

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

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

I. CALL TO ORDER

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

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

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

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

III. PUBLIC COMMENT

IV. DISCUSSION/ACTION – NEW BUSINESS

4.1 Formation and Purpose of the DEI Task Force

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

4.2 City of Silverton Board and Committee Overview

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

4.3 Police Department Overview

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

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

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

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

Chief Anglemier reviewed his future goals for the Silverton Police Department. He would like to reopen the ride-along program, which was put on hold due to COVID-19. In addition, he would like to start a Citizen Police Academy which would allow for a more in depth opportunity for the public to talk with officers and participate in some of the training and skills testing officers have to go through. He would like to expand the department's community involvement through Town Halls and attendance at community groups meetings. Lastly, he would like to request an agency review by a panel of Oregon Chiefs of Police which would allow the department to be evaluated on meeting best practices, policies and procedures.

Member Autry asked about what goes into the psychological evaluation officers have to go through during the hiring process. Chief Anglemier explained the City contracts with psychologists who evaluate potential officers after they pass a background check. The doctors receive the background information and then there are a number of tests a person gets evaluated on. The psychologists are looking for triggers related to bias, multi-tasking issues, values and if they are a risk taker. There is legislation in Oregon right now to make psychological exams a mandatory part of the hiring process. The department will go with what the doctor recommends and will not move forward with the hiring if they do not pass their exam.

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

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

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

Karen Trucke, Tillicum Drive. Karen Trucke asked how many officers the department has when they are fully staffed. Chief Anglemier said the department has 17 total authorized positions in the department.

4.4 Next Steps

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

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

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

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

between individuals. In addition, there is a perception and fear something is going to happen with the Silverton Police Department.

V. COMMITTEE COMMUNICATIONS

Member Scoville said he is grateful to be a part of the Task Force and appreciates living in a town that is willing to listen. Member Bradford agreed and is grateful to live a place where these discussions are taking place. Member Farrell said she likes the social media discussion and would like to see the staff and members of the Task Force work on a plan to implement something moving forward. Chair Palmer said the City Council and staff are appreciative of the members stepping up to serve on this Task Force and hopes moving forward even more voices can be heard.

VI. ADJOURNMENT

Member Olivas-Leyva made a motion to adjourn and Chair Palmer adjourned the meeting at 7:49 p.m.

Respectfully submitted by:

/s/Angela Speier,
Assistant to the City Manager/City Clerk