



City of Tacoma

Community's Police Advisory Committee Special Meeting Minutes

Saturday January 26, 2022
Virtual Zoom Meeting
6:00 p.m.

The CPAC is comprised of Chair Stephen Hagberg, Vice Chair Shayna Raphael, and Committee Members Louis Cooper, Jill Jackson, Jeffery Sargent, Nate Robinson, Adrian Lavergne, Angela Mealing, Allen McKenzie, and Jabari Hampton

Members Present: Chair Stephen Hagberg, Louis Cooper, Adrian Lavergne, Angela Mealing, Allen McKenzie, Jabari Hampton, Shayna Raphael, Nate Robinson, Jeffery Sargent,

Members Absent: Jill Jackson,

Staff Present: Staff Liaison Bucoda Warren, City Manager's Office; Tanisha Jumper, Executive Liaison;

Staff Absent: N/A

Called to order 9:04am

Introduction Activities

-9:05am, Members and staff shared something about themselves and introduced themselves.

-9:14am, Chair Hagberg shared the purpose of the day and what the agenda looks like. The Chair also took questions before diving into the agenda.

Action Plan Development and Adoption

-9:35am, the action plan development started with a presentation by CM Mealing who shared a brief recording of a podcast that better explained how to ask police to change. Podcast and recording time points detailed in recording.

-9:55am, CPAC took an 8 minute break to return at 10:04am.

-10:07am, CPAC begun work planning and setting priorities.

- CM Raphael shared that **oversight** should continue to remain a high level priority for the committee, and reviewed last year's work.

- need to suggest TMC changes, and bring to CVS as a vehicle to implement changes. A full recommendation will need to be proposed to the city before bargaining in late summer 2023, to be implemented 2024.

- incremental code changes to improve CPAC operations
 - connected to oversight, but help set the stage for that work.
- CM Lavergne asked that data be a priority. CPAC needs proper **data and statistics** to understand the problem and patterns.
 - data is not easily accessible, and should be made more available.
 - RES406285 refers specific data to CPAC.
 - CM Mealing shared that **use of force** is a main interest for her.
- CM Lavergne asked that **Outreach and Diversity** be a priority for members.
 - how do we invite more people to the conversation and support future recruitment.
 - CM Robinson shared that more lived experience needs to be implemented into the conversations and understanding of CPAC. Coordinate dialogue to connect the community to the people who write and enforce the laws.
 - CM Hagberg wants to have better onboarding practices, handbooks, and make sure succession plans are in place.
- CM Lavergne asked that CPAC address **police culture**.
 - Referenced the New Orleans EPIC model
 - have to address culture in a way that does not make officers defensive
 - officer mental health**: is mindfulness and self care a part of the work and culture?
 - CM Cooper asked that members learn more from the **CJTC and other agencies** to better understand the culture and training officers receive.
 - the police's citizen's academy needs to be more available and perhaps a truncated version needs to be put together for CPAC.
 - prioritize and focus training on ESJ efforts.
- CM Lavergne asked that CPAC review the **recruitment policy** and website to better understand how we are bringing in new officers.
 - CM Robinson shared that around recruitment we review whether there should be any **preference for vets**, and how the policy could be changed.
- CPAC Took a break at 11:13am.
- CPAC returned at 11:20am.

Proposed Priorities:

1. Oversight
 - a. Review the TMC and make incremental changes to set the stage
2. Data and Statistics
 - a. Establish a process to receive regular data updates in line with RES40685
 - b. Focus on use of force data and recommend changes
 - c. Make data more easily accessible for the public.
 - d. Highlight demographics of the department
3. Member Outreach and Diversity
 - a. Bring more members of the public with lived experience to participate in discussions.
 - b. Build better outreach practices that allow for better recruitment for future seats.
 - c. Establish onboarding practices, handbooks, and make sure succession plans are in place.
 - d. Connect the community better to TPD and what they are already doing.
4. Police Culture and Training
 - a. Officer mental health
 - b. See what other agencies and the CJTC give in terms of training and bring recommendations to TPD

- c. Prioritize de-escalation and ESJ training over range and tactics.
- 5. Recruitment of Officers
 - a. Review veteran preference policies and recommend changes.

Adopting New Subcommittees

11:25am, CPAC discussed subcommittees

Proposed Subcommittees:

- Program and Policy (recruitment?)
- Outreach
- Data and Trends
- Oversight
- Police Culture and Training

Vice Chair Elections

-11:30am, members discussed nominations for vice-chair.

- CM McKenzie nominated Shayna Raphael. CM Robinson seconded. Motion passed unanimously

11:32am.

Adopt Bylaws

-11:33am, members discussed any changes that need to be made to the bylaws before adoption.

- absences before a meeting with chairs: 3 absences is consideration for resignation or removal.

CM Raphael moved to strike unexcused from bylaws. CM McKenzie seconds. Motion passed

11:43am.

- Equal protection under the law is not mentioned in the bylaws.

-first reading will be at the February meeting.

Final Thoughts

-11:47am, members made final thoughts.

-11:50am, Liaison Warren shared the practice to CC staff, and BCC committee members, and do not reply all, and asked that members remember that. Liaison Warren also asked members to review the notes and have feedback prior to the February meeting.

-12:01pm, CPAC moved to changes the Feb 14 to the 16th. CM Raphael Moved. CM Hampton seconded. Motion passed 12:01pm.

Adjournment

CM McKenzie moved.

CM Raphael seconded.

Meeting adjourned at 12:02pm.

Stephen W. Hagberg

Stephen Hagberg, Chair

Bucoda Warren

Bucoda Warren, Staff Liaison