh their recruitment process is this something that could be transparent to those who may be applying for the position are these things clearly laid out

in the expectation of what training is are they expected to what is what what are the expectations are um is there a particular process as far as their background checks mental health um the whole nine yards the their beliefs because they are um because this position is it's a heavy position i mean they're they're dealing with all types of people all types of backgrounds they are carrying a weapon so they hold life in their hands whether they protect it or they can take it so these things need to be clearly what are the what the clear expectations of a police officer is it clear in their recruitment other than because i've seen some of the

recruitment and the salary is big that draws people but are you capable of really handling this job what is that screening process like and how does that relate to their training and even

with that training are there cutoffs or like you know what we're seeing some red flags or are we just pushing people through because we need to get people onto the force thank you for that joe i just wanted to interject that uh karen and others were there's like emoticons going up of applause or thumbs up so uh tisch and penny are making points that others think are good

that's good thank you uh aubry and also once again reiterate uh inviting folks who haven't commented or on this or other topics to speak go ahead aubry um i think i would a goal would be to understand the prerequisites for the role in their recruitment and hiring process what would be some things that would disqualify somebody from being hired how does that compare to best practices how does it differ from this best practices in hiring a police force um there was another one that i thought of and now it's gone so well and and uh to allow us to have within the time that's left a little bit of discussion on each of these i'll just say you know we'll do like seven minutes or so and then we'll move on to the next one jason was that a new hand or an old hand uh old taking it down i know these these hands don't expire you know uh kevin

hi yeah i just you know want to quickly mention things like diversity hiring um you know the roles of police like you know traffic police versus police are coming in contact with like mental health patients versus you know all those different roles you know kind of in debunking questioning why or what do we see what roles are they actually playing here in elgin

thank you for that kevin

uh i was going to i wonder uh if someone could put the slide back up

because i was about to move to the second one oh aubry your hand is up is that again or yeah sorry i just remembered what the what it was really welcome to my brain yeah uh so i um i would be interested in hearing educational requirements and then continuing educational requirements teachers are required to have certain uh continuing education um and i would be interested to hear if there are any for the elgin an elgin police officer and again would love to see some benchmarking to see what other um what other police forces are doing in that arena thank you aubry and i'm just realizing something we have forgotten to mention uh which is that the subcommittees as we've had chief lali have a strong presence here uh when when uh when we've needed her commentary or response to a question uh you know she's expressed the willingness to have uh herself and officers uh come to or speak to or respond to questions from the subcommittees so uh that is totally within the purview as we're expecting this totally within the purview of the subcommittees to have that discussion i i would encourage it uh councilman powell yes thank you um i don't like to say a whole lot because this is this is the task forces meeting but just a couple of recommendations because i i'm glad to see that um

you know some of the meat is really starting to um get discussed in in the meetings but i would just say thata lot of the questions that have come up so far in terms of this particular subcommittee um on the

training hiring recruitment and retention there's a lot of information that can be provided and i guess i would i would recommend recommendation for a combination of things to be done to help answer some of those questions that have been asked um i think there's a lot of information that can be put into dropbox that task force members and subcommittee members can and should be reading on their own outside of the meetings because it's a lot of information and we can also ask chief lally to provide a brief uh presentation or overview on these areas now this is a big area um it would take a whole lot of time but i think we can you know if we just you know allocate a certain period of time to maybe do a presentation on some of this stuff to get the ball rolling i think it would be helpful for the subcommittee but there's there's quite a bit of information that can probably uh just be placed into the um into dropbox to help answer some of those questions as well

thanks councilmember absolutely i think that is part of what uh at least us on the facilitation team we're planning on providing and support in our support role of the subcommittees is as much of that information as we can compile to make available for folks

