



City of Tacoma

Community's Police Advisory Committee

Meeting Minutes

Monday, December 11, 2023

Hybrid Meeting

6:00 p.m.

The CPAC is comprised of Chair Allen McKenzie, Vice Chair Shayna Raphael, and Committee Members Stephen Hagberg, Jabari Hampton, Louis Cooper, Jeffrey Sargent, Angela Mealing, Ralette Churchill, Esther Evans, Shepherd Southworth

Members Present: Allen McKenzie, Stephen Hagberg, Angela Mealing, Jeffrey Sargent, Louis Cooper, Esther Evans, Ralette Churchwell

Members Absent: Jabari Hampton, Shayna Raphael, Shepherd Southworth

Staff Present: Staff Liaison Ted Richardson, Staff Liaison Chelsea Talbert, Lieutenant GJ Roberts, Captain Gretchen Aguirre, Staff Liaison Jacques Colon

Staff Absent:

Called to order at 6:03pm

Welcome and Introductions

Approval of the Agenda

Approval of the agenda for the CPAC meeting held on December 11, 2023

Passed at 6:04

Approval of the Minutes

Approval of the minutes of the November 13, 2023 CPAC meeting.

Motion passed at 6:04

Briefing Items

City Reports

City Manager's Office

- 6:05 – Ted shared the City is going through Charter Review process which happens every 10 years. The City Council is appointing committee members and will be discussing the process at the Noon Study Session on Tuesday, December 12.

Tacoma Police Department

- 6:08 – Nothing specific to report

Presentations and Discussions

Recognition of outgoing CPAC members Shayna Rafael, Jeffrey Sargent, and Jabari Hampton

- 6:09 – Allen shared gratitude to Jeffrey. Jeffrey shared he will continue to engage in the work and attend meeting in the future. Gretchen thanked Jeffrey for his work.

Discussion of 2024 Retreat and CPAC goals for next year

- 6:15 – Allen shared that plans are being made for the CPAC retreat. Ted shared that Feb 3 is the date that works best according to the doodle poll. Allen opened the floor for discussion for the location for the retreat.
- Captain Aguirre asked about onboarding new members. Allen shared that he and staff are working on connecting with new members prior to retreat and there will also be agenda items to orient new staff. Ted asked that if there are any items folks would like to discuss, please share that with staff.
- Allen shared discussing goals would be helpful including officer wellness.
- Jeffrey recommended supplying printed copies of materials including the outreach flyer.
- Ted shared that building on Shayna's complaint tracking work could be a good goal. Ted also encouraged members to think about subcommittees and membership.
- Esther shared there are communication struggles including signing up to be on email lists from TPD multiple times and not receiving updates so it may be helpful to discuss improving communication with TPD and CPAC.
- Ralette shared that keeping the Early Intervention System on the radar, tracking policy changes from 21CP report, and Community Safety Action Strategy should be continued goals for CPAC
- Louis shared it would be helpful to get an update on the oversight recommendation. Louis shared that he is also participating in the Emergency Center Operations Team for the trial for the officers involved in the death of Manny Ellis. Someone asked if CPAC would make a statement on the trial and Louis referred them to Allen as CPAC chair. Committee members agreed they are not in a position to make a statement.
- Jeffrey asked if it may be helpful to get some presentations from TPD's Citizen's Academy at CPAC so it is more accessible to the public and an educational resource for members. Captain Aguirre shared that the challenge is that it is in-person and interactive however there may be ability to record and share with CPAC members. Captain Aguirre also recommended participating in a ride-along with TPD which offers unique insights. If folks are interested in participating in a ride-along, email ted at trichardson@cityoftacoma.org.

- 6:39 – Cheryl Kopec shared that would an excellent idea and she would look forward to the meetings even more if there were educational resources.

