

PUBLIC SAFETY, COURTS & CIVIL SERVICE MEETING
AUGUST 13, 2020

Members Present: Council Member Allison Hiltz, Chair
Council Member Curtis Gardner, Vice Chair
Council Member Angela Lawson, Member
Mayor Pro Tem Nicole Johnston
Council Member Juan Marciano
Council Member Crystal Murillo

Others Present: J. Batchelor, C. Hills, A. Robnett, C. Andersen, D. Patterson, D. Miranda, D. Wilson, D. Parker, F. Gray, H. Glidden, I. Evans, J. Bergeron, J. Twombly, J. Heckman, J. Campbell, J. Schneebeck, K. Leyba, L. Condreay, C. Amsler, M. Sears, M. Dudley, M. Novak, M. Chapman, M. Fassio, M. McClelland, M. Moore, N. Rodgers, R. Weber, S. King, S. Day, S. Stowell, S. Redfearn, T. Buneta, V. Wilson, W. Lippman, Z. DeBoyes

REVIEW/APPROVAL OF MINUTES

July 30, 2020 minutes approved.

ANNOUNCEMENTS

None.

CONSENT ITEMS

Personnel Intervention System

CM Gardner referred to pages 15, 21 and 29 where it talks about the interventions used and the most common intervention method used in all instances, all years, is counseling by the immediate supervisor. He asked what that meant, what it looked like, and what training or resources immediate supervisors have to provide counseling. Chief Wilson explained the supervisor has a conversation with the officer to check and see how they're doing and if there's anything going on in their family that they should be aware of. If information is brought forward during this discussion that warrants additional assistance from the Employee Support and Wellness Unit (ESWU), then a referral is made to ESWU for a confidential consultation. The ESWU can connect them with clinical staff for additional services. Chief Wilson added that she would like to make the program more vibrant and she has some ideas on how to do that in the future. CM Gardner asked how the decision is made to intervene or not. He refers to page 27 and asked what the conversation would look like between the member and supervisor and how it's decided to intervene or not. Chief Wilson explained it starts with a low-level conversation about what could be going on with the member. Complaints would be documented even to the point of an officer being put on a performance plan, if it rises to that level. If there has been serious misconduct or issues the chief has the authority to order a Fit for Duty review through Psychological Services. They evaluate the officer and make recommendations of their ability to maintain their position. If they are, the Psychologist may make recommendation or further considerations for their duty status.

Police claim settlement data

There were no questions or discussion on this item.

Use of Force demographic data

CM Lawson noted that the data provided in the backup was not what she requested. She asked for data broken

down by race in accordance to how particular tactics are used. The information provided was just a snippet of what she requested. CM Lawson noted that some of the information she requested was reported by local news outlets. CM Lawson and Deputy Chief Glidden will get together to discuss the details of her request and the information will be provided to the committee as a future consent item. CM Gardner asked if the Arapahoe County numbers provided includes Aurora or if it is specific to the unincorporated areas of Aurora in Arapahoe County. Deputy Chief Glidden confirmed the data is Arapahoe County Sheriff's Office data only. The data provided was agency specific from the agencies willing to share the data with staff. CM Gardner noted that he is surprised to see that Aurora's numbers are higher than Denver based upon size and population. He asked what that could be attributed to. Chief Wilson explained that she didn't have an answer at this time. She noted there are several investigations taking place that are looking at past use of force and how to move forward in the future. She's looking forward to the results and perhaps questions such as this one will be answered.

Lobbying Ban Ordinance

There was no discussion and the ordinance will be moved forward to Study Session.