oh i'm sorry yeah all right ishmael all right a couple last things uh one i know that promotion was originally supposed to be part of this subcommittee so looking into uh promotions at least in the last 10 years and kind of seeing how that falls regarding promotion um and just general uh retention i really like to see about duration statistics to see how long police officers last in our police department or if they depart for any reason um you know they'd often do exit interviews so i'm sure that we can even ask for that with redacted information i think that would be important to know why people are leaving and to see how they utilize seniority in the police department as well like if you're here for so many years um what what are your benefits for doing that and then um i know that this is something that the facilitation group can uh probably locate that was my dog communicate is uh possibly doing any in-person viewing of training um whether that be sitting in a class seeing like them actually physically trained i'm not sure how that falls in their calendar year but that's an uh option as well that's all thank you for that and cynthia and then we'll move to the next subcommittee actually that was if you were doing the racial and other profiling disparities was that the next one you're moving no that's the next one okay that's what my question relates to with the 2020 census information i would like to see if it's possible to provide information about the different um

groups within elgin i know there's a leo strongly ocean community vietnamese hispanic i'd like to see all of the different statistics related to the diversity within our own community what those statistics are and as they relate to um with the police as well i want to see if the you know is there a certain um group or certain needs even for and also with age you know like the senior community you know middle school high school i'd like to see what those interactions are with the police and what some of the greatest needs are within the community but in particular like there's a polish community just all the different diversity within elgin i'd like to see that um census report if possible thank you thank you uh just wanted to uh encourage folks uh to obviously it's great to hear what information needs you think you might have for this

subcommittee that would support your role on it but also to think too about again the goals like what what is it that you know ultimately you would want this particular topic to be

addressing to be looking at and to be making recommendations on as well but so far i mean these suggestions are great we have we have a ton of marching orders as far as uh information to start compiling uh council member pal you have an old hand up or is that a new one that's an old hand sorry joshua yeah i think this is one place where the committees overlap but i think it's important for the racial profiling one to address at first is that the part that marcus named before about forced engagements um particularly in naming that as a part of the racial profiling but also then i think the committee on hiring and retention has to ask how is that playing out in terms of promotion evaluation and such right so i i think that's a robust question that can start one place and move to another but i think asking it in that racial profiling one is a good place to start

thank you uh joshua ishrael um one thing that i would like to ask the subcommittee to look into is uh translation services for our residents um i grew up in a predominantly low income and undocumented area and i remember a resident telling me that the police officers that dealt with her case refused to call a translator or a spanish-speaking officer even though there was one in the vicinity so i think that's really important not necessarily just our spanish speaking but we do have a large polish and laos population as well to see where those translation services are provided and whether there's a policy or procedure like if you go to a scene of a crime or scene that you get called on to how quickly should you react to that to that uh need and that accommodation so i would really like uh the group to uh think about that and then that also kind of falls into the allocation of resources and things like that do they even have the resource there as well

thank you ishrael and a czech regular yeah with the racial disparities one um i actually uh think that there should be uh something such as the commonly identified causes of racial disparity um in the criminal justice system um also in regards to uh the war on drugs um as well as the war on the african-american community who took a big blunt in regards to that

over racial biases that also exist in regards to the racial disparities and how it affects the um african-american communities um what else

also in regards to um i would also look at um how individuals um and i guess it would probably be the populations um in regards to the charges um of how uh groups are actually charged um where i know with the african-american community they're charged much more harsher and i'd like to know why

um for the same crimes as a matter of fact um

and then also looking at what programs are available um and how the police department are

willing to actually help those uh that are re-entering um from serving uh time uh prison sentences um or jail

sentences and how they actually uh bring them back into our community and allow them to be functioning people in the community without being continually harassed and rearrested

thank you joel for that and i want to acknowledge cynthia had a thumbs up to your last comment cynthia you have a new hand go ahead yes literal mentioned some great comments a few of them i wanted to add on to what she mentioned about the charges in the african-american community i don't know if it's possible to have statistics related to what the charges were what um plea bargains were accepted what race those plea bargains were accepted for who had public representation who had you know other legal representation and again with those plea bargains how much time was actually served and according to what races were they served that that might go a little bit further but i don't know if that's possible to have those types of statistics i really like what she mentioned about recidivism and reducing that and um not only from going back to jail but re you know introducing them into the community what type of programs and this speaks to the allocation group what programs are available to reduce uh recidivism in the population

