

**Human Relations Commission**  
**Monday, April 20, 2015**  
**City Council Chambers**  
**Municipal Building**  
**1777 Broadway 2<sup>nd</sup> Floor**  
**Boulder, CO 80301**  
**6:00 p.m.**

- I. Call to Order
- II. Oath of Office, Nikhil Mankekar
- III. Agenda Adjustments
- IV. Approval of Minutes
  - A. March 16, 2015
- V. Community Participation (non-agenda action items)
- VI. Action Items
  - A. 2015 HRC Work Plan
    - 1. 2016 MLK Day RFP
    - 2. Cesar Chavez Municipal Holiday
- VII. Discussion/Informational Items
  - A. Safe Community
  - B. Living Wage Update
  - C. Circles Poverty Simulation Update
  - D. Event Reports
  - E. Follow Up Items
- VIII. Immediate Action Items
- IX. Adjournment

**Attachments:**

Minutes: March 16, 2015  
Chart: 2015 HRC Work Plan Final  
RFP: Draft 2016 MLK Day Events  
Chart: Cesar Chavez Municipal Holiday  
Memo: Safe Community  
Flyer: Circles Poverty Simulation

**Human Relations Commission**  
**Monday, March 16, 2015**  
**Council Chambers**  
**1777 Broadway**  
**Boulder, CO 80301**  
**6:00 p.m.**

**COMMISSIONERS PRESENT:**

Emilia Pollauf  
Nikhil Mankekar  
Shirly White  
Amy Zuckerman

**COMMISSIONERS ABSENT:**

José Beteta

**STAFF PRESENT:**

Carmen Atilano  
Kim Pearson  
Robin Pennington  
Karen Rahn

**I. Call to Order**

The March 16, 2015 HRC meeting was called to order at 6:00 p.m. by **A. Zuckerman**.

**II. Agenda Adjustments**

Discussion/Informational Item 6. A. Presentation by Police Chief Greg Testa was moved up ahead of Action Items V.

**III. Approval of Minutes**

**S. White moved** to approve the Feb. 23, 2015 minutes. **N. Mankekar seconded. Motion carries 4-0.**

**IV. Community Participation**

Community members Cynthia Beard, Darren O'Connor, Judith Landsman, Derrick Jones, Jen Watson and Rob Smoke addressed the commission regarding community safety, racial issues, policing and homelessness and the need for continued community dialog. C. Beard commented on the USA Today analysis on racial disparity of arrests in Boulder; and the hope that we can cultivate a more racially diverse and racially inclusive community. D. O'Connor commented on the need for people of color to feel safe in the community. J. Landsman spoke about the experiences of her family and how her children of color had been treated differently than her white children. She commented that she had been unable to find a place to complain about the treatment. D. Jones spoke of his experience feeling unwelcome in Boulder and his experience with the police in both his professional and his personal life. J. Watson commented on the need for collaboration between the HRC, the police department, City Council and community groups such as the Boulder Coalition and Alliance on Race (BCAR) and asked for additional information on the trainer chosen to provide diversity training for the police department. R. Smoke commented on the need for accountability, housing, and on the ongoing homeless problem in Boulder.

V. **Action Items**

**A. 2015 HRC Work Plan** – The HRC approved its 2015 Work Plan with the addition of an item under Community Relations, Community Education/Awareness to explore the recommendation to City Council of a Cesar Chavez municipal holiday. **N. Mankekar moved** to accept the 2015 HRC Work Plan as amended. **E. Pollauf seconded. Motion carries 4-0.**

1. MLK Day Events – A. Zuckerman spoke about the opportunity to further engage the community in discussion and encourage excitement about the future of MLK Day in Boulder. **S. White moved** to postpone this item to April. **N. Mankekar seconded. Motion carries 4-0.**
2. Funding Allocations – **E. Pollauf moved** to postpone this item to April. **N. Mankekar seconded. Motion carries 4-0.**

VI. **Discussion/Informational Items**

**A. Presentation by Police Chief Greg Testa** – Chief Testa provided information on the philosophy and the practice of community policing in Boulder, giving examples of community partnerships and collaborative relationships such as EDGE (Early Diversion Get Involved, a program with Mental Health Partners teamed with police officers who can respond directly and provide immediate mental health resources to those in need in the community); department outreach to the immigrant community as well as to the homeless and CU populations; and other programs involving youth and adults. He gave background on the hiring and training of police officers, the Professional Standards Review Panel review process, and statistics from the recently released Arrest Citation Data Report. He also provided information on the background of the department’s diversity trainer, Wendell Pryor. A Q&A with the commissioners followed the presentation. Topics included officer recognition and goals related to community policing; officer discretion in issuing citations and the options available to them as alternatives to detention; the grant-funded state restorative justice expansion pilot program for juveniles through the Boulder County District Attorney’s office; the make-up of the Professional Standards Unit; police interactions with the homeless including plans for a Homeless Outreach Team; police training including training on bias-motivated crimes; the reasons for reluctance some people experience calling the police which include mistrust, and how to break down barriers; the importance of transparency; the importance of continued dialog at both the community and individual levels and the importance of the commitment of police leadership.