INTERNAL INVESTIGATION UPDATE

Summary of Issue and Discussion

City Manager Jim Twombly provided an update to the committee on the Elijah McClain investigation. Since the last update, they have brought two others to the team. John Smith is the overriding lead who will oversee the investigation. There is also a law enforcement expert and an emergency medicine expert. The law enforcement expert has been identified as Roberto Villasenor. He is a 35-year veteran of the Tucson Police Department (TPD). The last seven years at TPD were spent as the Chief. He was also tapped by President Obama to serve on the 21st Century Policing Task Force that came up with a guidebook for police departments recommendations to make improvements on the way that they do policing, especially community policing. Since his retirement in 2015, he has also served as a monitor for the Department of Justice Civil Rights Investigations related to patterns and practices. He is currently an associate with 21CP Solutions. Dr. Melissa Costello was recently retained as well. She is an emergency medical doctor serving as a medical director for several agencies in southern Alabama and on staff at several hospitals and emergency departments. These three are the team selected to investigate the Elijah McClain incident. The scope of this investigation is to review everything that occurred from the time the call came in, the actions of the officers, the administration of the Ketamine, the review by the Force Review Board, and everything that took place related to that incident.

J. Twombly also provided an update on the review that he announced earlier in the week. This review is in addition the review of the Elijah McClain incident and will be a broader review of the police department's policies, practices and directives to include reviews of use of force, discriminatory policing, bias practices, officer misconduct and accountability, community policing and engagement, technology and resources, civilian complaints, and interactions with vulnerable populations. The firm identified to conduct this review is 21CP Solutions. The founding group of 21CP Solutions is the group that worked on President Obama's Task Force on community policing. They have formed this group that advises and investigates incidents or broader policing issues and they serve as monitors in various cities. There will be robust community involvement in this review and they will be seeking feedback from community members and stakeholders for their view of the police department. The ultimate deliverable from this review will be a strategic reform agenda and reform strategy tailored specifically to the Aurora Police Department and will be made public when completed.

CM Lawson noted that it's important to her that the review includes feedback from youth in the community, specifically youth of color. J. Twombly confirmed it was a good point and is noted. CM Hiltz added this

would be a good time to bring up Young Aspiring Americans for Social and Political Activism (YAASPA) as a group that can be contacted.

CM Gardner noted that the person investigating the Elijah McClain incident is part of the same group reviewing the department in the second investigation. He asked if there would be a firewall between the two to ensure that each review is its own. He is concerned that one might drive the other and the result won't necessarily be an unbiased review. J. Twombly doesn't believe one investigation will bias the other. He added, the scope of the Elijah McClain incident is very narrow, although there was a use of force involved and policies that guide officers' response to certain calls. CM Gardner wants it to be noted that he believes there should be a firewall to make sure that they remain independent and come to their own findings. CM Hiltz added that when they talked to 21CP about the involvement with the Elijah McClain investigation she had similar concerns about some of the other people who worked there. They were very clear that a firewall is something they are open to, even signing a confidentiality agreement in terms of what they're working on. She imagines that if asked to sign an agreement saying there would be a firewall that it wouldn't be a problem with them. The organization isn't housed in a central office but consists of individuals located independently around the country that are part of the same organization. CM Hiltz asked that J. Twombly work with Deputy City Attorney Nancy Rodgers to set up a legal structure to establish the firewall. J. Twombly confirmed he will work with N. Rodgers on this request.

Outcome

Information Only

Follow-up Action

J. Twombly and N. Rodgers will work collaboratively to establish a legal firewall between the two investigations and 21CP investigators.

FIREWORKS UPDATE

Summary of Issue and Discussion

CM Lawson explained that she requested this presentation because there were many complaints that she received this year around the use of fireworks compared to other years. Constituents wanted to know how enforcement was being handled this year and how it would be handled in the future. Some constituents that contacted her stated they were afraid to make calls on their neighbors and didn't want to file complaints even though they knew a certain neighbor might be using illegal fireworks for fear of retaliation. She wants to look at what happened this year where responses were down or in some cases, did not occur at all and what will be done in the future to make sure that occurrences are lower in the future.

Fire Chief Caine Hills presented statistics on complaints, responses, summons, structure and wildland fires. AFR started tracking this data in 2016. He noted a fire ban was in place in 2018 and there were fewer complaints than in 2019 but the responses, much like 2017 were greater than the complaints. What this is attributed to is that the people that were enforcing the ordinance would make contact with the people while driving through the neighborhood as opposed to responding to the queued calls through the Public Safety Communications Dispatch Center (PSC). Data for 2019 was lower than 2018 and was attributed to the amount of rain around the same time that year. The structure fires stayed about the same over all, except 2019 due to the rain. Wildland fires were down for 2019, also due to the moisture. There were 1,987 complaints received in 2020. This is the highest number of complaints received than any other year and responses were significantly down. Wildland fires were average and structure fires were reported as eight.