those are uh interesting points i want to also mention that uh i i'm not sure i'm an expert enough to know where uh on each issue the purview of police ends and other elements of our criminal justice system begins but that might be a question to pose to uh chief lally on a specific issue especially if we find ourselves coming up against that like for example uh something about a plea bargain or something like that might have more to do with what the county prosecutor does and so i think it's about making the connection to where something starts with the police department on that issue and sort of drawing that in and what is the thread for that particular issue go ahead ishmael and then we'll move on to i think its resources might be the next issue yeah another uh thing if there's something that you can look into which i think kind of falls into the racial and other profiling disparities is the concept of the residential officer program um where the police officers live in respective neighborhoods obviously we all kind of know that um at least in the city of elgin predominantly black and brown communities have those residential officer programs and i'm sure that we've seen benefits and negatives to those programs so i think that kind of do an overlook of those programs and seeing how it really does impact because what we all really know is that over policing equals to over reporting um in comparison to predominantly white neighborhoods or predominantly wealthier neighborhoods because that income does play a role into that as well um so looking into those things because obviously what wealth inequality is the wealth disparity as well um so if people who are assumed to be poor or low income or assumed to be prominent to crime so i think that's something that we can definitely look into as a group as well okay thanks ishmael i want to turn and invite folks who are members of the uh assessing epd allocation of resources subcommittee to share their thoughts too on that one with regard to outcomes you'd like to see or specific things you'd like to see that group

addressing karen um i'd like for us to um take a look at the areas in which epd has not um

properly um what's what i'm looking for um they haven't committed to the world so there's organizations out here in the community belgian um that are dedicated to injury prevention when it comes to drug use um where there are areas that these resources that the algebra police department is consuming um there are

other forms of aid to the community that are a better fit for those specifically financial resources um where as to the elgin police department um has not been meeting the community's needs so specifically the gaps um in which the community has an aid algebra police department has not been able to meet that need um and where another organization or entity

uh thank you i would like to see where the money is being allocated in terms of mental health resource the police are very often the first responders when it comes to calls that involve somebody in crisis and they've made some strides with uh you know crisis intervention training and that sort of thing and um i would like to see can we collaborate with more of our mental health providers because very often some of these calls they shouldn't be arrested people shouldn't be arrested they need help and i have a personal stake in mental health and making sure that we get people the help that they need and is somebody acting out because it's a crime or is there is there a greater need we need to address that underlying need and i think when as a community we really kind of achieve a higher ideal state we will be addressing those needs the needs of the poor the needs of the mentally ill the needs of anybody in crisis anybody in need so i would like to see where the money goes in terms of mental health intervention um i do believe that the the police department is making strides in that direction and i applaud them for that um but i want to make sure that you know that that continues okay uh thank you to joshua and aubry and i want to leave at least a couple of minutes for our last topic to uh here i'll just i'll just be fast one is is equipment purchases and such uh particularly i know we have to report uh military equipment that comes into the community but also i'm beginning to see how much of the the money is going towards equipment or towards that kind of training looking at that balance and then re- echo um i i find it really unfortunate that we have to have the i mean it's good to have the contractors and not police show up on those mental health calls um but i would like to see um a greater effort towards that direction budgetarily

yeah and just echoing the mental health again um i want to see the frequency of mental health calls and then what was the follow-up action so how many times was the um the person who they're responding to transported to an area hospital how many times did it result in arrest wanna see those metrics and then um would wanna see i know that the elgin police has implemented some training specific to mental health so i'd like to see if they have any metrics or any data that they have tracked that show an improvement in mental health calls like is there anything that shows um is there any data that shows that that that those uh things they've implemented has been effective

thank you aubry for that cyntia well quickly i wanted to see if there was any allocation for funds towards programs for children uh school-age children elementary middle school i believe we start early and start young that even with conflict resolution some of the children have never had that modeled for them and i believe that if you know the police dedicate a program for conflict resolution teach the children um also calming mechanisms too for themselves and