In response to community participation, K. Rahn provided an update on an April 25 City Council Information Packet on homelessness including updates on the 25 Cities Project pilot; the Consortium of Cities in Boulder County supportive housing study; partnerships with other communities across the Denver Metro area working on the regional coordination and support, particularly in the areas of supportive housing and landlord-tenant issues. C. Atilano gave examples where the HRC, Police Department and the community had worked together in the past to bring matters to City Council for consideration, resulting in the passage of the Sentence Enhancement Ordinance and the Failure to Pay Wages Ordinance. She referred the commissioners to the memo provided by City Attorney Carr where he outlined City Council’s guiding principles that set the definition of the HRC’s role, also noting that council did look at the review panel in 2014. Commissioners discussed the value of obtaining demographic data on all police dispositions by contact including arrest and non-arrests.

Commissioners and staff discussed possible next steps regarding a community dialog or forum around race relations and agreed to table any decisions until further information had been obtained and reviewed, and an appropriate topic and meeting format determined.

**B. Living Wage Update** – C. Atilano gave an update on work of the city staff committee on Living Wage, which is currently benchmarking peer communities. The analysis and recommendation to City Manager is expected to be completed this year.

**C. Event Reports** – C. Atilano brought forward a request by BMoCA for a commissioner to give a welcoming statement at Dia del Niño on April 25. **S. White** agreed to do so. **A. Zuckerman** attended a meeting to plan a community educational event on Wage Theft.

**D. Follow Up Tasks** – Submit the Feb. 23, 2015 minutes, update the 2015 HRC Work Plan, postpone discussion of the MLK Day Event RFP to April and promote community interest about it, include the HRC event funding RFPs and CIF application in the April packet, send commissioners a link to the Arrest Citation Data Report located on the Boulder Police Department web page, contact BMoCA regarding Dia del Niño.

**VII. Immediate Action Items**

None.

**IX. Adjournment**

**N. Mankekar** moved to adjourn the March 16, 2015 meeting. **E. Pollauf** seconded the motion. **Motion carries 4-0.** The meeting was adjourned at 8:48 p.m.

Attested:

Approved:

Board Secretary

HRC Chairperson

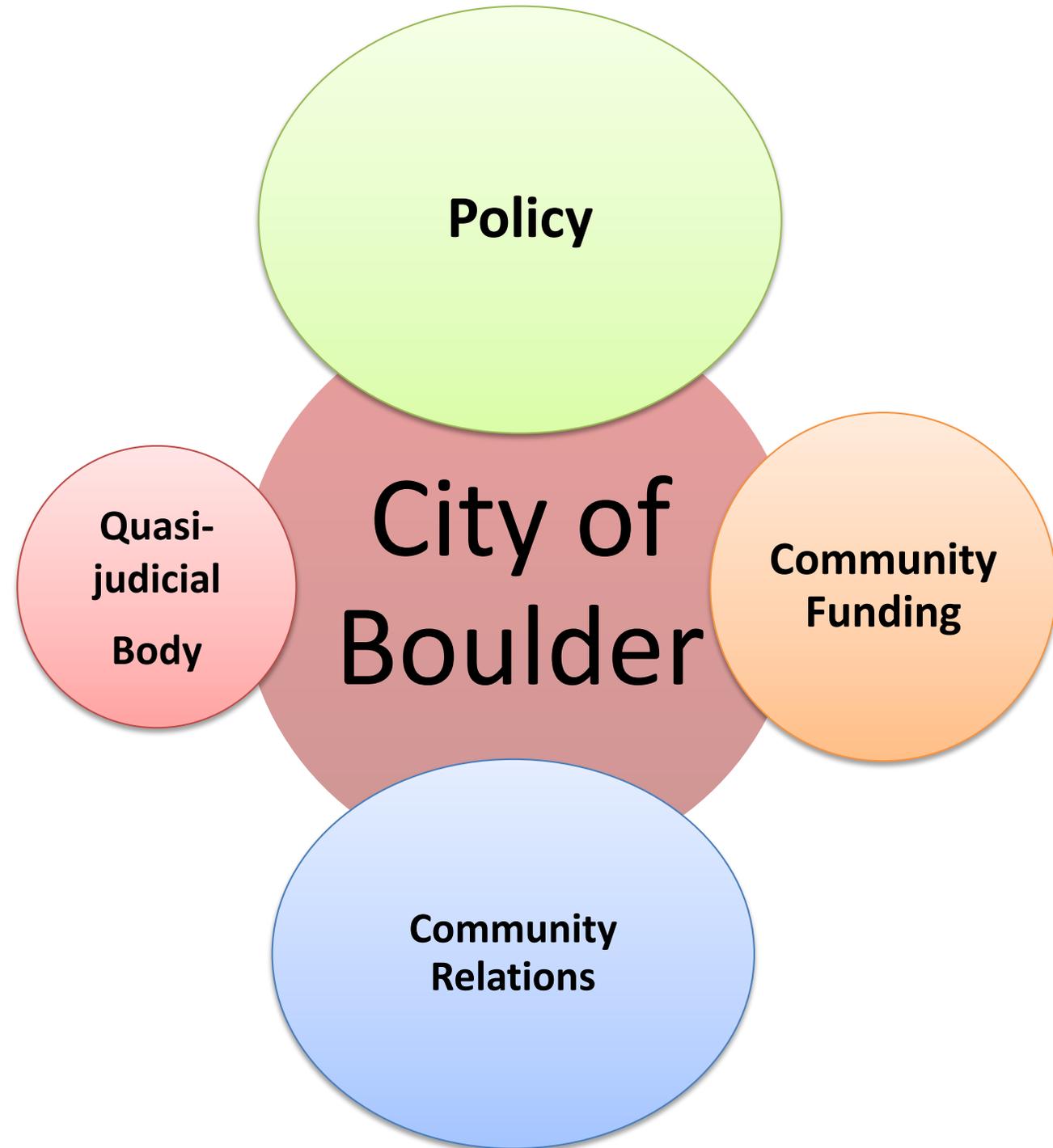
# 2015 HRC Work Plan

## Roles

The functions of the Human Relations Commission are:

- To foster mutual respect and understanding;
- To create an atmosphere conducive to the promotion of amicable relations among all members of the city's community;
- To serve as a vehicle through which residents can convey their suggestions on city policies with respect to social problems; and
- To be sensitive to the social needs of residents and to advise and assist the city government in relating human and social services to the needs of the city residents.

## Functions



**Policy: To make policy recommendations to city council on human rights, community relations and social issues**



## Legislation

- **Recommendations to City Council:**
  - Repeal of C.R.S. Section 8-6-101
  - Support comprehensive immigration reform
  - Identify issues for the State and Federal Legislative Agenda
  - Living Wage
  - Minimum Wage



## Recommendations

- **Community Issues**
  - Living Wage (Monthly Progress Reports)
  - Transgender Equality
  - Anti-Bias Policy
  - Update to Human Services Strategy
  - Driver's Licenses for Immigrants

**Community Relations: To encourage and support community engagement and education; create a welcoming place for the community to voice concerns; hold educational forums and public hearings on issues of concern**



## Civic Engagement

- Public hearings on issues of concern (such as):
  - Living Wage
  - Bias-motivated incidents
  - Immigration issues
  - Discrimination
  - Inclusiveness
  - Race Relations
  - Quarterly offsite HRC Meetings



## Community Education/Awareness

- Information forums on issues of concern (such as):
  - Living Wage
  - Transgender Equality
  - Immigrant Rights
  - Discrimination
  - Inclusiveness
  - Race Relations
  - Economic Justice
- Community Events Support:
  - Celebration of Martin Luther King, Jr. Day
  - Celebration of Immigrant Heritage Week
  - Cultural and community events
- Consideration of Cesar Chavez Municipal Holiday

**Community Funding: Allocate Human Services Funds dedicated to *support human relations, diversity education, cultural events and social engagement***



- **Community Event Fund:** Award grants for community based events that encourage education, respect and appreciation for diverse communities in Boulder.
- **Community Impact Fund:** Award grants for community initiated activities that raise awareness on emerging civil rights issues (Living Wage, Transgender Equality, Immigrant Rights, Discrimination, Inclusiveness, Race Relations, Economic Justice), facilitate interaction and understanding, encourage collaboration and strengthen civic participation among Boulder's diverse communities and promote an inclusive society.
- **Celebration of Immigrant Heritage:** Support events held as part of the city's Annual Immigrant Heritage Week Oct. 1 – Oct. 6 that honor the experience and contributions of the many immigrants who have shaped the city over generations and/or that facilitate the successful integration of immigrants into the civic, economic and cultural life of the Boulder community.



## Quasi-judicial Body

- Hearings for the “Prohibition of Discrimination in Housing, Employment and Public Accommodations,” B.R.C. 1981

## Commission Development

- Trainings and Conferences
- City Training
  - Quasi-judicial Process
  - Ethics Training

**Boulder Human Relations Commission (HRC)  
and  
Youth Opportunities Advisory Board (YOAB)**

**Request for Proposals: 2016 Dr. Martin Luther King, Jr. Day Events**

**Deadline: 5:00 pm, Friday, August 7, 2015**

**Fund Description**

The HRC/YOAB MLK Day Fund is a source of financial support for events that honor the life of, and inform the Boulder community about the work of Dr. Martin Luther King Jr. Objectives of the Fund are to engage the Boulder community in an effort to come together to explore in detail MLK's contributions to a fairer society and to inspire Boulder residents to continue the pursuit of his dream. All events supported by the Fund must be part of a coordinated City of Boulder MLK Day of activities on January 18, 2016, be free of admission and be open to the public. Factors to be considered in funding decisions include:

- Potential to Attract and Engage an Audience; and
- Potential to Extend Insight into the Life and Dream of MLK

**The City's Role**

City of Boulder Community Relations staff will lead a committee made up of MLK Fund grantees to coordinate events. The Youth Opportunities Advisory Board members will again host a Youth Day of Service for high school age students to engage in volunteer activities on Saturday, January 16, 2016. Day of Service host site applications will be available in September 2016.

**Available Funds**

Groups are eligible for grants with a maximum amount of \$1000.

