



## **CITY OF SILVERTON – DIVERSITY, EQUITY, AND INCLUSION TASK FORCE Zoom Web Conference Platform**

**Monday, August 9, 2021– 6:00 pm**

***Americans with Disabilities Act** – The City of Silverton intends to comply with the A.D.A. The meeting location is accessible to individuals needing special accommodations such as a sign language interpreter, headphones, or other special accommodations for the hearing impaired. To participate, please contact the City at 503-874-2204 at least 48 hours prior to the meeting.*

A copy of the full packet is available on the City's website at [www.silverton.or.us/agendacenter](http://www.silverton.or.us/agendacenter). In accordance with House Bill 2560 the meeting will be held electronically using the Zoom web conference platform. Please submit written comments to [sstewart@silverton.or.us](mailto:ssewart@silverton.or.us) by 10:00 a.m. on Monday, August 9, 2021. Comments received will be shared with the DEI Task Force before the meeting and included in the record.

Zoom meeting link:

<https://us02web.zoom.us/j/86143672831?pwd=dXFYeS9oR1BxRXVBWHJSL0VRWkQrQT09>

Webinar ID: 861 4367 2831

Passcode: 615202

Dial In: 1 (253) 215-8782

### **AGENDA**

- I. OPENING CEREMONIES – Call to Order & Roll Call**
- II. APPROVAL OF MINUTES – May 27, 2021 Civic Center Equity and Inclusion Task Force**
- III. PUBLIC COMMENT – Items not on this agenda**
- IV. DISCUSSION/ACTION – NEW BUSINESS**
  - 4.1 Discussion on ideas, suggestions or comments for improving communication between the community and the Police Department**
  - 4.2 Develop a list of recommendations for Council consideration**
  - 4.3 Future meetings to be held in person or via Zoom**
- V. COMMITTEE COMMUNICATIONS**
- VI. ADJOURNMENT**

1 CITY OF SILVERTON  
2 **DIVERSITY, EQUITY, AND INCLUSION TASK FORCE MINUTES**

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4 **May 27, 2021, 6:00 p.m.**

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6 **I. CALL TO ORDER**

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8 Chair Palmer called the meeting to order at 6:00 p.m. The task force members, staff, and presenters were  
9 present through the virtual meeting platform Zoom. Chair Palmer explained the meeting is being held  
10 through Zoom pursuant to House Bill 4212.

Present	Absent	
X		Kyle Palmer (Chair)
	X	Lara Ghio Gaitan
X		Enez Bradford
	X	Brianna Wolterman
X		Orianna Farrell ( <i>arrived at 6:22 pm</i> )
X		Micole Olivas-Leyva
X		Joel Autry
X		Paul Scoville
X		Taisia Alagoz
	Excused	Abbie Hoke

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26 **Staff Present:** City Manager, Ron Chandler; Chief of Police, Jim Anglemier; and Assistant to the City  
27 Manager/City Clerk, Angela Speier

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29 **II. APPROVAL OF MINUTES FROM THE JANUARY 28, 2021 CIVIC CENTER EQUITY AND**  
30 **INCLUSION TASK FORCE**

31 This item was taken after agenda item 4.4. Member Olivas-Leyva made a motion to approve the minutes  
32 from the January 28, 2021 Civic Center Equity and Inclusion Task Force meeting. Member Bradford  
33 seconded the motion. There was no discussion and the motion passed unanimously 3-0 (Yes: Members  
34 Bradford, Olivas-Leyva and Farrell; No: 0).

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36 **III. PUBLIC COMMENT**

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38 **IV. DISCUSSION/ACTION – NEW BUSINESS**

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40 **4.1 Formation and Purpose of the DEI Task Force**

41 Chair Palmer explained the Civic Center Equity and Inclusion Task Force was formed to ensure the new  
42 Civic Center is open and inclusive for all individuals. Moving forward the members from that Task Force  
43 and the newly appointed members of the DEI Task Force will be expanding their scope to look beyond  
44 the Civic Center to discuss other issues in the community that would benefit from the input of the DEI  
45 Task Force. This could include looking at possible policy changes or a significant facility decision. The  
46 Task Force was established to ensure everyone has a voice in the decision making process.

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48 **4.2 City of Silverton Board and Committee Overview**

49 Assistant to the City Manager/City Clerk Angela Speier provided an overview of the Board and Committee  
50 Manual and explained open meeting and public record laws.