how to you know calm themselves if they feel you know agitated or anxiety along with the mental health also mentoring programs you know one person that cares can change the trajectory of a child's life and avoid whether it's juvenile detention you know then prison perhaps later on avoid them getting into the system altogether so i'd like to see if

there's allocation towards funds for programs like that at an elementary age thank you
cynthia kevin i just want to echo what karen says it's about the overlap of the police duties
and other non-profits and organizations outside our area that could benefit from the money
so i really want to look at the application of funds to make recommendations that do not
increase the police budget

got it thanks kevin uh ishmael or did i skip you tish i apologize i'm sorry about that no uh kev uh
ishmael goes first okay i have another comment but i i i'm last okay go ahead ishmael i think
that one thing that we can really look into we're doing the allocation of resources and finances
is a list of any jobs that have been dissolved in the last 10 years so um anyone who lost their
jobs due to any budget restraints or if the money got moved somewhere else um and any jobs
that were created or moved forward in a different um avenue whether it was part-time full-
time or full-time to salaried i mean what was the reasoning of those changes and where where
uh where are they filling in the gap that was needed i think that's really important to know
because as we all know there's certain programs that get cut in in comparison to other
departments that may not need that additional budget so i think that's one thing that we can
definitely look into thanks for that go ahead tish i believe kevin is next oh i thought i called
kevin yes go ahead tish okay okay thank you um in terms of first responders when you perhaps
unfortunately have a loved one who is having a heart attack and you call 911 the fire
department sends out the paramedics a truck and they respond your loved one is taken to the
hospital if someone is suffering a mental health crisis and you call 9-1-1 it's the police that
respond so i want to make sure that we don't blur the lines that oh it needs to be allocated to a
non-profit social services provider a mental health crisis is just as real as a physical health crisis
so i'm talking about making sure that we allocate funds for first responder emergency crises are
the police going to be your counselor or your therapist no that's not their role but when they
respond to a call on the scene i would like to make sure that they have the appropriate training
that they know what their mission is do you arrest somebody who's in crisis you get them the
resources that they need it is just as important as somebody who's suffering from a physical
crisis nobody questions the fire department on how they respond to a physical crisis i would
like to see the same for mental health and i believe that the police are the first responders
when it comes to mental health calls

okay thanks tish for that i'm i we're we're past time uh i i would i would really love to beg for
more time from you all to just wrap this discussion up just a few more minutes uh to allow this
same quick uh round-robin set of comments on uh the last topic which is the civilian review
board and also just remind folks that you know that's that topic is pretty well flushed out uh in
the sense that you know we have a ituh i think there was as this was proposed we were talking
about picking up an existing process so um what but do want to invite folks who are on that to
share their uh kind of goals and and um and thoughts just uh real quickly maybe in the next five
minutes or so

denise so this is not a goal but this is a request from the people who are on the

subcommittee that we make a commitment to read the information that's in the dropbox about civilian review boards in the dropbox um is the powerpoint that councilwoman powell presented there's information um on i think it's the aurora citizens review board so there's lots of information in there i want us to make a

commitment that when that we will have read that material prior to our first meeting so that we're coming in with a knowledge base so that's one thing and a goal that i would have is that we have the goal of presenting or making our recommendation to city to the task force um at the second meeting in february and then with the goal of presenting it to the um city council in march

and i think that um i'd like to have us have a goal of looking at best practices around citizens review boards and and also offer um invite in people from the um city of aurora's community citizens review board to talk with us during one of our subcommittee meetings

thank you Denise very specific thoughts love that appreciate it and there were a couple of thumbs up yep i see him we were talking too thank you

anyone else on citizens review board subcommittee

all right um if that's where we leave it that's where we stand thank you all this has been in an amazingly short amount of time we have flushed out a lot of uh information related to each of the subgroups that i think if it doesn't start the wheels turning in everyone's head i'm sure once you get into your discussions you're going to start having those wheels turning but i hope that this has started to spur some thinking and orientation for each of you towards the topic that you're going to be jumping into so moving forward oh and we have and just quickly just wanted to just show you just a visual representation of our conversation like for the last 30 minutes kind of just that your ideas um and how many great ideas everyone had so thank you thank you very much yeah there you go