**Eligibility**

Funding requirements include the following:

- A community group does not need to be a 501 (c) (3) nonprofit organization to apply. Any group of three or more unrelated Boulder residents with an idea for an event that fits the guidelines is eligible to apply.
- The event must occur during the City of Boulder's MLK Day on January 18, 2016 and take place within the city limits of Boulder.
- The event must engage and educate the larger community.
- The event must include a goal of inclusivity and respect for diversity.
- Grantee must participate on a planning committee with other MLK Fund grantees to coordinate location and times of activities.
- MLK Fund grants may be used only for non-personnel related expenses, such as food, postage, marketing and office supplies. They cannot be used to compensate event organizers, although the grant may pay for a guest speaker or entertainment at an event.
- Funded groups are required to recognize HRC/YOAB support on any event publicity and at the event itself.
- Following the event, funded groups are required to appear at a designated HRC meeting and report on the event including attendance data. Failure to appear at the designated meeting will negatively affect future funding requests.

The MLK Fund will not support:

- Proposals that are not from Boulder residents or groups. Community groups are, however, encouraged to partner with other groups for their event.
- Organizations that have failed to meet their contractual requirements for past City of Boulder funding.
- Events that are not free and open to the public. Admission may not be charged at these events.

**Deadline:**

Applications must be received by **5:00 p.m., Friday, August 7, 2015**. No late applications will be accepted. You may either mail, hand-deliver or email your proposal. Please see below for where to send your application.

**To Apply:**

Please submit your application in the following order:

- **Cover Sheet** (see attached)
- **Narrative** – answer the six questions below. Please use no more than two single-spaced pages for your responses.
  1. Who is on the organizing body of this event and what is their relationship to the community of the event they are planning? Please list members of the organizing body or co-sponsoring groups if it is a collaborative effort.
  2. Provide a description of the event, including:
    - a. a general description of the event, including who will facilitate it;
    - b. how your event will engage and educate the community about MLK; and
    - c. how your event will foster inclusivity and respect for diversity.
  3. If your event is targeting youth, how will youth be involved in the planning and implementation of the event?
  4. What are the goals of the event?
  5. Are you applying to another City of Boulder department for money to cover the cost of your 2016 event? If so, please specify.
- **Budget Table** (see attached): Using the attached budget sheet, provide a detailed, projected budget of expenses and revenues for your 2016 event (including this Fund).

**Mail application to:**

HRC/YOAB MLK Fund  
Community Relations  
Department of Human Services  
City of Boulder  
P.O. Box 791  
Boulder, CO 80306

**Or hand-deliver to:**

Human Services  
2160 Spruce St  
Boulder, Colorado

Applications may also be emailed by August 7, 2015 at 5:00 p.m. to Carmen Atilano at [atilanoc@bouldercolorado.gov](mailto:atilanoc@bouldercolorado.gov).

**Late applications will not be accepted.** We will **not** be checking postmarks. Any applications that arrive in our office after August 7, 2015 will not be considered. If you are uncertain that your application will arrive in time, please hand-deliver or e-mail it to us. Thank you.

For more information, please contact Carmen Atilano, Community Relations Manager at [atilanoc@bouldercolorado.gov](mailto:atilanoc@bouldercolorado.gov) or 303-441-3141.

# Cover Sheet: 2016 Martin Luther King Day Events

*Grant Request (up to \$1000):* \_\_\_\_\_

Agency Name
Street Address
City,                      Zip Code
Telephone,              Fax,                      Website
Event Name
Event Location (if on Pearl Street Mall, please provide block number)
Contact Person
Email Address
Event Description <i>(please do not exceed space provided)</i>

## MLK Day Event Budget Table

<b><u>Budget Item</u></b>	<b><u>Projected Expense</u></b>
Postage	
Advertising	
Copying	
Office Supplies (Please specify): 1) 2) 3) 4) Office Supply <b>Total</b>	
Space Rental	
Food	
Other Direct Costs (Please specify): 1) 2) 3) 4) Other Direct Costs <b>Total</b>	
<b>Total Expenses</b>	
<b><u>Revenue Sources</u></b>	<b><u>Revenue Amount</u></b>
Amount Requested from HRC/YOAB MLK Day Event Fund	
Other Sources 1) 2) 3) 4)	
<b>Total Revenue</b>	