Planning begins in February with internal stakeholders to include Aurore Fire Rescue, Public Safety Communications, Parks, Recreation, and Open Space (PROS), and Aurora Police. They discuss and evaluate

the environmental climate, communication strategies, complaint process, and enforcement. These meetings take place every month leading up to July 4th. The avenues for complaints include communications center non-emergent line, the 911 line, an events line, and Access Aurora. The events line is separate from the others and is staffed by AFR personnel and additional communications center staff. Issues that they faced this year include: Staffing, APD was unavailable for various reasons on two of the most critical nights of enforcement; Lack of ability to confiscate due to only having three cars available for the whole city, two of which had the ability to confiscate items; Criminal violations require a witness to testify and sign a complaint against the violator. Additional contributing factors include the COVID-19 pandemic, civil unrest, a perception of enforcement, lack of personnel for enforcement, the professional displays were cancelled, and witnesses unwilling to sign a complaint and testify. Enhanced mechanisms for next year include revising the Access Aurora complaint process and form, and scheduled enforcement June 1 through July 15 facilitated by the online complaints. Additional Access Aurora fields suggested includes complainant address, violator address, and confirmation the complainant is willing to sign and testify. AFR inspectors would start enforcement in June based on the Access Aurora submissions. There were 406 complaints entered in Access Aurora on July 4 this year. Through those complaints, they vetted and identified a potential address for each complaint, making contact with 178 community members. Out of all the contacts made, none wanted to file a complaint or was willing to testify. C. Hills believes enforcement from July 1 to July 4 would require 10 cars per district and two personnel per car. Looking at 2020, it has lowest enforcement approach historically. There were 1,987 complaints and 151 responses. Previous years show fewer complaints and responses at about half of those with nine cars allocated from July 1 to July 5. The enforcement approach with nine cars results in contacting half of the complaints. Discussion about number of enforcement cars would be discussed in the planning meetings that begin in February. Social media outreach was also presented to the committee. There were some outliers to the circumstances of enforcement this year that weren't present in years past.

CM Lawson thanked staff for the presentation. She added that she understands the use of the Access Aurora non-emergency line as a method to report illegal firework complaints but that she and other constituents tried to call into the line and couldn't get through. She asked, if they been successful in getting through and able to provide a location where fireworks were being used for hours, would that have resulted in a response? C. Hills explained all three phone numbers available are staffed by PSC personnel. They ask questions of the callers to determine the type of response such as if the fireworks are threatening life, structure, or imminent fire. That is the main criteria to determine to forward to the event line or queue the call for PD or AFR response and enforcement. CM Lawson noted that non-emergency line was on the city website directing people to use but that it was not accessible, and she would like to know if there will be protocol for this in the future for someone that wants to leave a message or get through to a person to report illegal firework complaints She would also like to know if APD and AFR had collaborative meetings beginning in February to discuss possible staffing issues. C. Hills confirmed APD was included in the discussions. He believes that if staffing was the way it was in previous years the ratio of responses would be similar to years past. The critical pieces this year was the reallocation of police to other structures throughout the city due to a protest on July 3 into July 4. V. Wilson confirmed the officers were reallocated in response to the protest at District 1. APD had been responding to protests each weekend for a long period of time that required a great deal of resources. Public Safety Communications Manager Tina Buneta added that the events line was staffed with volunteers and supplemented by emergency communication specialists who were also serving as call-takers on the non-emergency line. During this time frame they were experiencing an influx of opinion calls and reported tens of thousands of calls above the normal call load in the month of June and July resulting in resources being completely overwhelmed. Additionally, they have experienced some turnover as a result of COVID-19 and various other issues. Even with the volunteers, there were times when the delay was in place because they were beyond their bandwidth and the ability to stay on top of the calls.

