



City of Salisbury
CRIMINAL JUSTICE REFORM TASK FORCE
MEETING MINUTES
November 11, 2020
6:00pm - 8:00pm



In Attendance

Members, Facilitators, and Advisors:

Travon Miles, Kala Farrare, Heather Collins, Eileen Johnson, Danielle Thomas, Kendra Hayward, James Holbrook, Wesley Moore, Keith Myer, Joseph Pryor, Heather Johnson, Eddie Harmon, Kevin Whittington, Randall Cone, Julie English, Andy Kitzrow, Chief Duncan, Cpt. Drewer, Sgt. Crockett, Isiah Barkley, Nathan Schrlau, Erica Brightbill, Joseph Doyle, Michelle Ennis

Members Absent:

Tammy Carey, Schellee Gonzalez, Kevaudria Armstead, Ciara Cooks, William Harden, Christopher Carter

Introductions and Recap

Moderator, Michele Ennis, welcomed the Task Force members and facilitated introductions of all members in attendance.

Officer Wellness Meeting Update (from 10/28/20)

It was determined that Heather Johnson and Randall Cone will be the point persons for this subcommittee.

Mr. Cone shared the following topics and questions from the meeting:

- What Officer Wellness means? (overall and identity)
- How to learn the internal identity of a police department at this point?
- What is working to support officer wellness currently?
- What is not working to support officer wellness currently?
- History of the perception of law enforcement.

Ms. Johnson shared the following topics and questions from the meeting:

- Definition of emotional well-being.
- How can we erase the stigma of emotional wellness surrounding police officers?
- Cpt. Drewer referenced the books *Emotional Survival for Law Enforcement* and *I Love a Cop* to get a better understanding of this topic.

Implicit Bias Meeting Update (from 11/4/20)

It was determined that Travon Miles and Wesley Moore will be the point persons for this subcommittee.

Mr. Miles shared the following topics and questions from the meeting:

- What is bias?
- Can there be good and bad bias's?
- What are ways they can benefit or hinder law enforcement?
- Does the data, both public testimony and police department, demonstrate that there is evidence of explicit or implicit bias in Salisbury police practice?
- What steps can be taken to alleviate bias within the police department?
- Communicated the desire for data reports.
- Would like to work toward a recommendation/objective once the 12 months is over.

Mr. Moore shared the following topics and questions from the meeting:

- Bias may be obvious in an individual or anecdotal sense but difficult to show in trends without statistics.

Use of Force Meeting Update (from 11/4/20)

It was determined that Eileen Johnson will be one of the point persons. A back-up will need to be established.

Ms. Johnson shared the following topics and questions from the meeting:

- The public is not aware of what is happening on the ground so the data will give an understanding of that.
- The SPD website has a lot of data to offer.
- Requesting reports on Use of Force and internal investigations.
- What is Use of Force?
- Drewer explained Use of Force as a wheel and as the situation calls for it, you adjust your level of force as needed. Police presence (putting on the uniform) is the first level.
- Discussed Duty to Intervene and de-escalation.

Committee Discussion

Ms. Ennis explained that the Citizens Police Academy (CPA) provides details and insight on policies and procedures for the SPD. A couple of the task force members are currently going through the academy. She asked for feedback on the possibility of task force members participating in the CPA beginning in January of next year.

CPA is a 12-week course that meets once per week for three hours per night. There are a variety of topics, including those discussed in the task force meetings, but it would provide greater detail. Cpt. Drewer shared an overview of the academy.

The consensus of the task force was to pause the current meetings to allow for members to participate in the CPA. There is a possibility the academy may need to be virtual depending on the Covid status at that time. It is understood that not all members will be able to commit to 12 consecutive weeks.

Sgt. Crockett offered to coordinate Ride Alongs where task force members would ride with an officer while on duty to get a sense of what transpires. This would also allow for one-on-one communication with the officer. Sgt. Crockett is the contact if you are interested in the Ride Alongs.

Closing

Target date to begin CPA is Wednesday, January 13th. As the date gets closer there will be more communications and details available.

Ms. Ennis will work with the City and SPD to fine tune the details and report back to the group. Dates for the next subcommittee meetings were given and members of each were announced.

Ms. English requested contact information from those members who wish to be listed on the “shared” contact list. The purpose of this list is so members can communicate with one another outside of the normal meetings, particularly within subcommittees. This list will go out within the next few days.