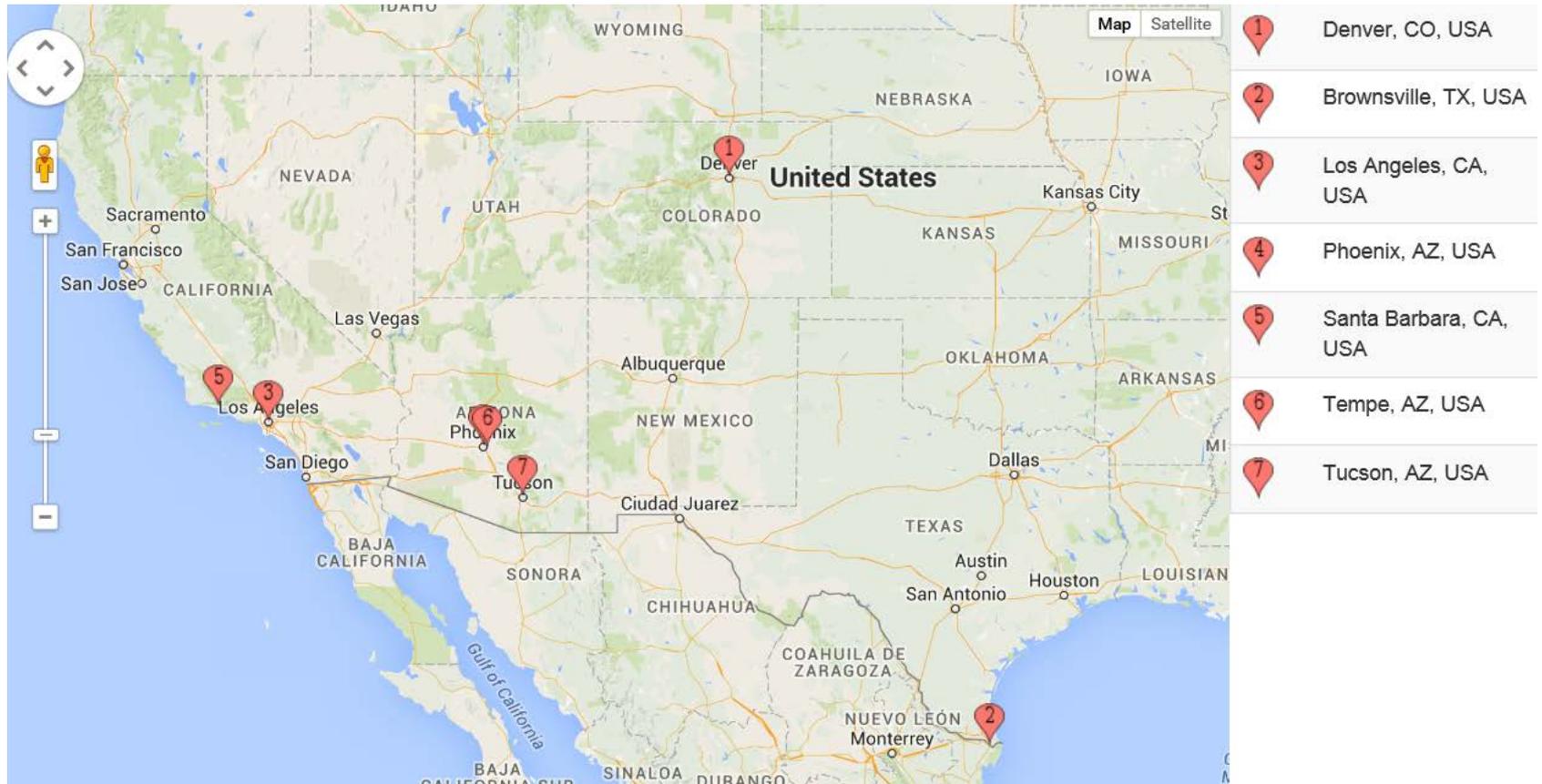
## Cesar Chavez Municipal Holiday Observations

	Date of Enactment	When Observed	Additional Activities	Contact	Source
Peer Cities	NO = Not Observed	NO = Not Observed			
Ann Arbor, MI	NO	NO			
Arvada, CO	NO	NO			
Berkeley, CA	NO	NO			
Fort Collins, CO	NO	NO	CSU hosts César Chávez Week.		<a href="http://www.cesarchavez.colostate.edu/">http://www.cesarchavez.colostate.edu/</a>
Madison, WI	NO	NO			
Norman, OK	NO	NO			
Santa Cruz, CA	NO	NO			
Westminster, CO	NO	NO			
Colorado Cities					
Colorado Springs	NO	NO	March on the Saturday prior to March 31.		
Denver	2002	Last Monday of March	Saturday march, organized by the Cesar Chavez Peace and Justice Committee. On 3/28/2015, a statue of Chavez was installed at Cesar Chavez Park in Denver.	Human Resources - 720-913-5751 (Tom Castillo)	
Lafayette	NO	NO	11th Annual Cesar Chavez "Seeds of Justice" Rally and Celebration.		<a href="http://www.cityoflafayette.com/calendar.aspx?eid=3334">http://www.cityoflafayette.com/calendar.aspx?eid=3334</a>
Longmont	NO	NO			
Other Communities					
Austin, TX	NO	NO	Cesar Chavez March held on the weekend.		
Brownsville, TX	2008	31-Mar		Beatriz Valdez;	

## Cesar Chavez Municipal Holiday Observations

	Date of Enactment	When Observed	Additional Activities	Contact	Source
Davis, CA	NO	NO	15th Annual Davis Cesar Chavez Day on held on March 31, organized by the Davis Human Relations Commission.		
Eugene, OR	NO	NO			
Los Angeles, CA	2002	4th Monday in March	Community events such as marches.		
McAllen, TX	NO	NO			
Phoenix, AZ	2004	31-Mar	Saturday march, Monday Day of Service, and various other activities, some organized by the Arizona Cesar E. Chavez Holiday Coalition. The city has several facilities (park, library, high school, etc.) named after César Chavez.	Joyce Valdez; Communications Office; contactus@phoenix.gov	
Provo, UT	NO	NO			
Santa Barbara, CA	2008	31-Mar	Different community groups lead activities.	City Administrator's Office; (805) 963-0611	
Tempe, AZ	2003	31-Mar		Ginny Belousek; ginny_belousek@tempe.gov	
Tucson, AZ	2015	4th Monday in March			<a href="http://www.tucsonsentinel.com/local/report/033015_cesar_chavez/city-offices-closed-honor-cesar-chavez/">http://www.tucsonsentinel.com/local/report/033015_cesar_chavez/city-offices-closed-honor-cesar-chavez/</a>