CM Gardner noted that it was widely publicized that the fireworks issues were a metro-wide issues. It seems

to him that this law is unenforceable with just shy of 2,000 complaints and only three summonses issued. He wants the best use of resources with limited staffing, limited funds, and limited various other things in terms of response. He doesn't believe a response to each valid complaint is possible.

CM Marcano echoes the enforceability concerns mentioned by CM Gardner. He suggested that part of the outreach needs to include the real effects fireworks have on veterans or others with PTSD and pets. Educational information should be distributed because it's more than just a noise and light nuisance as it has detrimental impacts on certain community members. Pushing the animal welfare and the respect for veterans will hopefully help yield greater compliance. It's going to have to come from the community realizing fireworks have consequences rather than the threat of penalizing financially or otherwise.

CM Lawson noted that a concern for her is that she lives in a very close community and people were concerned with the proximity of the fireworks to their homes. Particularly in her neighborhood there are a lot of elderly people and they were scared about the fireworks being ignited near them. She isn't trying to issue tickets but rather bring this up because there was a real concern this year and she's not sure if it's enforceable because it's happening all over, even now. She would like to see the campaign started as early as possible to let people know what's happening in terms of enforcement. Some of her constituents have expressed to her that they would like a ban on all fireworks. She thinks it's something that needs to be addressed in all capacities and is glad they are having this discussion.

C. Hills added that educational information is added to the water bill and they do reference PTSD in the messaging through all the news channels. They will take everything that has been brought up in this conversation and incorporate a bigger and broader messaging plan beginning next year.

MPT Johnston submitted the following comment through the WebEx chat option: I don't need to ask this out loud because of potential time constraints but the recommended June 1 enforcement date is a concern. Police and fire resources writing tickets for violators for a month? I don't know if writing tickets will stop the level of fireworks usage. And Councilmember Gardner addressed a lot of it. Main issue is that June 1 starting date of enforcement.

CM Murillo submitted the following comments through the WebEx chat option: Some recommendations: Put it in the water bill (in May); Reverse phone call or VM drop in June from Fire DP; If we keep fireworks, can we social distance and determine and communicate a Plan A (social distance plan) and Plan B? Perhaps exploring legal time restrictions on firework? I heard firework till 3am+; Can the city help get noise cancelling headphones or contract a deal with a local small business to sound proof homes at cost or a reduced price? They were collaboratively developed with Ward 1 Constituents. I agree with comment on impacts for our Veterans, animals and other who experience anxiety and PTSD. I too have concerns with our ability to enforce the volume of calls on any given year. We need to explore solutions that allow residents to determine the best solution for them.

Outcome

Information Only.

Follow-up Action

None.

FALCK CARDIAC ARREST PRESENTATION

Summary of Issue and Discussion

Fire Commander Rodney Weber introduced Falck Chief Executive Officer David Patterson to start the presentation. The cardiac arrest survival is a systems approach that starts with the public safety

communications professionals, bystanders, APD, AFR, Falck, and hospitals that support the patients. D. Patterson then introduced Shauna King, Falck's Clinical Services Manager, to present to the committee.

S. King presented the 2019 Cardiac Arrest Registry to Enhance Survival (CARES) National Registry report. Sudden cardiac arrest can affect anyone, anywhere at any time. The CARES registry was created by the CDC at Emory School of Medicine in 2004. The mission was to help communities determine standardized outcomes to measure out of hospital cardiac arrests, allowing for quality improvement efforts and benchmarking capabilities to improve care and increase survival. Atlanta, Georgia was the first community to begin data collection and had 600 cases entered in the first year. Now, there are 600 cases entered every three days. CARES has an attachment of 135 million people, or 40% of the US population. To date, the registry has collected over 425,000 records in more than 1,800 EMS communities, and 2,200 households nationwide. Colorado currently has 186 EMS agencies with 63 of those participating in this registry. The goal of CARES is to save more lives. It improves collaboration with 911 call centers, first responders, EMS, and hospitals. What this means is we get real-time CPR instructions to callers, we put first responders with Automated External Defibrillators (AEDs), and EMS and hospitals with feedback on outcomes. This data allows us to answer who are those affected in the community, when and where are cardiac arrests happening, what parts of the system are working well, what parts could work better, and can emergency treatment be improved. All of the data is collected at the local, state, and national level. They look at response intervals, delivery rates for critical intervention, community rates of survival and functional status on discharge.

