

# **Advisory Commission on Human Relations & Disability Issues**

## **Meeting Minutes**

April 2, 2018

5:30pm

Members present: Jim Echols-2nd Vice-President, Kim Dominic-Secretary, Jesse Alvarez, Don Jolley, Kendall McReynolds, Valorie Wells-Fenton, Tom Alonzo, Karen Greenwood, Wendy Baker, Winfred Manning

Also present: Chief of Police Terry Ziegler, Ryan Haga, Maritza Fernandez,

Meeting called to order at 5:34 by 2<sup>nd</sup> Vice President Jim Echols

I. Approval of minutes from March meeting – Motion by: Don Jolley, Seconded by: Wendy Baker  
APPROVED

II. Elections: President – To be appointed by Mayor Alvey

1<sup>st</sup> Vice President – Jim Echols nominated by Kim Dominic, seconded by Karen Greenwood. Approved unanimously.

2<sup>nd</sup> Vice President – Jesse Alvarez nominated by Karen Greenwood, seconded by Valorie Wells-Fenton. Approved unanimously.

Secretary – Kim Dominic nominated by: Karen Greenwood, Seconded by Valorie Wells-Fenton. Approved unanimously.

III. Presentations & Reports

A. Guest speaker - Chief Terry Ziegler -- Chief Ziegler – DEDACT – Deep policing. 7<sup>th</sup> -18<sup>th</sup>, focused around Central Avenue. High crime area, 16% of violent crime in 2106 occurred in this area. Crimes were related to drugs, gangs, drive-by shootings. Community input pointed to traffic, burglaries, and drugs as priorities. Crimes dropped off but were pushed to neighboring communities

Depolicing – police backed-off. Now dealing with how to battle violent crime. Pursuit policies have been reinstated. While enforcing traffic regulations, serious offenders in other areas self-identify by attempting to flee. Police will pursue if necessary. Generally speaking, some of the worst offenders will run when stopped for minor traffic violations, so it is necessary to pursue.

Hispanic community were concerned that the police would come in and then leave. They are also concerned about the police being used by immigration.

Data driven approaches were found to be the best way to combat crime.

New initiative ICON – Impacting Crime in Our Neighborhoods. Resources focused in hot spots. Using some overtime to address these areas. Officers prefer comp time to getting the money so OT costs are minimized

Police Athletic League (PAL) of KCK – Youth program - Old St. Ann’s Church, Matt Tomasic is spearheading it. \$3-\$400,000 per year, but will be 501 c. 3. Boxing, dance, summer programming for youth. Location will draw from northeast and Central Avenue areas. UG commitment is 2 FT officers. Chief Ziegler expressed concern about the new KU Mental Health Center being very close. Community gardening and beekeeping are being implemented on adjacent property. Turner Rec has had some good results with their programs.

Q: Concerns about shootings of young African American seem to be minimal here.

A: There is always the possibility of human error. It’s very easy to Monday morning quarterback situations. It’s easy to get citizens riled up about situations for which they don’t know the full story. Police shootings have dropped. CIT training has helped. De-escalation training – start conversation from a distance. Teaches emotional health. Many factors figure in. Community policing has been very successful in building up community relationships. Media cycle doesn’t go away

Chief Ziegler shared some personal stories from his own experience.

Q: How important is training?

A: Training is very important. In crisis, officers will revert back to their training.

Q: Does the officer try to de-escalate?

A. Officers have been trained not to put themselves in harm’s way. Training is key.

Q. Are the officers also trained on the emotional well-being of the person they may encounter?

A. They police behaviors. They do receive bias training and are trained to not let biases dictate, but to concentrate on the behavior.

Q. Low income areas – how much enforcement is based on code enforcement, and other factors of low income

A. That is not the focus. Consideration is given to what is an acceptable level of blight, especially where some may not be able to afford repairs or cleanup. Try to resolve issues first, not create more problems for residents. Write more warnings than actual citations

Q: Does KCKPD have a LGBTQ liaison or task force?

A: There are gay officers on force, and they are accepted. No internal programs, and they are fully accepted.

Q: What about with interactions with LGBTQ population?

A: No programs currently.