# Caesar Chavez Municipal Holiday



# MEMORANDUM

**TO:** Human Relations Commission

**FROM:** Karen Rahn, Director, Human Services  
Carmen Atilano, Manager, Community Relations

**DATE:** April 15, 20015

**RE:** Update on City's Commitment to a Safe and Welcoming Community

## Background

As part of discussion taking place nationally, statewide and locally about police interaction with communities of color, Boulder Chief of Police Greg Testa attended the March 16 Human Relations Commission meeting. His presentation covered department philosophy, officer hiring and training, community partnerships, collaborative relationships, immigrant and homeless outreach, CU outreach, and restorative justice. He also presented statistics compiled in the department's Arrest Citation Data Report.

During subsequent discussion, some community members stated that Boulder city government, including the police, could do more to make the city welcoming to and respectful of people of color. The comments initiated a discussion among HRC members regarding roles the commission could have in encouraging those changes.

## City Council Action

At the March 17 city council business meeting, City Manager Jane Brautigam presented an overview of Chief Testa's presentation and community concerns raised at the March 16 HRC meeting. Included in the information were details of the city's Police Professional Standards Review Panel. It was established by the Boulder Police Department under its General Order 120 and reviews investigations into allegations of misconduct filed against members of the PD. The panel consists of six community members and six members of the police department. The chief of police appoints the police department members and the city manager appoints the community members, all of whom serve two-year terms. At present, the terms of four members are approaching expiration and the city manager is considering applicants. Panel members typically come from backgrounds that fosters understanding of criminal justice procedures. The City Manager reported that the city has received 29 qualified applicants.

Citing the intense national focus on police relations with communities of color, several council members stated a need for the city to move expeditiously to address community concerns.

## **Adoption of City Manager's Proposal**

At the April 7 City Council business meeting, City Manager Brautigam presented a "motion to approve a work plan in support of City Council's request for further research and information to guide future decisions in support of the city's commitment to a safe and welcoming community." Council voted unanimously to approve the proposed work plan (Attachment A: City Council Agenda item).

Specific measures in the work plan include:

1. Address current community member vacancies on the Police Professional Standards Review Panel;
2. Ensure the structure and process of the Police Professional Standards Review Panel remains a best practice;
3. Provide objective, transparent analysis and information through an independent review of the Police Department's arrest and summons data; and
4. Support the HRC in its role to advise council on efforts that foster inclusivity and community building in Boulder.

For the second and third measure of the work plan, the city seeks to contract the professional services of an expert consultant, such as the Police Executive Research Forum (PERF). The city will be issuing an RFP for consultant services to research professional Standards Review Panel best practices and complete an independent review police department data.

The fourth measure is council's direction to the HRC. Council requests that the commission assist in developing a draft work item to address the city's goal of being a safe and welcoming community for all. It further requests that the HRC input be available for presentation to council no later than the third quarter (Sept.) of 2015.

## **Next Step**

At the April 20<sup>th</sup> HRC meeting, commissioners will discuss ideas for developing a proposed work plan item to address the city's goal of being a safe community and return to council by the third quarter, 2015.

## **Attachments:**

April 7 City Council Agenda Item



**CITY OF BOULDER  
CITY COUNCIL AGENDA ITEM**

**MEETING DATE: April 7, 2015**

**AGENDA TITLE:** Consideration of a motion to approve a work plan in support of City Council's request for further research and information to guide future decisions in support of the city's commitment to a safe and welcoming community.

**PRESENTER/S**

Jane S. Brautigam, City Manager  
Greg Testa, Police Chief  
Karen Rahn, Human Services Director  
Mary Ann Weideman, Assistant City Manager

**I. EXECUTIVE SUMMARY**

At the March 17, 2015 City Council meeting, several community members voiced concerns regarding the sense of safety in our community. City Council directed staff to follow up on the issues raised and this memo proposes a work plan for council consideration to:

1. Address current community member vacancies on the Police Professional Standards Review Panel,
2. Ensure the structure and process of the Police Professional Standards Review Panel remains a best practice,
3. Provide transparent information through an independent analysis of the Police Department's arrest and summons data, and
4. Support the Human Relations Commission (HRC) in its role to advise City Council on efforts that foster inclusivity and community building in Boulder.

The proposed work plan is intended to address community concerns as we work together as one community to ensure that Boulder remains a welcoming, safe and respectful place.

## II. STAFF RECOMMENDATION

**Suggested Motion Language:**

Staff requests council consideration of this matter and action in the form of the following motion:

Motion to approve a work plan in support of City Council's request for further research and information to guide future decisions in support of the city's commitment to a safe and welcoming community.

## III. BACKGROUND

The City of Boulder values the diversity of our community and respects all who live, work, and recreate in our community. The city continues to be committed to its role in supporting a safe and welcoming community. Given recent national events, it is important to engage in dialogue and actions that align with the city's role to provide for a welcoming, respectful and safe community.