The city of Aurora tracks closely with state and national percentages with 70% of total cardiac arrests occurring in the home. Because so many occur in the home, focused efforts should be continued on bystander CPR. Many cardiac arrests that occur in the home happen with a bystander present. The community can be impacted greatly with teaching hands-only CPR, giving clear instructions through the 911 dispatch center, and with the activation of Pulse Point which is an application used to notify members of the community that there is a CPR need and a location of an AED. Aurora is currently 8% higher than the national and 10% higher than the state averages for witness cardiac arrests. EMS professionals are initiating CPR 55% of the time. This is not surprising given the short response times and the number of fire stations across the city. However, they would like to see bystander-initiated CPR increase as efforts are focused on pushing hands-only CPR and the addition of Pulse Point. Ninety percent of cardiac arrests have no AED applied prior to EMS arrival. This makes sense because the majority of cardiac arrests occur in the home with no AED access. Aurora is just below state and national bystander intervention rates. When looking at public AED use, Aurora is about 12% lower than the nation and 9% lower than the state. The most common cardiac arrest in Aurora is asystole, or flat-line arrest. This is a non-shockable rhythm and an AED wouldn't be useful. Second most common is VTach/VFib at 31%, which is higher than the national average and AEDs can be used to get a viable perfusing rhythm to save lives. The third most common is called Pulses Electrical Activity (PEA) or Idioventricular (IVR) at 32%. The city of Aurora is 10% higher than the national average and 9% higher than the state average for getting pulses back in the field. Aurora has an 18.5% survival rate for hospital to discharge. That's 6% higher than the state average and 8% higher than the national average. This shows that what police, fire, and EMS are doing is working. Aurora has a 14% cerebral perfusion category score; this is the neurologic outcome or how functional the patient is at discharge. Data shows that if you live in Aurora, you have a one in two chance of survival. This is higher than any other state or national percentages. In conclusion, Aurora recorded 189 transports for cardiac arrests in 2019; more males than females, most occurred in the home, and most were bystander witnessed. Of the 189, 86 survived to hospital admissions, 35 survived to hospital discharge, and 27 of those left with good to moderate cerebral performance.

Outcome

Information Only.

Follow-up Action

None.

HIGH RISK STOPSSummary of Issue and Discussion

Police Sergeant T. John Railsback presented this item to the committee. He noted that there will be several references throughout the presentation for the phrase “totality of the circumstances” and asked the committee to think of that as meaning all things considered or everything police would be looking at on a call. He explained the following presentation would be covering how APD gets information about stolen vehicles and how it is shared. The most common way a stolen vehicle is reported is from a citizen calling to report the vehicle stolen. This is the entry point for getting the vehicle and license plate listed locally through (CCIC) and nationally (NCIC) as stolen. Details can be added to the notes to give officers insight on additional circumstances around the vehicle. The vehicle is also added to the BOSS license plate reader system. There are several BOSS cameras throughout the city in addition to privately owned cameras that also have access. Another common way that officers get alerted to stolen vehicles or misused plates is an officer is dispatched as a result of a call or during proactive enforcement. The officer runs the plate to clear it through CCIC/NCIC and they get confirmation that either the car is reported stolen and/or the plates are misused. Examples of an accurate camera reading and a mis-read from the camera system was provided to the committee. An example of a CCIC query was provided to the committee showing what could be seen.

The current POST required training goals for stolen vehicle response include: Examine the setup of an unknown risk and high-risk traffic contact using appropriate tactics and officer safety; Demonstrate the ability to change from an unknown risk vehicle contact to a high-risk vehicle contact when circumstances dictate; and, through the use of practical exercises, demonstrate the ability to select the appropriate tactics and resources to utilize upon the environment and circumstances of the contact. Current traffic stop options that are currently being used locally and nationally include routine, low to high, and high. Routine could be associated with a speeding ticket. Low to High could start as a routine stop and then officers see something that would escalate such as the presence of a weapon in the vehicle. High risk stops include contact with someone that is known or believed to be armed or involved in violent crimes. At the Chief’s direction, academy staff is discussing adding other levels such as high to low or even low to walk away. In polling other agencies, Aurora would be the first major metropolitan police department to incorporate such changes into training. The high-risk stop can be utilized in situations where you believe the need for more control is warranted. Things to consider might include time of day, location, number of suspects in the vehicle, reason for the stop, and/or compliance of the suspects.