i can zoom in for each one just quickly just showing you um we are capturing everyone's uh topics yeah and so in the notes we have those much more specific as well uh you know with regard to like you know this person said this and you know the notes are highly detailed uh who's talking i'm sorry oh tish uh councilman Powell Joe just real quickly just to wrap up i i would i would recommend and i guess this is something to the the task force and and the the chair and co-chair could we assign it and ask everyone to um for the for the subcommittees that you are a part of start making a list of your goals objectives and and what it is you know basically what it is you're looking to achieve i think you've we've started a good discussion around some of the information and questions that you have but we really didn't get into what it is you're looking to achieve because i think that will help really hone in on what information that you need because i heard some information asked for that quite frankly i'm not understanding how it's going to be relevant to achieving some of the latter goals it could potentially just kind of send us down a rabbit hole so i think we really need to focus and have people start um and this is something that can you know take take place outside of a meeting uh have people email that information to the to the leadership and facilitation team so that um

that can be um uh put together and sit back out to the entire group before our next meeting
the other thing um i would like to recommend is uh perhaps uh chief lally and myself and and
the leadership team and facilitation team um along with um councilman

uh shaw um because i'm already thinking about several presentations that chief lally has done over the past year or more related to a lot of these areas that we can identify those and start putting them in the um in dropbox for people to you know for for reference material um so that a lot of the questions that are coming up again can be answered there um and and last but not least um i i'm just kind of concerned about trying to have four subcommittees going on at the same time um if that's you know what what you guys have decided to do i guess that makes you know that's that's what you're going to do but um i think that's a lot and you've got a lot of people that have that are trying to serve on multiple ones i i thought that the the goal was to have maybe anywhere between two or three taking place um at one time and then moving on to um you know the the next set but that's just you know my observations right off the top of my head but i i would really just ask that folks really start thinking about the goals the the and what what it is you're trying to achieve in each of these subcommittees um so that we can go over that that list at the next meeting

that's probably my main my main thing no thank you council member paul and i think we can certainly extract from the things that people have said today uh things that are you know a goal or an objective versus uh something that is uh can be responded to via just information that's provided in in dropbox or through a presentation or something else i think one thing we can do is in the communication that goes out to task force members um very shortly here we can add that request about sharing your goals and objectives uh and that can go into that communication uh you know so that it's part of what we're asking people to give to us in between this and the next meeting does that sound fair uh facilitation team sound reasonable that's true okay and oh and i know the other thing i i thought i forgot um the there was a recommendation to ask um someone from the aurora uh police review civilian review board to potentially participate in one of the meetings and i think that's a great idea my only recommendation is that their review board is fairly new if you're gonna have someone participate um it may be a better idea to pick um another community that has had their review board in place a lot longer because they would have a lot more experience on what went well what doesn't go well what goes you know what they would change et cetera because they've had they've been in existence a lot longer than aurora's i think aurora's has barely been in place a year if that yeah thank you uh councilman powell maybe we'll uh ask you to flush out the places that you know we'll put those in a list and that particular committee can review and think about it and decide which ones are they want to learn more about basically so we can put that in the box as well uh at this point i'm gonna turn it have i covered um for my backup here sarah and larry have i covered all the issues uh that we need to related to next steps yes thanks i think so joe um i would just note quickly that we'd ask folks to continue to hold the first and third thursdays of each month for the task force we don't know yet whether it'll be a full task force meeting on that night a subcommittee meeting you know to be determined but we do appreciate everybody continuing to hold the first and third thursdays at 6 p.m for task force matters of one form or another and uh we will work aggressively to get subcommittee scheduled as early in the new year as as we can uh so on that note i'm going to turn it over to chair krigler to uh to close the meeting if she would like okay yes i am now asking for a motion to adjourn so moved alrighty and i thank you very much and then a show of hands please that

word

all righty it looks like we're out of here and it is 8 14. you all have a very merry christmas and a happynew year take