

HIRING AND DISCIPLINE SUBCOMMITTEE MEETING MINUTES

DATES: The subcommittee convened on December 13th.

TIME: The meeting convened at 5:00 p.m.

ATTENDEES: All subcommittee members were present: Nadia Salazar, Caroline Fredrickson, Eric Sterling and Alicia Hudson.

SUBJECT: Follow-up to the December 4th meeting (LEOBR discussion);

AGENDA: There was no written agenda.

MATTERS DISCUSSED:

LEOBR

- Meeting opened with discussion regarding some take-aways from Prof. Lopez's presentation: LEOBR should be repealed; the prevailing culture in the MCPD does not support accountability of officers, and there is a lack of intervention by officers when witnessing improper or unlawful acts by fellow officers; while it is important to look at hiring and recruitment practices, there should be ongoing monitoring of police officers' activity on social media, for one.
- A commissioner commented on the need for ongoing psychological evaluations and maintaining of records of officers regarding those evaluations. A commissioner questioned whether the discipline process (under LEOBR) limits the ability to access prior incidents, noting that a lot of this mental health stuff never surfaces.

RACIAL BIAS CONCERNS IN HIRING/RECRUITMENT

- A commissioner noted the need for an assessment instrument to examine racial bias of potential recruits/hirees. Carlos is researching other jurisdictions to see if there has been any success with creating and using this type of assessment in the hiring screening process.
- A commissioner noted that the current makeup of the MCPD is approximately 74% white, mostly white males; commissioners commented that if you're a non-white officer, you're likely going to be reticent about speaking up to intervene or to report an officer's misconduct. It was noted that there is some racial disparity in disciplining of officers. Data is needed to examine this further.
- A commissioner looked at budgeting for police the department and distribution of monies by the County Council. The resources are not being placed in the right place, not addressing the needs of the community.

SROs

- Majority of the subcommittee members were in agreement that SROs needed to be removed from the schools.
- A commissioner looked at discussion that the Mont. Co. Council had about the SRO bill. The commissioner stated that it bothered her a lot that there was a council member who said that for every student who has had a bad experience with the SROs, there is a student who has had a good experience. The commissioner identified this as "selective tokenism."
- It was noted by one of the commissioners that medical research has established that the frontal lobe of the brain is not fully developed until the age of 27 yrs. This heightens the problem of having an armed officer inside of the schools with young students who are in the process of developing their decision-making skills. Another commissioner noted that hiring officers who are not yet 27 years of age is problematic as well because they are armed and have not yet fully developed that area of the brain impacting decision making.
- Another commissioner remarked that he wasn't sure the SRO mission and accomplishments are worth the cost. The commissioner stated he wanted to know what was the data for schools with SROs compared to schools without SROs.
- Final words on SROs: A commissioner stated that when you talk about the school-to-prison pipeline, this is a direct component of the pipeline; this is students' first interaction with the police; I think the positive (of SROs) is hypothetical. Another commissioner noted that in that security officers are employed by the school system while the SROs are hired by the police force, they're going to approach accomplishing the mission quite differently even if their mission is the same. SRO programs have been critiqued by their output -- disproportionate arrests, their role in the school-to-prison pipeline, and mass incarceration -- and other features.
- Another commissioner remarked that analysis of SROs must conclude with the reality that most, if not all, school students who are Black, Indigenous, or are immigrants have been traumatized by police violence, and continue to be traumatized by police violence. This police violence has been frequently directly experienced, frequently experienced by family members, and universally experienced by reporting of newsworthy incidents of police violence that goes back decades. The thousands of police involved killings of civilians each year is a reality in the consciousness and unconscious of almost all students of color. The threat of police violence is universal and constant. A paradigmatic expression of this threat of violence is the "talk" which Black families give to their children about how to behave when stopped by the police -- with the warning that this is a matter of life or death. Once we appreciate the breadth of trauma of police violence experienced by our youth, then there can be no acceptance of routine stationing and patrol by armed and uniformed police officers in schools. SROs may be presented by the police as a method to "improve" the image of the police or to "improve" police community relations. But the reality is that encountering armed, uniformed police officers in the place where they are supposed to feel safe is a horrible retraumatization for many

students, and that is wholly unacceptable. We are unaware of any SRO program that has been implemented that effectively eliminates that traumatization. Repeat, we cannot tolerate programs or activities that cause the traumatization of students in their schools.

OTHER ITEMS

- Comments were made regarding the Citizens Academy: while it was helpful for the police department to give presentations on how and why it operates as it does, there is a need for more depth/deeper dive into issues being examined by the Policing Advisory Commission. There were some concerns expressed regarding troubling statements/comments by presenters during parts of the Citizens Academy presentations.
- Future Meeting Dates were selected for January and February meetings.

THE MEETING ADJOURNED AT 6:30 PM.

Respectfully submitted,

Hiring & Discipline Subcommittee