Q: What is the difference between Hispanic populations in Central Avenue area versus Argentine area?

A: Not sure, but population density could be a contributing factor. The high-rise at 10<sup>th</sup> & Central and the one at Bethany and Central are high crime areas. Argentine also has more long-term residents.

There has never been an initiative in place as intensive as the DEDACT.

Q: The citizen's police academy has been helpful, especially a video in which police come up and start shooting. When the angle of perspective is changed, it is clear that there was good reason.

A: All officer involved shootings go through the Internal Affairs, the homicide department, the District Attorney. There is a great deal of scrutiny. Chief Ziegler holds people accountable and has let a number of people go due to behavioral issues. The organizational message is that all are treated equally, whether command staff or regular officers. More difficulty comes with getting police officers prosecuted when they should be, especially around elections.

Q: What percentage of officers speak Spanish?

A: Some officers get hired because they speak Spanish, and then demand more pay to translate. It has become easier to use the Language Line or a paid interpreter. When it is recorded statement, there will be a professional translator.

Kendall spoke as how he has worked with this PD for many years. Three police officers were arrested years ago and prosecuted. The arrests were initiated by a complaint from a criminal.

Q: We've talked a lot about the extremes but not really the middle.

A: Most boards hear about the middle.

Q: What are the challenges of diversifying the force?

A: Having trouble getting the black officers to take the tests for promotion. Women are the quickest moving minority in the department. Chief Ziegler is contemplating opening the test to patrolmen who have 15-20 years on the force. This will open up a huge diversity pool by skipping sergeant and detective levels. Would structure a training program to give them the information they need, especially the investigational piece.

Q: Is there difficulty getting people to join the force, especially minorities? There seems to be a belief that standards would need to be lowered.

A: Not the issue. More a matter of minorities having a negative view of Police. It is hoped that the PAL and the summer intern programs will help change that. Geofencing, targeted advertising. Big problem has been falsification on application.

## B. Reports

1. Special Committee on Law Enforcement - Jim Echols – On hold until permanent chair is on board
2. KCKPD - KU Partnership on Youth Violence update - Kendall McReynolds – Has been unable to contact people involved

IV. Old Business

- A. Review Strategic Plan – On hold
- B. Pamphlet - Jessie Alvarez – No report
- C. Status of Nondiscrimination Ordinance development - Ryan Haga
  - 1. After the draft is approved by us, goes to administration for review and comment and movement to the Commission or quelling.
  - 2. Kim Dominic moved for approval of the proposed ordinance as presented, Valorie Wells-Fenton seconded. Approved unanimously.
- D. Bio Templates - Maritza Fernandez has received about seven. Will resend the questions
- E. Next Meet & Greet - Phyllis Wallace – May 16?
- F. Commission Social - Tom Alonzo – Mason Jar – April 27 – 6:30 PM
- G. Informational poster - Tom Alonzo – No report
- H. Other Old Business- anything to go on FB should go to Kim and/or Tom

V. New business

- A. Strategic planning – On hold
- B. Upcoming events
  - 1. 13<sup>th</sup> Annual WyCo Ethnic Festival - April 14, 2018, 11AM-5:30 PM - KCKCC
  - 2. Provider/Health fair – May 10, 2018 – 11 AM – 3 PM – Pierson Community Center
  - 3. Police Academy Graduation - May 10 – 6-7 PM in Council Chambers
  - 4. Rosedale Farmer’s Market – begins May 20. KCK begins beginning of June
- C. Kendall McReynolds spoke to a couple of people who we might invite as speakers - Manager KCK Housing and a Legal firm that deals with immigrants
- D. Jim Echols reminded us to continue to include Disability among our focus areas.
- E. Phyllis Wallace reminded us about the CIT training that the officers go through.
- F. Tom Alonzo said that he would continue to pursue a LGBTQ Liaison on the force.
- G. Phyllis Wallace reported on her meeting with the mayor. She did remind him we needed a chair, and he is going through applications.
- H. Kim Dominic agreed to reach out to Janice Santiago who has been absent for a couple of meetings.

VI. Adjournment at 7:20

**NEXT MEETING: May 7, 5:30 PM**