

# Minutes

## Human Relations Commission

### October 14, 2020

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, October 14, 2020, 6:00 p.m., virtually through Microsoft Teams at the following link: [Join Microsoft Teams Meeting](#) or by telephone: +1 480-498-8745 United States, Phoenix (Toll), Conference ID: 658 475 544#

**(MEMBERS) Present:**

Chair Kate Vawter  
Vice Chair Hugo Tapia  
Dino Castelli  
Beth Dietz  
Jana Lynn Granillo  
Michelle Donati-Grayman  
Ira King, Jr.  
Jeanne Powers

**(MEMBERS) Absent:**

Carl Hermanns  
William Ortega  
Joe Rojas

**City Staff Present:**

Jonae Harrison, Equity & Inclusion Manager  
Megan Hutchison, Executive Assistant to the City Manager's Office  
Sharon Burlingame, Assistant Police Chief

**Guests**

Mackenzie Tewell

**Call to Order**

Chair Vawter called the meeting to order at 6:10 p.m.

**Agenda Item 1 – Public Appearances**

None

**Agenda Item 2 – Consideration of Minutes: HRC – September 8, 2020**

Motion made by Commissioner Castelli to approve the meeting minutes of September 8, 2020; Second by Commissioner King. Motion passed on an 8-0 vote. Ayes: Chair Vawter, Vice Chair Tapia, and Commissioners Dino Castelli, Beth Dietz, Michelle Donati-Grayman, Jana Lynn Granillo, Ira King, Jr., and Jeanne Powers. Nays: None. Absent: Commissioners Carl Hermanns, William Ortega, and Joe Rojas.

**Agenda Item 3 – PD Update**

Chair Vawter welcomed Assistant Police Chief Sharon Burlingame to the meeting. Assistant Chief Burlingame thanked the Commission for the invitation. She then informed the Commission that she had several updates to provide. As of Monday, October 12, Jeff Glover will be the new Interim Police Chief. Also, the PD is currently participating in the Mayor's Public Safety Advisory Task Force and the City's Right to Breathe initiative. Assistant Chief Burlingame will keep the Commission updated on the progress of those partnerships. She then let the Commission know that they are currently reviewing their use of force policies using the policy recommendations from the website, <https://8cantwait.org/>. This process happens annually and ensures that the department aligns with the City's values and the law. They have strengthened their review policy to include two levels now and they have streamlined their Force Review

Committee. Also, after an eighteen-month hiatus, the Citizen Review Panel will start meeting again in November to discuss cases and to review and make recommendations on current policy changes. The department is also streamlining the Administrative Review process by utilizing Internal Affairs Officers to assist in an early warning system. This system would look at an officer's number of complaints and number of times use of force was employed and compare that to the number of critical instances they were involved in to determine if there is a need for additional training and/or a matter concerning officer wellness. Assistant Chief Burlingame then opened the floor to any questions.

The Commission asked how the Academy training fits with Tempe's expectations. Assistant Chief Burlingame responded that the City has stopped using Phoenix Police Training Academy since their curriculum does not align with the City's values. They are currently using Maricopa County Sheriff's Officer Training Academy and Mesa Police Department Training Academy. Even though these Academies go above and beyond the minimum, there is still more training that needs to happen. After the 21 weeks at the Academy, recruits are then given two weeks with Tempe PD in order to teach them the City's values. This is then proceeded by a five to six-month ride along with a field training officer to help them transition into the City of Tempe culture. Also, the City offers ongoing training throughout the officer's career. She let the Commission know that it is important who the City hires. We need officers who show good decision-making skills, have good communication, and have life experiences. These skills help them to be a better person, a better officer, someone who can provide a level of respect to people all while seeing them on their worst day.

The Commission then inquired if School Resource Officers (SRO) were still in schools and if so, to what extent do they teach the students about their relationship and role as police officers. Assistant Chief Burlingame replied that SRO's are still in schools and that they provide 180 hours of in classroom instruction on various topics. They are currently working on tailoring the SRO's role in order to better align with the schools needs and to increase the level of youth engagement.

The Commission thanked Assistant Chief Burlingame for attending the meeting.

#### **Agenda Item 4 – HRC Discussion of BLM September 8, 2020 Presentation**

Chair Vawter let the Commission know that this agenda item is regarding the proposal given by BLM at the September meeting. The Commission will need to discuss and decide on how they would like to support this proposal. Jonae Harrison then reminded the Commission that they provided feedback to BLM at the September meeting and that they were going to supply the Commission with an updated proposal, which has not been received as of yet. The Commission discussed and it was decided that it was important to have an agreement on how to proceed and they will discuss further once an updated proposal has been received.

#### **Agenda Item 5 – HRC Structure and Vision**

Chair Vawter reminded the Commission that this agenda item was carried over from the last meeting for the Commission to make recommendations on a process. The Commission then discussed possible processes for community presentations. The Commission agreed they needed to discuss their roles and responsibilities before deciding. It was determined the conversation would continue at the next meeting. It was also asked that Jonae Harrison reach out to BLM requesting an updated proposal.

#### **Agenda Item 6 – Proposed Future Agenda Items**

Chair Vawter reiterated items that should be added to the November Commission meeting as discussed earlier in the meeting. Items are: Structure & Vision process and responsibilities and Staff Update. Chair Vawter let the Commission know that if they have any additional items they would like added to future agendas, they should contact Jonae Harrison or Megan Hutchison.

#### **Agenda Item 7 – Upcoming Meeting November 12, 2020**

Meeting will be held virtually through Microsoft Teams

**Motion made by Commissioner Castelli to adjourn the meeting**  
**Second by Commissioner Powers**  
**Meeting adjourned at 8:11 p.m.**

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Prepared by: Megan Hutchison

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Reviewed by: Jonae Harrison