Aurora statistics from the Colorado Bureau of Investigations (CBI) website were provided on stolen versus recovered vehicles for 2015-2019. CBI statistics for motor vehicle nexus to crime in 2019 shows 55.4% as being related to drug/narcotic violations, 30.1% related to weapons violations, and 14.5% related to drug equipment violations. This information would be reported from multiple sources. Statistics on the nexus to stolen vehicles and violent crimes indicate 80% are related to aggravated assaults and 20% related to rape. Further breakdown of the type of crimes is not provided. The direction provided in the academy, on-going training, and directives allow officers some ability to influence tense, uncertain and rapidly evolving situations by evaluating the totality of the circumstances. Officers are encouraged throughout their training at APD to make determinations ongoing about the totality of the circumstances. Current training tactics include, safe response to dangerous calls to keep everyone safe, accurate investigations, slow everything down, calm a tense situation, more control equals rapid de-escalation of force, and decision making based upon the situation. The bias based policing policy dictates that sworn members must have reasonable suspicion supported by specific articulable facts, that persons contacted regarding their identification, activity or location, has, is, or is about to commit a violation of the law or presently constitutes a threat to

the safety of themselves or others. Officers should look at the entire situation, figure out what is going on, and then investigate it. Additionally, as supported by training, directives, and law, bias based policing will not be used as a basis for anything an officer does. Officers should be looking specifically at people's behavior, not who they are, as tactics are chosen.

CM Hiltz, referencing the policy bias-based policing policy, believes that to be the intent when it's written into policy but doesn't believe that to be the case in practice. It looks good on paper to say there is no bias-based policing but to say that anyone isn't biased is not true and she thinks the past several years have confirmed that it isn't true in Aurora. She appreciates that it's in policy but believes there to be a problem and it's much bigger than one incident and it's much bigger than this specific policy. She believes there to be a lot of things in policy that aren't being practiced the way they should be. V. Wilson appreciates the comments and added that APD is working to bring training about the specific issue and she looks forward to the ongoing investigations so APD can make changes, rebuild trust, and make sure to abide by the directives.

CM Hiltz would like to see information on the percentage of stolen vehicles that have a crime attached to them. Of the vehicles stolen, what percentage have connections to crimes. The way the data was presented indicates 100% of the stolen vehicles have one of those three crimes attached. She would like to know if there is a way to break that information down. Sergeant Matt Novak said he didn't have the specific data for this meeting. CM Hiltz would like this data for a future meeting because she would like to see what percentage of cars being pulled over as a stolen vehicle are actually attached to any crimes, overall. Sgt. Novak will reach out to CM Hiltz directly to make sure the information provided is what she is asking for. CM Hiltz confirmed after the meeting that Sgt. Novak did reach out to her and he was asked to formalize the information he provided to in a memo for the September 10 meeting.

CM Gardner, referring to the bias-based policing policy, is concerned that if they are unenforceable or people break them, then they don't amount to much. Specific to this policy, he would like to know how officers are trained to comply with it and how is performance tracked or measured. It would seem somewhat subjective so he's not sure how it would be trained or enforced. Because everyone has bias so it's just a matter of being able to do the police work without bringing those biases forward. V. Wilson confirmed that the academy teaches a bias based policing class. If biases are uncovered through complaints by citizens or complaints by staff, it would be referred for investigation by Internal Affairs. Sgt. Railsback confirmed training above the amount required by POST is provided in the basic academy curriculum for anti-bias and implicit bias. An additional five-hour online training was pushed out to sworn officers this year on implicit bias. The curriculum was selected because it was specific to police officers. CM Gardner would like to get more detail specific to this item when the training presentation is brought to this committee in the future. CM Gardner would like more information about the categories for high-risk stops as presented to understand the thought process when an officer is making that determination. Sgt. Railsback explained the training is consistent with the way Colorado prefers officers to look at all calls. When speaking about the totality of circumstances, the law doesn't make an exhaustive list of all the things that could be possible. What it requires is that the officer consider all the factors to form a schema. When it talks about the time of day there is a lot of data around certain times of day that crime tends to be higher. Sgt. Railsback gave an example of a vehicle parked outside of a business that the officer knows is open so that likely wouldn't rise to the level of concern. However, an officer who is paying attention and is aware of his/her area would know that a certain business wouldn't be open on a Sunday at 2am and question why a car is parked outside. Other considerations would be related to the area and if statistics indicate it is a higher crime area or if there has been an increase of crime recently.

