



City of Davis
Human Relations Commission Minutes
Thursday, July 23 2020
6:30 P.M.

1. Call to Order & Roll Call

Commissioners Present: Sheila Allen, Nadia Alam (Chair), Yvonne Clinton, Emma O'Rourke-Powell, Judith Plank (Vice Chair), Helen Roland, Angela Willson

Commissioners Absent: None

Council Liaisons Present: Gloria Partida, Lucas Frerichs

Staff Present: Carrie Dyer, Management Analyst, City Manager's Office
Kelly Stachowicz, Assistant City Manager

Others Present: Leanne Friedman (Davis Phoenix Coalition ex officio)
Kate Snow (DJUSD ex officio)

2. Approval of Agenda

Clinton moved and Willson seconded approval of the agenda as presented. Motion passed as follows:

AYES: Allen, Alam, Clinton, O'Rourke-Powell, Plank, Roland, Willson

NOES: None

ABSTAIN: None

ABSENT: None

3. Brief Announcements from Staff, Commissioners and Liaisons

- Allen – July 26 30th anniversary of ADA.
- Snow – District update – Board meeting will announce what distance learning will look like. Seven teams working, made up of 200 employees across district provided feedback to the board. Racial equity has been much more explicit in conversations moving forward. Culturally responsive teaching. 100 staff signed up to read books in the anti-racism summer reading group.

4. Public Comment

- Lupita Torres – Attended meeting at school district. Suggests attending Yolo County Board of Supervisors meeting.
- Jennifer Denson – Supports Reallocation of resources from PD to community agencies, which specialize in mental health, substance abuse, homelessness. Not advocating for defunding police departments. Placed too much for PD to respond to all, when there are professionals that can help.

- *Morgan Poindexter – Encourages commission to watch presentation made to the Social Services Commission on “Social Determinants of Public Safety”, which analyzed data from the Davis Police Department and reviewed academic literature to determine where problems lie and what alternative solutions exist outside of law enforcement to help solve them.*
- *Robin R –. Endorses presentation that was presented to Social Services Commission.*
- *Cecilia Escamilla-Greenwald – Appreciate the opportunity to participate*

5. Consent Calendar (6:55)

O’rourke – Powell moved and Allen seconded approval of the June 25, 2020 meeting minutes as presented. Motion passed as follows:

AYES: Allen, Alam, Clinton, O’Rourke-Powell, Plank, Roland, Willson

NOES: None

ABSTAIN: None

ABSENT: None

6. Regular Items (7:00)

A. Discussion on Community Health and Safety Improvements

On June 16, the City Council took action to seek input from various commissions, including the Human Relations Commission, to identify needed community health and public safety improvements. The Human Relations Commission held a discussion with various community representatives to hear concerns and recommendations.

Each representative had 5 minutes to respond to the following questions:

1. *How do you feel the City of Davis can make progress in the area of racial justice in policing or do you feel do you do not have enough knowledge or information on this subject?*
2. *If you were able to make recommendations to our City leaders about ways to advance racial equity in policing and health and safety initiatives in Davis, what might those recommendations be?*

Representatives included:

Maria Cabrera

Davis Resident

Latinex families have concerns – focus on legitimacy vs. laws. Listen to recording. Training of police department to change perceptions of Latino families is important. Does the community believe the police are addressing the community in a fair way? Demonstrated respect from officers is important. Public survey to different groups in the community.

Rachael Fulp Cooke

Davis Resident

Racism by police is poisonous to our community. To make progress in this area the City of Davis must engage in authentic partnerships, promote community dialogue, and build community trust. Community members, particularly those in specific sub-groups, need to believe that officers who are part of the communities in which they serve, are fair and reasonable. In order to foster healthy relationships between communities and

police, community members must be active stakeholders. It is not enough to simply take one workshop on this topic; leadership and organized labor

Officers must commit to ongoing work in this area and must be held accountable to an empowered, independent community police oversight. Racially diverse officers will have a shared set of experiences in the context of their race and ethnicity that may allow for better communication and problem solving in certain situations. This occurs because the officers have likely experienced the same problems themselves (e.g. profiling, discrimination, racism). A racially diverse group of officers can work to build trust and police effectiveness in a way that otherwise may elude a police force. One of the primary aims should be to bridge the divide of communication and mistrust.

Cecilia Escamilla-Greenwald/Nora Oldwin ***People Power***

Team of four from People Power are working on this topic. Important to consider the incidents that do not make news often set the tone in the community. People of Color feel not welcomed in the community, as a result of some of these incident. Would like City to review training, making information to public that mediation, etc. can take place.

Look at what other communities have contemplated and addressed. System wide problem, Nation wide problem. Much of police time is spent working on misdemeanor types of issues. Revision of how policing works

- *Move traffic enforcement out of PD and move into transportation.*
- *Move Mental Health calls out of PD and move into Social Services*
- *Remove neighborhood signs that reference calling police for suspicious activity.*

Anoosh Jorjorian ***Community Organizer***

Acknowledge institution of policing is saturated with racial bias and white supremacy. Criminal justice system is built on racial bias. Implicit bias is ineffective and can make policing worse.

