

Diversity, Equity, and Inclusion Internal and External Committees Update

January 4, 2021



Brief History

- Mayor Colvin established two DEI committees (Internal & External) this summer to review our City organization's policies and practices as well as discuss opportunities to engage residents in dialogue about police relations and current social issues.
- Multiple public meetings held between August and early December.
- City Council approved five interim recommendations on November 9, 2020.
 - ✓ Schedule bias training for Council (and eventually staff)
 - ✓ Review and evaluate peer jurisdictions' LSBE efforts
 - ✓ Continue dialogue on some form of a citizen police board
 - ✓ Pursue contract for a resident survey on Market House
 - ✓ HRC to facilitate town halls meetings based on resident responses

Updates

- Peer city information has been received and will be presented as part of the FY21 2nd Quarter LSBE report later this month.
- Disparity Study RFP closed in December. Responses are being evaluated and should be ready for Council to award a contract in early February.
- Results will take roughly two years to receive a complete outline of the consultant's recommendations.
- ETC Institute, a national social research firm, is no longer interested in conducting survey on Market House.
- City Attorney's Office briefed Internal Committee about the current legal standing across the state for a Citizen Advisory and/or Citizen Review Board.
- Staff asked to craft framework for a taskforce to help identify a process for addressing the calls to form a citizen police board.

Tonight's Action

- Present proposed taskforce framework and gain Council consensus approval to implement process
- Council to provide direction for Market House community engagement and any other DEI dialogue over next 60 days
- Council provide further guidance



Proposed Task Force Selection Process

- Objective: A nine member, time limited ad hoc Task Force will provide process recommendation to City Council that identifies a process addressing the calls to form a citizen police board.
- Selection Process: Use the Boards and Commission's application online portal from Monday, January 11 through Friday, January 22. Reviewed by the Appointments Committee. A Special Meeting scheduled for January 25 to request a recommendation to present to the full City Council at Regular Meeting that evening.
- Candidate Characteristics: Previously engaged in community... representation across Council districts...experience with police and/or community advocacy organizations... thoughtfulness for evaluation of the intersections of police policies and procedures, the law and issues of social justice, etc... understanding of the Task Force's mission.
- Next Steps: After appointment, staff will work with group to consider a facilitator that can help develop a work plan for Council consideration and approval.
- Product Delivery: Present a report to the City Council in 30 days. Task Force will be dissolved after meeting objective.



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