CPAC Quarterly Reports - 3rd Quarter 2023

- 6:40 – The committee discussed the Deadly Force Review Board process including process, additional investigations during the process, PC Fit, voting process for recommendations. Lieutenant Gary Roberts and Captain Aguirre provided additional context and answered questions from committee members. Lt Roberts also shared about staffing and timeline.
- Lt. Roberts also shared that he had planned to retire at the end of the year but is staying longer to support the transition and succession plan.
- Allen shared gratitude to Lt. Roberts for all he has done to support CPAC.
- Lt. Roberts is recommending an early intervention pro system be adopted by TPD and said if CPAC is supportive, it would be helpful to hear that support
- The committee discussed demographic trends in the complaints:
 - Q1: 9/27 or 33% of complainants were Black. That's a bit higher than % of Black residents in the city I'd guess- am I correct?
 - Q2: 8/29 or 27.5% were Black. Another 4 were unknown race (presumably persons of color then), 1 was two or more races, 1 was Hispanic, and 1 declined to respond. Another way to look at this statistic, then, is only 14/29 complainants were white, which means (not counting the person who declined to identify their race) 14/29 or nearly 50% of complainants were non-white. (in Q1, 16/27 or 59% of complainants were non-white; in Q3 it was 50% non-white)
- GJ shared that the demographic information reported is not perfect and sometimes people outside of Tacoma file complaints.
- Ralette shared that this will be an important discussion for CPAC and would like to spend time identifying the root cause as the complaint demographic data does not reflect the Tacoma's demographics and is disproportionately higher for Black community members.
- Gretchen shared that once a year TPD has to report to the state about racial profiling. It is a work in progress but is not related to complaints. Collecting demographic data has been part of the City's resolution 40622 and part of the recommendation from the 21CP report.
- Allen asked to drill down on the complaints that were not sustained due to not being able to follow up with complainants. Lt. Roberts shared that they continue to investigate and can sustain complaints which is seen in anonymous complaints. Lt. Roberts shared that there may be times when TPD could do more to contact a witness and has recently seen complaints be sent back by Chief Moore for more information or additional efforts to investigate.
- Allen asked if TPD has worked to involve non-TPD people to follow up with complainants who may not ever want to talk to a police officer again. Captain Aguirre shared that she has taken complaints from church pastors and intermediaries to try to get the information. Advocates are welcome to help share information if complainants
- Ralette asked if follow up with complainants are needed since they have completed a report and provided information already. Lt. Roberts shared that the nature of complaints can be so different that it is challenging to answer as it is case-by-case.

Oversight Subcommittee

- 7:28 – Louis shared that other than a hope that there will be an update on the oversight recommendation, no updates to share.

Policy Subcommittee

- 7:29 – Stephen shared the subcommittee had a meeting on Friday and talked about goals for next year including 21CP update and Community Safety Action Strategy support, and early intervention.

Outreach Subcommittee

- 7:29– Jeffrey shared there will be one last subcommittee meeting in December.

Subcommittee Membership:

- *Oversight Subcommittee: Louis Cooper, Shayna Raphael, Allen McKenzie, Ralette Churchill*
- *Outreach Subcommittee: Esther Evans, Jeffrey Sargent, Angela Mealing*
- *Policy Subcommittee: Stephen Hagberg, Allen McKenzie, Ralette Churchill*

Upcoming Important Dates

- December 12 at noon Study Session: Charter Review
- December 14 at 4:30pm CVS meeting: Amendments to Tacoma Municipal Code Chapter 8.17 - False Reports of Crime
- December 19 at noon Study Session: Alternative Response Quarterly Update; Homeless Services and Strategy Update; Tacoma Police Department Crime Dashboard
- Jeffrey shared Bend PD implemented some great stuff, including yoga and meditation. Yoga helped reduce injuries due to increased flexibility
<https://portal.cops.usdoj.gov/resourcecenter/RIC/Publications/cops-p371-pub.pdf>

Public Comment

- 7:36 – Allen opened the floor for public comment. No members of the public wished to speak.

Adjournment

Motion: Louis Cooper

Second: Ralette Churchwell

Motion passed 7:37

Allen McKenzie

Allen McKenzie, Chair

Chelsea Talbert

Chelsea Talbert, Staff Liaison