

Advisory Team Meeting #1 September 9, 2020

Activate Segment Part 1 6:03 p.m. to 7:14 p.m.

(Notes are provided for this segment; no recording)

Team Members Present

Steve Blaine, Juan DeLaFuente, Alexis DeVries, Michael Holmes, Sara Kern, Cory Koplín, Doug Larsen, Samantha Malcom, Liz Magill, Yadira Ramos, Cholwe Walker, Thomas Young

Team Members Absent

None

Others Present

Dominique Johnson, Lead Facilitator from the Center for Policing Equity;
Michelle Leise, City of Red Wing Community Engagement Specialist & Secondary Facilitator

Meeting Notes

Michelle Leise opened up the meeting by thanking everyone for giving of their time and explained the general process of the meeting.

Dominique Johnson introduced herself as the primary facilitator and guide for this 18-month process; she is the Senior Director of Community Engagement at the Center for Policing Equity. Dominique is a native of Baltimore, Maryland, and has lived the past eight years in Brooklyn, New York. Her biography is available on this website. Her goal is to uplift marginalized communities and assist when residents are reimagining public safety in their own community.

Team members introduced themselves with their name, one fact about Red Wing they love, and one word describing how they were feeling at that moment.

Dominique provided a presentation with slides (which are uploaded on the Advisory Team web page). The presentation was entitled *Reimagining Public Safety: Prevent Harm – Lead with Truth*. Key points of the presentation were as follows:

Guiding Principles for Policing Policies

- Safety
- Dignity
- Parsimony
- Equity

Key Terms in this overall process

- Legitimacy
- Procedural Justice
- Pro-Social Outcomes
- Reconciliation

Ground Rules, Expectations, and Norms

The group took a moment to turn off their video and write on their own about what brought them here to this group, their hopes, and their feelings about the future and work of this team. Then the group discussed ideas for ground rules for the team.

Members provided ideas. Ground rules provided by the group and Dominique were as follows.

- This is a safe space and a brave space.
- Attack the problem, not the person.
- Park distractions at the "Parking Lot."
- Step up if you're normally quiet, and step back if you're normally talkative.
- One room. One mic. (Listen and don't interrupt when someone else is speaking.)
- Get to the point.
- Share your radical candor.
- What happens in Advisory Team stays in Advisory Team.
- Listen from the speaker's perspective and put yourself in someone else's shoes to make sure each person understands where the other is coming from.

The group agreed that names or personal, detailed information that Advisory Team members share during the private segments of the meetings will not be shared on social media posts, in other public media, or in open conversations with others. This is to make the Advisory Team space an open, respectful arena for dialogue, growth, and understanding. Members should be able to share their own "radical candor" knowing these thoughts will be kept private.

When members of the public ask team members for specific details of the work, Advisory Team members can direct residents to look on the Advisory Team page of the City of Red Wing's website (www.red-wing.org/advisory-team). On this web page will be meeting notes, recordings, resource documents, and a way to email Advisory Team staff any questions, concerns, or comments.

The Parking Lot

The team will use the term “parking lot” when an issue comes up that needs to be addressed outside the team meeting. This may be if something personal comes up that should not be dealt with as a team. It may also be if a topic idea comes up that should be considered for a future meeting but it can’t be discussed at length at the current meeting. These things will be put into the “parking lot” to be handled at a future time.

Long-Term Process

The overall process consists of three main steps the team will go through continually throughout this 18-month process.

a) Understanding the system

Learning about and understanding any system as it is currently set up is necessary before going forward to discuss how to make that system better. That includes taking time to learn about and better understand our local system of public safety and policing and the various policies and practices that make up that system. Dominique spent time explaining how each system is like an onion with many layers to peel back. One change often creates a domino effect, so it is important to understand a system and learn how each change might affect other elements and other people within that system.

b) Learning how different communities experience that system

Each team member will be important to helping each other better understand how different communities of people within Red Wing experience the system of public safety and policing. Reaching out into the community can also help shed light on how communities experience the system and the policies and practices within that system.

c) Discussing, prioritizing, and implementing change

This is where the team prioritizes what areas to tackle, along with when, why, and how (through research, data, community input, learning best practices, etc.). The team then brings recommendations forward to the City Council.

The team will go through this process again and again throughout the next 18 months as it learns about and identifies areas for change throughout the public safety/policing system.

Meeting Rhythm—Educate and Activate

There will be routinely two portions of each meeting: Educate and Activate

a) Educate Section: This is the public section when team members (and the public) learn about a system, policy, process, etc. Often this may involve bringing a speaker or

someone else to speak from their knowledge, data, or perspective. It may include learning from data, best practices, survey results, lived experiences, success stories, evidence-based approaches, etc.

b) Activate Section: This is the private section when Advisory Team members will discuss and move forward. This section is closed to the public and allows the team to dig into details, decide what more is needed, and go through activities and steps to find consensus and make progress.

The team was encouraged to try not to get overwhelmed because the work will be difficult and sometimes frustrating. It's important to look the big picture and know the team has 18 months to dig into issues and community solutions.

The team was asked to break for a minute and write down any of the following:

- a) Something you want to know about the policing system
- b) Something you feel is burdensome about policing
- c) A question you have for the current police department that would help you understand the current system

A few members shared their questions during the time allotted before it was time to end this portion of the meeting. A survey will be sent soon after this meeting so every team member can share their own questions and ideas so those thoughts can be brought forward at the next meeting.

Term Definitions

Time did not allow us to cover the term definitions that were provided on the presentation slides. The team will go over these and possibly others at the next meeting. Many meetings will most likely involve some term definitions to make sure we start and continue with a shared, common language.

This private portion of the meeting ended at 7:14 p.m. to start the public portion.

Educate Segment 7:20 p.m. to 7:45 p.m.

(Recording provided for this section; available on the Advisory Team web page)

Community Engagement Specialist Michelle Leise gave a presentation on Red Wing Government 101, which covered the basic structure and system of our local city government. This provided an overview of the entire system of government and did not delve into each department. A recording of this presentation is available, along with the

two charts that Michelle outlined. Michelle noted that it's important to remember the residents of Red Wing are at the very top of the organizational chart – everyone else works for residents.

The public portion of the meeting ended at approximately 7:45 p.m. to start the final part of the meeting -- part 2 of the Activate section.

Activate Segment Part II 7:50 p.m. to 8:15 p.m.

(Notes are provided for this segment; no recording)

The team ended the first meeting with a private time period to give feedback and see what would work best for meetings moving forward.

The group said it is ready to dive in and learn more about the overall policing system and the policies and practices within it. The team said it is comfortable with receiving and reading information ahead of time so members can use their time wisely during the meetings and continue to learn in between meeting times.

Process Decided on So Far:

--Documents and information will go to team members ahead of time so people have time to read and prepare their thoughts for each meeting.

--Team members will also email any questions about the information or about what more they want to know before the next meeting to Michelle.

(Note: The group can follow up on how this works – maybe Michelle will send a survey to all members each time so there is a clear, concise way to gather questions, comments, and suggestions for the upcoming meeting.)

Next steps: For the next meeting, the team agreed it will be helpful to hear details in Chief Pohlman's presentation about the policing budget and how that fits with the overall city budget—in addition to other information such as calls for service, resources used for those calls, and more.

Additional Note

Future notes for these meetings will be documented in a more concise and consistent framework. Summary notes will be set into that framework for Meeting #2, which takes place September 23.