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52 **4.3 Police Department Overview**

53 Chair Palmer provided the history of the discussion City Council has had regarding taking a  
54 comprehensive look at the Police Department's policies, budget, recruitment and training. The discussion

1 has involved the possibility of hiring a consultant to look into the department further or utilizing a  
2 community survey to get feedback on the department. The City Council decided to ask the DEI Task  
3 Force to discuss the best way to move forward with community engagement on this topic.  
4

5 Chief of Police Jim Anglemier explained his police background and noted he has been the Chief in  
6 Silverton since June 1, 2020. He explained Silverton is a smaller department that is able to do a lot more  
7 community policing and work with community groups to provide resources and solve problems for  
8 residents. He would like to hear the member's ideas on how the department can do greater community  
9 outreach and have more effective open communication with residents. In addition, he is seeking ideas on  
10 how to strengthen the community's understanding of police operations and how to solicit input from the  
11 community on important police issues. These suggestions will then be reported back to City Council for  
12 further implementation.  
13

14 Chief Anglemier reviewed the staff report in the Task Force packet and provided an overview of the  
15 department operations. He explained the department's philosophy on community policing and the need to  
16 work with nonprofits and other community organizations to help solve problems. The department is  
17 accredited through the Oregon Accreditation Alliance and he explained there are 105 accreditation  
18 standards the department has to meet. The department works with Lexipol to develop and maintain the  
19 Department Policies and Procedure Manual. Lexipol also provides an online training platform through  
20 courses and videos designed to meet training mandates. The department includes 17 personnel and  
21 staffing levels have been down recently due to officers moving onto bigger agencies. He described the  
22 City's testing, selection and hiring process. All officers working in the field are assigned a body worn  
23 video camera which is utilized to record contacts with individuals in nearly all situations. This gives the  
24 Chief another piece of evidence to look at during an incident. The department is involved with a lot of  
25 training, including the Basic Police Academy, field training, as well as monthly training set through  
26 DPSST. If an officer fails to meet these training requirements it could result in their de-certification. An  
27 officer averages about 100 hours of training per year.  
28

29 Chief Anglemier reviewed his future goals for the Silverton Police Department. He would like to reopen  
30 the ride-along program, which was put on hold due to COVID-19. In addition, he would like to start a  
31 Citizen Police Academy which would allow for a more in depth opportunity for the public to talk with  
32 officers and participate in some of the training and skills testing officers have to go through. He would like  
33 to expand the department's community involvement through Town Halls and attendance at community  
34 groups meetings. Lastly, he would like to request an agency review by a panel of Oregon Chiefs of Police  
35 which would allow the department to be evaluated on meeting best practices, policies and procedures.  
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37 Member Autry asked about what goes into the psychological evaluation officers have to go through during  
38 the hiring process. Chief Anglemier explained the City contracts with psychologists who evaluate potential  
39 officers after they pass a background check. The doctors receive the background information and then  
40 there are a number of tests a person gets evaluated on. The psychologists are looking for triggers related  
41 to bias, multi-tasking issues, values and if they are a risk taker. There is legislation in Oregon right now to  
42 make psychological exams a mandatory part of the hiring process. The department will go with what the  
43 doctor recommends and will not move forward with the hiring if they do not pass their exam.  
44

45 Member Bradford asked the Chief to clarify the difference between the Silverton Police Department and  
46 other departments in the State and how Silverton does things differently. The Chief explained the  
47 relationship building aspect of the department and how they work with individuals in the community to get  
48 them the help they need. In larger agencies officers are going from call to call and the protests over the  
49 last year has been hard on the officers in Portland in particular.  
50

51 Member Olivas-Leyva asked if officers have periodic psychological evaluations to make sure they are still  
52 safe to be on the streets throughout their career. Chief Anglemier explained there are not mandatory or  
53 annual checkups, because in smaller departments it can be hard to find psychologists, the cost and the  
54 time can also be a barrier. The Silverton Police Department works on bias and ethical training throughout  
55 the year. They also do a lot of training in wellness and rely on each other to ensure officers are still in a  
56 good mental state. If there is something out of the ordinary the department will ensure the officer gets the

1 help they need. Member Olivas-Leyva asked if the department has training around officer mental health.  
2 Chief Anglemier said yes the department does a lot of that type of training through the Mental Health  
3 Department, peer support teams and the Police Academy. He further explained the Mental Health  
4 Response Team in Marion County and how they help with mental health calls. Member Olivas-Leyva  
5 wondered if periodic evaluations are something the Task Force could explore, especially after an incident  
6 and/or five years. Chief Anglemier explained if an officer goes through a traumatic incident, such as a  
7 major car accident that includes fatalities the department can send the officer to a psychologist and if  
8 there is an officer involved shooting they will also receive an evaluation with a psychologist prior to  
9 coming back to duty.