As a follow up to the discussions at the March 16 HRC meeting (Attachment A) and March 17 City Council meeting, staff proposes a work plan to:

1. Address current community member vacancies on the Police Professional Standards Review Panel,
2. Ensure the structure and process of the Police Professional Standards Review Panel remains a best practice,
3. Provide transparent information through an independent analysis of the Police Department's arrest and summons data, and
4. Support the Human Relations Commission in its role to advise City Council on efforts that foster inclusivity and a safe and welcoming community.

The proposed work plan is intended to address community concerns as Council and staff continue to work collaboratively with the community to ensure that Boulder remains a welcoming, safe and respectful place.

## IV. PROPOSED WORK PLAN

Staff proposes the following work plan to address the needs identified at the March 16 HRC meeting and March 17 City Council meeting:

- 1. Address Current Vacancies on the Police Professional Standards Review Panel**

The Police Professional Standards Review Panel is established by the Boulder Police Department under its General Order 120 and reviews investigations into allegations

of misconduct filed against members of the police department. It consists of six community members and six members of the police department. Six members of the panel are appointed by the Chief of Police from both commissioned and non commissioned department personnel, and six are community members appointed by the City Manager. The community members must be willing to serve a minimum of a two year term and assume their new terms in the early Spring. At present, the terms of four members are expiring and staff is in the process of filling these positions. With positions expiring, it is important to move forward with the selection process to make sure that the panel is functioning with the full complement of community members.

The city has received applications from 29 qualified community members, indicating a strong interest in serving on this important panel. In early April, an initial interview committee will recommend the most qualified 8-10 applicants for a final interview with a second interview committee consisting of the City Manager, Human Services Director, a community member, and another member of the city staff. From these final interviews, the City Manager will select the four new members of the Police Professional Standards Review Panel. This will allow the Review Panel to continue its important work in the coming months, and will allow the City Council the time it needs to consider whether a new process should be undertaken for the appointment of community members in the future.

## **2. Ensure the Structure and Process of the Police Professional Standards Review Panel Remains a Best Practice**

The Police Professional Standards Review Panel was established in 1993 as a best practice. It continues to serve as a leading model within Colorado and across the nation. Since the time of its inception, other models have emerged and it would be helpful to understand those models and other emerging ideas.

In support of the city's emphasis on service excellence, the City Manager's Office in partnership with the Police Department, is seeking to contract for professional services with the Police Executive Research Forum (PERF) to provide research and analysis on other Police Professional Standards Review Panel models and processes. PERF, founded in 1976 as a non-profit organization, is a police research and policy organization and a provider of management services, technical assistance, and executive-level education to support law enforcement agencies. PERF helps to improve the delivery of police services through the exercise of strong national leadership; public debate of police and criminal justice issues; and research and policy development. More information on PERF may be found at [www.policeforum.org](http://www.policeforum.org).

Staff is currently working on a scope of work with PERF. It is anticipated this research and analysis effort will take place over the next few months with a report and staff recommendation to City Council planned for the third quarter.

**3. Provide Transparent Information through an Independent Analysis of the Boulder Police Department's Arrest and Summons Data**

The City of Boulder values transparency and welcomes any information that may support continuous improvement efforts. To support these values, the City Manager's Office in partnership with the Police Department, is seeking to contract for professional services with PERF (described above) to conduct an independent analysis of the Police Department's arrest and summons data.

Staff is currently working on a scope of work with PERF. It is anticipated this research and analysis effort will take place over the next few months with a report and staff recommendation to City Council planned for the third quarter.

**4. Support the HRC in its Role to Advise on Efforts that Provide for a Safe Community**

The HRC has a role to advise City Council on current and new city efforts that provide for a safe and welcoming community. Staff is committed to support the HRC in further clarifying its role and assist in developing a draft work item to address the city's goal of being a safe community for all who live, work and play in our community.

This work item is planned for discussion at the next HRC meeting scheduled on April 20. It is anticipated the HRC's efforts on this item will be available to present to City Council no later than the third quarter of 2015. This timeline will support Council's interest in having a complete set of information available at the same time.

**V. NEXT STEPS**

1. Continue with Police Professional Standards Review Panel interviews as scheduled.
2. Determine scope of work and contract with PERF to provide research and analysis on best practices and other Police Professional Standards Review Panel models and processes.
3. Determine scope of work and contract with PERF to conduct an independent analysis of the Police Department's arrest and summons data.
4. Prepare information on this work item for the April 20 HRC meeting packet.

**VI. ATTACHMENT**

Attachment A: DRAFT March 16 HRC Minutes

**Human Relations Commission  
Monday, March 16, 2015  
Council Chambers  
1777 Broadway  
Boulder, CO 80301  
6:00 p.m.**

**COMMISSIONERS PRESENT:**

Emilia Pollauf  
Nikhil Mankekar  
Shirly White  
Amy Zuckerman

**COMMISSIONERS ABSENT:**

José Beteta

**STAFF PRESENT:**

Carmen Atilano  
Kim Pearson  
Robin Pennington  
Karen Rahn

**I. Call to Order**

The March 16, 2015 HRC meeting was called to order at 6:00 p.m. by **A. Zuckerman**.

**II. Agenda Adjustments**

Discussion/Informational Item 6. A. Presentation by Police Chief Greg Testa was moved up ahead of Action Items V.