- a. *Institution needs restructuring of entire institution*
- b. *To recommend to City Council, thank people power about the work they did, support notion to increase racial inequity is to re-purpose funding to other areas. Have police response only in times when “warrior” response is required. Unhoused, mental health, social service calls can go to people who are trained.*

Anne Kjemtrup ***Muslim DEIN***

PD mission – as public servants, change to serving with humility. Deeper trust of serving officers (driving while Muslim), how can we be assured that police serving us are free of complaints here and from other areas? Some in the Muslim community have still not regained trust lost in incident 10 years ago. Would like to see more transparency in police and would like cultural sensitivity training.

Maria Martinez

External Affairs, ASUCD

Meet with communities who are disproportionately affected by police violence. Statistics not representative of reality. Comprehensive evaluations of police relationships with Davis residents, including students. Training must be reformed. Trained individuals in different fields instead of sending police officers to all incidents. Restorative justice practices. Effective changes are the only option. Looks forward to working together in the future to represent student voice.

NJ Mvondo

Davis Resident/Community Organizer

Police Department should lead by example with integrity, putting the needs of the community first. Transparent process for keeping Police accountability is important. Curious as to how many officers live in Davis vs. outside of Davis? Feels that officers who live in the community might be more vested. Problem of racial inequity within institution. Transparency about issues with officers and if there are ones with complaints/issues, they need to be re-assigned or removed. The community needs to be reassured that something has been done. Suggest some funding be reallocated to mental health services, for professionals to serve those with mental illness rather than police officers. Check in for officers to assure their mental health is okay, due to stressful job. City should work to give easy access to mental health services.

Tracie Olson

Yolo County Public Defender's Office

Allow civilian experts to handle social situations. Cahoots program in Oregon. Calls funneled to most appropriate team. If PD is needed, then they are called. AB 1054 bill will create community-based alternatives to law enforcement. Davis should consider idea, whether or not it becomes law. Focus on things that work and do things better.

Natalie Wormeli/Carina Hinton

Yolo County ACLU

Trust issue between community members and law enforcement. Law enforcement/civilian mentality needs to change. Defunding is about divesting and investing. It is not about not having any public safety at all. . Keep what makes sense and change what does not. Sending police officers into mental health call doesn't make sense. Consider look into work done in New Jersey as an example. We all deserve better.

Public Comment

- *Larry Guenther – Yolo People Power – grateful to those who support change to current model. People have color have a very different experience with policing in Davis than white people. Protecting property rights instead of people needs to change. Do not entertain name change to PD until all changes are made outside of police department.*
- *Connor Gorman – Davis needs separate department for public safety separate from police department. Provides services and programs that can make decisions on own, outside of command of police chief.*
- *Francesca Wright – Encourages HRC to read report that People Power prepared and sent in. Well thought out suggestions.*

- *Dillan Horton – Chair of PAC. Thankful for the discussion and hopes that HRC will create subcommittee to join PAC and SS*
- *Lupita Torres – Supports the establishment of separate public health institution. LE should be trained in mental health crisis situations. Advocating for mental health access for police officers, as they are under duress. Form relationships with community and PD.*
- *Morgan Poindexter – Encourage people to look at Davis specific data to inform our specific city as to where our challenges are.*
- *Jordan – Taking mental health crisis response out of PD is first step.*
- *Jennifer Denson – member of Yolo People Power – power-people@gmail.com is way to get in touch with People Power. Suggests removing police out of schools.*

Stachowicz provided updated on PAC and Social Services. Both decided to create public safety subcommittee.

Allen – themes – respect for community, mental and alcohol and drug use being addressed by professionals in field, survey of community, supports subcommittee idea

Snow – theme to embrace – what it means to be Latinex in Davis, language interpretation and translation services is important to be a part of any reform. Would love to hear from young people and what their response to policing is in Davis. Tessa Smith, chair of DA multicultural council, mental health trainer is great resource, maybe to have her speak to HRC or subcommittee

Plank – figure out what people are hoping for – heard need for expedition.

Alam – Could we send leaders from our police force in our City to New Jersey to see what is happening there. It is often helpful for people to actually see what is happening elsewhere.

Partida – purpose of subcommittee is for all commissions to come together to put together information for City Council that they are hearing from community to then provide suggestions. Subcommittee members can take messages heard to larger committee.

Allen moves with second by Willson that Plank and Alam are representatives, with Allen as alternate to the subcommittee to work with PAC and SS on community health and safety improvements.

Motion passed as follows:

<i>AYES:</i>	<i>Allen, Alam, Clinton, O’Rourke-Powell, Plank, Roland, Willson</i>
<i>NOES:</i>	<i>None</i>
<i>ABSTAIN:</i>	<i>None</i>
<i>ABSENT:</i>	<i>None</i>

Allen suggest that maybe a special meeting is held prior to the subcommittee meeting

7. Future Agenda Items

- *Public Safety Subcommittee*
- *Huynh Selection*
- *Commission application process and outreach process implementation*
- *Continue work plan reviews and assignments*

8. Commission and Staff Communications

None.

9. Adjourn

The meeting adjourned at 9:00 to the next regularly scheduled meeting of August 27, 2020.

*Respectfully Submitted,
Carrie Dyer
Management Analyst
City Manager's Office*