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11 Karen Trucke, Tillicum Drive. Karen Trucke asked how many officers the department has when they are  
12 fully staffed. Chief Anglemier said the department has 17 total authorized positions in the department.  
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#### 14 **4.4 Next Steps**

15 Chair Palmer asked the members to discussion options that can be taken back to the City Council on how  
16 best to provide a structure of community feedback. He said there are a number of options the Task Force  
17 could explore such as a Citizen's Police Academy, educational campaign, community survey, etc. He  
18 explained City Council discussed a possible survey, but would like the Task Force to work on the  
19 development of the questions if they deem this a good way to get community feedback.  
20

21 Member Alagoz suggested the Silverton Police Department increase their online presence through social  
22 media platforms which would open up the line of communication and lead to greater transparency and  
23 trust. Some of the other local departments have a greater presence online. Discussion ensued on how  
24 the department has utilized social media in the past and the community response associated with a few  
25 posts. Chief Anglemier explained the challenges with managing these platforms at the current staffing  
26 level. Member Farrell said having a greater presence on social media is a really good way to promote the  
27 department with the younger generation and suggested utilizing volunteers to help with this type of  
28 promotion. Member Autry suggested hiring a social media consultant, because of the staffing and privacy  
29 concerns. He is in favor of this type of transparency and exposure. In addition, the police need to build  
30 trust within the community and Member Autry suggested starting in the schools in order to build trust with  
31 the youngest members of Silverton. This would help children to learn not to be intimidated by police  
32 officers, but to trust them. Discussion ensued on the School Resource Officer (SRO) program in the Silver  
33 Falls School District and how relationships are formed through that program. Member Bradford works at  
34 the Middle School and has worked closely with Officer Aljets who is the current SRO. Due to COVID-19  
35 the interactions with students have been pretty limited, but hopefully in the future the SRO will be able to  
36 attend more school functions and have more of a presence in the buildings. This is especially important  
37 so children are not just associating the SRO with crisis situations or discipline. Chief Anglemier explained  
38 there is one officer who handles the activities throughout the entire district which includes 11 schools. The  
39 SRO works to develop relationships and friendships with the students so they feel comfortable talking to  
40 the SRO about any issue they may have. The SRO will work with counselors or other agencies to get  
41 them the resources they need. Chief Anglemier would like to get a second SRO position funded in the  
42 future. The position is hired in conjunction with the School District staff. He further explained how officers  
43 interact with the community through special events.  
44

45 Member Bradford said this is a really big question and asked if the Task Force could take more time to  
46 ponder the options. Members could come back with ideas at the next meeting. Chair Palmer said that is  
47 absolutely reasonable. The Task Force members were agreeable to this approach, they would like to  
48 digest the materials and bring ideas back during the next meeting. Member Bradford said not everyone's  
49 relationship with the police is the same and asked members to keep in mind the need to embrace  
50 everyone's lived experiences. There is a need to recognize different experiences and be open to  
51 receiving them. Members discussed their experiences with the department and how to make Silverton a  
52 unique and inclusive community.  
53

54 Chief Anglemier explained the Pacific Northwest has higher ethical standards than other areas in the  
55 country. He hopes the members will voice their concerns and put everything on the table to discuss.  
56 Discussion ensued on incidents that have occurred in Silverton both police related and community related

1 between individuals. In addition, there is a perception and fear something is going to happen with the  
2 Silverton Police Department.  
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4 **V. COMMITTEE COMMUNICATIONS**  
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6 Member Scoville said he is grateful to be a part of the Task Force and appreciates living in a town that is  
7 willing to listen. Member Bradford agreed and is grateful to live a place where these discussions are  
8 taking place. Member Farrell said she likes the social media discussion and would like to see the staff  
9 and members of the Task Force work on a plan to implement something moving forward. Chair Palmer  
10 said the City Council and staff are appreciative of the members stepping up to serve on this Task Force  
11 and hopes moving forward even more voices can be heard.  
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13 **VI. ADJOURNMENT**  
14

15 Member Olivas-Leyva made a motion to adjourn and Chair Palmer adjourned the meeting at 7:49 p.m.  
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17 Respectfully submitted by:  
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19  
20 /s/Angela Speier,  
21 Assistant to the City Manager/City Clerk  
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DRAFT