

**CRIMINAL JUSTICE SUBCOMMITTEE**  
**MEETING MINUTES**  
**Wednesday, March 10, 2021**  
**1:00pm**  
**Zoom Meeting**

**Call to Order & Attendance Quorum**

Alexcia Cox, subcommittee co-chair, called the meeting to order at 1:04 pm. Tiffany David, of the City of West Palm Beach Mayor's took attendance of participants for the meeting record. Kayla Elson, of Justice & Sustainability Associates, reviewed the meeting agenda and pulled up the February meeting minutes. Kayla Elson also reviewed public commentary procedures and expectations.

**February Meeting Minutes**

No comments were made about the February meeting minutes; the meeting minutes were unanimously approved as distributed.

**Assessing the Initial Priorities**

The subcommittee priorities were revisited for refreshment. Subcommittee members then discussed connecting the current priorities (having a diverse police force, creating a public review board, and assessing racial equity tools and training) directly to the executive order. The executive order indicates the importance of promoting police practices of reducing crime while building and maintaining trust.

**Discussion: Citizen Review Board**

Subcommittee members then transitioned to discussing the creation of a citizen review board, which serves as a way for community to engage with police if there are questions about police officer procedures. There are some challenges to forming one such as confidentiality issues (police cases are confidential until they're "closed") and procedural issues (a police review board can only have police officers on it). Members debated the legality of having a citizen review board. They concluded that the next steps for this priority should be to review some of the best practices that are already in place (other way citizen review boards are used/opportunities) and other example review boards implemented in other areas of the country.

**Discussion: Racial Equity & Cultural Sensitivity Training**

Subcommittee members learned more about police training procedures and requirements thanks to Tameca West, subcommittee member. Police officers have a required 40 hours of general training which also includes sensitivity, de-escalation, and bias-based training. At maximum, police officers usually undergo racial sensitivity training for two hours of their 40-hour training period. Training occurs year-round because new hires are required to go through training. Officers in training cannot avoid



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bias and other related trainings because it is required. Subcommittee members want to evaluate how effective the training is, and Tiffany David recommended reading the Urban Institute Report that covers this topic in other areas of the country. Alisha Singh, subcommittee member, went into detail about her department offering an unconscious bias training (for members of the public and even police officers) but there's no more money to fund the program due to budget cuts. Tameca West said she would collect several pieces of data for subcommittee review.

### Public Comment

Public comments were hosted. One comment was related to the shortage of information and having subcommittee members look at different aspects of what was questioned during the meeting, the other being about considering policies that better protect immigrants of West Palm Beach.

### June 12<sup>th</sup> Action Summit

Kayla Elson reviewed the Action Summit goals and subcommittee expectations. Subcommittees will support in developing content for the Action Summit that highlights what the subcommittee has learned/focused on so far. Subcommittee members also need to figure out what information/feedback they would like to gain from community members at the Action Summit.

### Next Steps

Tameca West will gather the necessary data including data from the Internal Affairs Report (to understand complaints made by citizens about officers/cases because they felt like they were being targeted for their race/ethnicity); if there is data collected about the race/ethnicity of people who are victims of crime/arrested to figure out if certain populations are charged with violent crimes at higher rates than others; if Barbara Chieves, a police officer trainer who travels country-wide to carry out training can be a guest speaker at one of the subcommittee meetings; and if one of the police trainings can be recorded on video for review. This data will be sent to Kayla Elson and Tiffany David to distribute to subcommittee members. Barbara Chieves will be contacted to be a potential guest speaker at the next meeting.

### Adjourn

Alexcia Cox, subcommittee co-chair, adjourned the meeting at 2:31 pm. The next meeting will be on April 14, 2021, 1:00pm on Zoom.



# Mayor's Task Force for Racial & Ethnic Equality

## ATTENDANCE

### Present:

Alexcia Cox, Subcommittee Co-Chair  
Daniel Eisinger, Subcommittee Co-Chair

Bryce Graham, Subcommittee Member  
Alisha Singh, Subcommittee Member  
Justice Ira Raab, Subcommittee Member  
Ruth Wanjiru Mageria, Subcommittee Member  
Tameca West, Subcommittee Member

Tiffany David, City of West Palm Beach Mayor's Office  
Kayla Elson, Justice & Sustainability Associates  
Emma Lipsky, Justice & Sustainability Associates

### Absent:

Chauncey Alexander Graham, Subcommittee Member