

City of Boulder

Police Oversight Task Force Meeting Notes

7/18/2019

(Absent: Shirly, Pam, Selasee, Sheila and Mike)

Check in: Attendees shared a time felt loved

Administrative update:

NACOLE membership update

Update on PD and social media

PSRP Discussion:

- 4 PSRP Police staff members attended the meeting to answer questions.
- Members serve for a three-year commitment where they go through oral interview sergeants and chief pick who will be on it.
- How do you remain unbiased throughout the process that includes co-workers
 - o Review the process
 - o What the officer did is fair and the process to get from A to B
 - o Doesn't matter who it is, it is about the process about how the officer got from the beginning to the end.
 - o They are asked "is there any reason why you can't be unbiased towards this person" you are able to not be a part of that review of the investigation
- What are your thoughts on the police task force
 - o It is valuable, it is necessary to have community members
- Most decisions were unanimous does this trouble you?
 - o We have the choice to speak up.
- Do you think there is enough diversity on the PSRP to get every perspective?
 - o Diversity of thought is present with people having different priorities; things will affect people differently.
 - o Don't know how community is selected
 - o Would like to see more diversity
 - o Investigation was based on being impartial and fair
- How do you feel personally about the lack of diversity?
 - o It is a question that has never been thought of, they can't decide who puts in an application for the review panel.
 - o We can't control who puts in and who applies for position
 - o We are not involved on how people get into the PSRP panel
 - o Would love more diversity but it may be difficult to recruit because of commitment
 - o City manager's office are responsible for the community side of the panel

- You all review if the procedure was followed but no review on judgment, should other things be reviewed besides just procedure?
 - o It is the PSRPs job to be sure a rule or policy was not followed
- Is there a rule on the department regarding racial bias?
 - o Yes, General policies
- Does racial bias question come up?
 - o Yes.
 - o Does that go anywhere?
 - o Can make a comment and say this is a thought on maybe something should be looked out next time, can't add anything other than thoughts.
- Even if you notice racial bias the PSRP can't do anything?
 - o Correct. We go with originally investigated and racial bias was not there then we don't look at it
- Is this a structural failing for the PSRP?
 - o We need to know what was on the officer's mind
 - o No because of what our role is
 - o have zero power changing it internally, suggestions can be brought up, but no one was really thought about it
- Could you file an additional complaint on racial bias?
 - o Not sure.
 - o PSRP is under confidentiality so if they take something from there and restart a claim, it can be a violation
- It is only a three-year commitment, not much opportunity to really figure out what is going on and what can be better
- Have you thought about taking action to help recruit more diverse individuals
 - o Don't want to have bias in selecting community representatives
 - o Move from City Manager to bring in more diversity
- Let's look at what is not working with the PSRP and fix it because it is mandatory that is gets more diverse.
- What is one shortcoming of the PSRP board (area to improve)
 - o Be more involved in the final decision on discipline
 - o General knowledge of this board, agree there is more diversity that is needed there is a lack of knowledge of what the panel is on the PD side maybe that is why people don't apply and don't know about it
 - o Only have one IA person, could use more
 - o Be able to say "I noticed this" have more ability to explore things.
 - o Put out what the role of the PSRP is to other staff.
- What training do you receive?
 - o PowerPoint lecture of what we do and the responsibilities.
 - o No additional training on racial bias besides what they get as officers.
 - o How often is the racial bias training for officers? – about every other year.
 - o Speak up and be daring
- What training could have been beneficial for the PSRP?

- Overall department knowledge of what PSRP does, sitting in on a panel prior to being there to be prepared for next panel.
- Are police officers voice privileged over civilians?
 - Took a firm role on explaining to citizens what PO can and can't do. He was there to answer question not to tell them what is right or wrong.

Contact information of the 4 PSRP members:

Sergeant Kristi Peterson petersonk@bouldercolorado.gov 303-441-3476

Sergeant Rachel DiGiovanni digiovannir@bouldercolorado.gov 303-441-3479

Officer Aaron Wise wisea@bouldercolorado.gov call through dispatch 303-441-3333

Denise Trujillo trujillod@bouldercolorado.gov

Critical Learning Dialogue:

- Culture, Policy of Police Department
- PSRP needs to be independent from the PD, should not be involved in investigating themselves. – Independence from the PD
- Issue of diversity, cannot put together a board without having the initial thought (goal) boards need to be diverse. 50% standard
- Investigative better than review, no police involvement
- Hybrid models are most effective can impact legislation
 - Money: pay someone to do this work because we put money behind what we value.
 - Paid position/s is essential.
- Have the power over decision making (PSRP)
- Auditor model should be one to look at, to prevent problems to even occur and proactively review what the police is doing
- Look at how complaints are taken, it cannot only be 2-3 complaint a year (does not seem right). – need for new system
- Make sure auditor model has enough authority/ power to do what it needs to do.
- What is the composition that is needed to be created?
 - Require diversity on board.
- Need for regular communication, complaint is public, solicit complaints, make it inviting;
- Oversight board:
 - Not meeting only when an investigation comes up.
 - Training needs to be more important – restorative justice practices.
- If board is not properly founded it will fail.
- Inviting confidence into complaints.
- Can and must hire investigator that is reflective of the community.

Stakeholder Mapping:

- Additional categories:

- Multi-racial people
- Jewish People
- Older adults
- Native Americans
- Halfway house or jail in boulder
- People with felonies
- Single parents/ non-custodial parents
- Foster youth

Interview questions:

- Decide on 7 questions all together

Public Comment:

- Very excited to see what task force will present to council
- Interested in the fact that folks in the city have a lot of power and need to work closely with them
- PSRP and police union- how do they feed in into the process
- How is it possible that anti bias is once every 2 years?
 - Have people of color to do these trainings
- Impressed with their work
- Commend on the process of uncovering

Homework:

- Aimee and Pam get in contact with someone in Tucson and City and County of Denver for the task force to hear from
- Team – finalize stakeholder list and determine 5 people each to start interviewing, helpful to explore individuals outside of affinity groups. Once Interview Guide is complete, begin reaching out to community members.

Additional notes:

A task force member indicated wanting to interview police and ask additional questions. Task force members agreed to not ask the police questions outside the interview guide.