

Minutes
Mt Lebanon Team 3
Municipality DEI Recognition, Police Engagement Working Group

Monday July 26, 2021, 5 PM, virtually, over MS Teams

Attendance: Joshua Andregg; Andy Booth; April Bryan, Lindsay Cashman; Stuart Kurland, Vincent Maddox; Stephanie Myers, Terry Timm **Staff:** Police Chief Aaron Lauth; Police Officer Matt Mankamyer; Police Office Josh Chops; Staff liaison Laura Pace Lilley; Commission liaison Craig Grella

Call to order

PEWG member Lindsay Cashman called the meeting to order at 5:04 p.m.

Citizens' Comments

None

Consideration of Prior Meeting's Minutes

Approved with two changes, to account for participants who were not at the meeting.

Continuing Business:

Community Conversations Update

Lindsay, Stephanie, Terry, April

- Looking through documents sent over from Chief Lauth with survey information from 10 years ago. Asked if the additional information (appendix) was available. Chief Lauth to check.
- Working on bolstering list of community groups they would like to reach out to.
 - Laura will connect Marissa with this subgroup to try to get contact together to see who people who have connected with to make sure we don't duplicate content or work
- April wants to start reaching out to the groups in the community. She will work with Laura and Marissa to combine forces on this

Police Reform Best Practices Subgroup

Stu, Josh, Vince, Joe

- Had productive meeting with Chief Lauth
 - Overview of police work and practices
- Initiative of how police department can reach specific populations from the community in minority populations (autism, disabilities, small children, older relatives with dementia, hearing and language issues, ESL, culture issues, etc.)
 - How best to relate to them and their needs
 - Preliminary stage. More is coming.
 - Officer Mankamyer taking lead on this with Stu.

- Potential to give police additional ability to understand who in the community may have special needs so that they understand who they are when they go on a call
- Discussing bringing on consultant to support the work of this group
 - Field of police reform initiatives is fertile and a lot of efforts to establish programs
 - Think they need help to support efforts
 - Marissa forwarded a resume of a potential consultant
 - Lindsey has a person as well
 - Suggests he will reach out to potential consultants and bring it to larger committee

HR Recruitment and Hiring

Terry, Andy, Stephanie, Lindsay

- Had conversation with Chief Lauth in early June
- Doing research on options that would increase diversity in race, ethnicity, gender, life experience in police department
- Reading, talking to folks, etc.
- Terry spoke to HR in St Paul Minneapolis. She spent 45 minutes with him to discuss what they are doing
- What are the benefits and barrier to requiring college graduation degrees, etc.?
- What are the barriers related to paper intelligence and physical ability, cognitive attitude, personality characteristics, etc.?
- Reviewing recently updated tattoo policy
- Looking at interview questions that could help us more deeply understand character, potential bias, etc.
- Looking at best practices around background check investigations.
- Chief outlined the process we have in place, they're looking at them and seeing if they can benefit from other eyes
- This research would help bring recommendations to group.

Police Data and Transparency

April, Josh, Vince, Joe

- Had not yet met but set subcommittee meeting for the following week

New Business

None

Adjournment

The meeting adjourned at 6:21 p.m.

The next public meeting is Monday, August 23 at 5 p.m. on Teams