CM Lawson gave an example about her friend that was pulled over for no reasonable cause except that he was driving an expensive vehicle in a certain neighborhood that maybe someone thought he shouldn't have

been in. She would like to know what the implicit bias training will look like if everyone has bias. V. Wilson said the specific example with her friend could be reviewed and identify the reason for the stop. Going forward with the training she plans to work with the Diversity, Equity and Inclusion (DEI) Officer as well as having training staff talk about why stops are made and check implicit biases or anything that may be influencing the decisions being made. Implicit bias conversations are important and one that APD will continue to have.

CM Marcano thanked staff for the presentation. He's happy to see there will be improvements on the policies to allow for leeway. It's evident by the presentation that the stop earlier in the week wasn't executed correctly and appreciates that V. Wilson acknowledges such. He would like to know what actionable steps can be reported back to the community to ensure that this will not happen in Aurora again. V. Wilson noted that while she can't make a guarantee that it will not happen again, she can direct that implicit bias training continues, and conversation are had because people believe that APD is policing with bias and that needs to be addressed. She is going to continue pursuing facilitated training and working with DEI for citywide training on implicit bias. The academy staff are also working on additional training in response to the stop last weekend to make sure everyone knows it is their responsibility to acknowledge when a call is going wrong and feel empowered to correct it. Academy staff is producing a training video that instructs officers to adapt their tactics based on what is in front them and requires them to use common sense.

CM Lawson would like to know if there is some type of training that would conceal the identity of the person so the officers train while not knowing the color of the person in the training scenario until afterwards. This could show if people are being treated equitably. V. Wilson noted that she is looking at many different trainings and will look at incorporating something like this in future training.

CM Marcano suggests that systems of oppression training be added to the curriculum. He believes it to be important because it adds historical context that ties in with implicit bias. More importantly, it allows officers to get another look at how large portions of the population see the relationship of law enforcement and community. Better outcomes could be achieved with this. He added he would also like to see better data related to the nexus of stolen vehicles and other crime. He would also like to reiterate his previous ask regarding gathering socio-economic data because having that could be very useful to lawmakers and representatives to come up with better actions through their role in this process. V. Wilson confirmed she will be requesting DEI to bring multiple trainings forward and the request for socio-economic data is on the list of things to do.

Division Chief Lee Condrey noted that he went on the CBI website to get the data she requested earlier in he presentation. In 2019, there were 22,031 motor vehicle thefts with 4,155 motor vehicle incidents with associated crimes. CM Hiltz noted that those statistics are very telling in how this issue is handled. She requested that the data be provided for the record.

Outcome

Information Only

Follow-up Action

Additional statistics requested by CM Hiltz.

MISCELLANEOUS ITEMS FOR CONSIDERATION

None.

NEXT MEETING AGENDA ITEMS

The next meeting was confirmed for August 27 at 11 am. Agenda items will include presentations from Crisis Response Team (CRT), Employee Support and Wellness Unit (ESWU), a presentation from APD on Arrestable offenses, traffic stops and non-violent crime. Also included will be an update from MPT Johnston on the Community Task Force, and CM Lawsons No-Knock Warrant Ordinance.

Future meetings were identified as September 10, September 17, October 8, and October 29. Staff will update the calendar invitations.

Meeting adjourned at 12:55pm

APPROVED: 
Allison Hiltz, Chair