**III. Approval of Minutes**

**S. White** moved to approve the Feb. 23, 2015 minutes. **N. Mankekar** seconded. **Motion carries 4-0.**

**IV. Community Participation**

Community members Cynthia Beard, Darren O'Connor, Judith Landsman, Derrick Jones, Jen Watson and Rob Smoke addressed the commission regarding community safety, racial issues, policing and homelessness and the need for continued community dialog. C. Beard commented on the USA Today analysis on racial disparity of arrests in Boulder; and the hope that we can cultivate a more racially diverse and racially inclusive community. D. O'Connor commented on the need for people of color to feel safe in the community. J. Landsman spoke about the experiences of her family and how her children of color had been treated differently than her white children. She commented that she had been unable to find a place to complain about the treatment. D. Jones spoke of his experience feeling unwelcome in Boulder and his experience with the police in both his professional and his personal life. J. Watson commented on the need for collaboration between the HRC, the police department, City Council and community groups such as the Boulder Coalition and Alliance on Race (BCAR) and asked for additional information on the trainer chosen to provide diversity training for the police department. R. Smoke commented on the need for accountability, housing, and on the ongoing homeless problem in Boulder.

V. **Action Items**

A. **2015 HRC Work Plan** – The HRC approved its 2015 Work Plan with the addition of an item under Community Relations, Community Education/Awareness to explore the recommendation to City Council of a Caesar Chavez municipal holiday. **N. Mankekar moved to accept the 2015 HRC Work Plan as amended. E. Pollauf seconded. Motion carries 4-0.**

1. **MLK Day Events** – A. Zuckerman spoke about the opportunity to further engage the community in discussion and encourage excitement about the future of MLK Day in Boulder. **S. White moved to postpone this item to April. N. Mankekar seconded. Motion carries 4-0.**
2. **Funding Allocations** – **E. Pollauf moved to postpone this item to April. N. Mankekar seconded. Motion carries 4-0.**

VI. **Discussion/Informational Items**

A. **Presentation by Police Chief Greg Testa** – Chief Testa provided information on the philosophy and the practice of community policing in Boulder, giving examples of community partnerships and collaborative relationships such as EDGE (Early Diversion Get Involved, a program with mental health partners teamed with police officers who can respond directly and provide immediate mental health resources to those in need in the community); department outreach to the immigrant community as well as to the homeless and CU populations; and other programs involving youth and adults. He gave background on the hiring and training of police officers, the Professional Standards Review Panel review process, and statistics from the recently released Arrest Citation Data Report. He also provided information on the background of the department's diversity trainer, Wendell Pryor. A Q&A with the commissioners followed the presentation. Topics included officer recognition and goals related to community policing; officer discretion in issuing citations and the options available to them as alternatives to detention; the grant-funded state restorative justice expansion pilot program for juveniles through the Boulder County District Attorney's office; the make-up of the Professional Standards Unit; police interactions with the homeless including plans for a Homeless Outreach Team; police training including training on bias-motivated crimes; the reasons for reluctance some people experience calling the police which include mistrust, and how to break down barriers; the importance of transparency; the importance of continued dialog at both the community and individual levels and the importance of the commitment of police leadership.

In response to community participation, K. Rahn provided an update on an April 25 City Council Information Packet on homelessness including updates on the 25 Cities Project pilot; the Consortium of Cities in Boulder County supportive housing study; partnerships with other communities across the Denver Metro area working on the regional coordination and support, particularly in the areas of supportive housing and landlord-tenant issues. C. Atilano gave examples where the HRC, Police Department and the community had worked together in the past to bring matters to City Council for consideration, resulting in the passage of the Sentence Enhancement Ordinance and the Failure to Pay Wages Ordinance. She referred the commissioners to the memo provided by City Attorney Carr where he outlined City Council's guiding principles that set the definition of the HRC's role, also noting that council did look at the review panel in 2014. Commissioners discussed the value of obtaining demographic data on all police dispositions by contact including arrest and non-arrests.

Commissioners and staff discussed possible next steps regarding a community dialog or forum around race relations and agreed to table any decisions until further information had been obtained and reviewed, and an appropriate topic and meeting format determined.

**B. Living Wage Update** – C. Atilano gave an update on work of the city staff committee on Living Wage, which is currently benchmarking peer communities. The analysis and recommendation to City Manager is expected to be completed this year.

**C. Event Reports** – C. Atilano brought forward a request by BMoCA for a commissioner to give a welcoming statement at Dia del Niño on April 25. **S. White** agreed to do so. **A. Zuckerman** attended a meeting to plan a community educational event on Wage Theft.

**D. Follow Up Tasks** – Submit the Feb. 23, 2015 minutes, update the 2015 HRC Work Plan, postpone discussion of the MLK Day Event RFP to April and promote community interest about it, include the HRC event funding RFPs and CIF application in the April packet, send commissioners a link to the Arrest Citation Data Report located on the Boulder Police Department web page, contact BMoCA regarding Dia del Niño.

**VII. Immediate Action Items**

None.

**IX. Adjournment**

**N. Mankekar** moved to adjourn the March 16, 2015 meeting. **E. Pollauf** seconded the motion. **Motion carries 4-0.** The meeting was adjourned at 8:48 p.m.

Attested:

Approved:

Board Secretary

HRC Chairperson

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Human Relations Commission Presents:**

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