

## **Advisory Team Meeting #8 February 10, 2021**

**6:00 to 8:00 p.m.**

*This meeting involved team members working in small virtual groups.  
A recording is available on the website page that shares team members' summaries  
of their small-group discussions.*

*The notes below are also provided for the public record.*

*(Due to technical difficulties, the meeting started at 6:20 and ended at 8:20.)*

### **Team Members Present**

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

**Team Members Absent:** None

### **Facilitators**

Michelle Leise, City of Red Wing Community Engagement Facilitator  
(Dominique Johnson was not in attendance at this meeting.)

Note: Police representatives and the public were not part of this meeting.

### **Meeting Notes**

At the beginning of the meeting, a team member asked about the recent information that Police Chief Pohlman had been placed on paid administrative leave by the City Council. Staff member Leise responded that was true and she had no further knowledge of details. It was noted that people on leave have privacy rights. The team agreed they could continue to work in their small groups as planned. Police representatives were not scheduled to attend this meeting.

#### Around the Table

Team members did a short check-in sharing one word about how they were feeling.

#### Small Group Discussions

The team divided up into three small groups for one 30-minute session, then divided up again into another three small groups for a second 30-minute session. People were divided based on which topic they said they were most interested in working on. (The week prior, staff member Leise sent team members an email to survey members on their top topics of interest.)

This style of holding a small-group meeting was to be responsive to the team, which said they preferred to work more closely together and decide upon next topics and priorities.

## 1<sup>st</sup> Small Group Session

*Team 1: Citywide Awareness/Education Campaign*  
Liz, Thomas, Cholwe, Cory

*Team 2: Citywide Awareness/Education Campaign*  
Michael, Juan, Sara, Sam

*Team 3: Ideas on Conducting a Community Survey*  
Yadira, Alexis, Doug, Steve

## 2<sup>nd</sup> Small Group Session

*Team 1: Ideas for Police Engagement with the Community*  
Cholwe, Michael, Alexis, Yadira, Cory, Steve

*Team 2: Mental Health Experts Partnering with Police Department*  
Juan, Sara, Liz, Doug

*Team 3: Collecting Race Data from Pedestrian and Traffic Stops*  
Sam, Thomas

## Teams Verbal Summary Report

A recording of the team's verbal reports are on the project website. Here is a summary:

### **Racism Awareness/Education Campaign**

#### Team 1 Summary:

Group discussed the importance of focusing messages to different audiences (i.e. seniors, students, etc.).

It's important to talk about history and how different immigrants and communities of people came to this country and how that history and those events affected their lives then and for generations.

Goals of the campaign would be to change people's behavior and perceptions and explain *why* that change is important and *how* that change benefits the whole community.

The campaign can invite people into a "journey of discovery" and have discussion starters for the community in order for people to engage in discussions together.

It's important to cover the whole community – through service clubs, email, social media, and lots more.

Personal stories and lived experiences are powerful to share.

### Team 2 Summary

It would be positive to have community events to spread awareness about the ethnic backgrounds and cultural events of people who live in Red Wing.

Group discussed *why* a campaign important--it's important to share education and awareness because many in Red Wing do not witness or experience racism.

The end goal would be that people feel accepted and welcome in Red Wing - that they belong – that they could walk into a store or on a street and not feel hate from other people. People can feel these negative emotions. Most people in Red Wing don't have to feel that so it's hard to convey what that's like on a daily basis.

It would be important for people in power locally to make a public statement that black lives matter and that systemic racism exists.

### **Community Survey**

#### Team 3 Summary

Group discussed why a survey would be a good idea. One reason is to get data.

Possible questions the group thought about dealt with learning more about if people feel that racism is here in Red Wing, if people feel safe, if people feel trust with the police department, if people feel Red Wing is a diverse place to live. Other questions considered were how long people have lived here, if people are aware of the Advisory Team and its work, if police need more and different kinds of training, and also is there enough affordable housing in Red Wing and what people consider to be affordable.

Group felt that a return rate on the survey of 10% to 15% would be fairly good.

Ideas for getting out into the community: social media, emails, churches, Y, online survey and also paper versions for people who don't have access to a computer.

### **Police Engagement with the Community**

#### Team 4 Summary

Team acknowledged there are some good programs currently.

Families love the police getting out into parks in an informal way like last spring. Group suggested finding ways to advertise this more and get the word out to more people.

Group suggested more educational programs in the schools.

Group would like more ways for residents to meet and know their officers as human beings and regular people – that helps build trust.

The goal is to have people in the community feel safe and know officers as people.

## **Mental Health Experts Partnering with Police**

### **Team 5 Summary**

The small group looked at the idea of police and mental health experts partnering together on certain kinds of calls in order to better serve residents. Other communities have done this in various ways. Two examples are the Cahoots partnership in Oregon and the STAR program in Colorado.

Group looked at pros and cons of two options – either having mental health experts hired directly into the police department in a role different from officers, or forming a partnership where police and mental health experts partner closely on calls, but the experts are part of a separate mental health entity.

People noted that mental health facilities have a lot of resources and expertise that police departments do not have. They also have more medical staff, tools, and resources.

If officers and mental health workers were under the same department, police may be able to offer more accessibility on people's backgrounds to the mental health experts, which can sometimes be helpful.

Group agreed both police and mental health experts have their own skills and resources, and both are needed to work together to assist residents better. Police provide more safety when that's required, and mental health providers bring more expertise in their area and can often de-escalate a situation better.

## **Data from Pedestrian and Traffic Stops**

### **Team 6 Summary**

Group said they still have questions about collecting race-based data during pedestrian and traffic stops. It would be good to look into statistics nationwide and statewide – and at some smaller cities – at disaggregated data by race since we don't currently have those stats here in Red Wing for pedestrian and traffic stops. This would give a good indication of what is happening around the state and country.

After more discussion, if Red Wing decides to go ahead and start collecting data by race, it would be important to "ask to ask the question" and not demand that people answer it or require that the question be answered. How police treat people in this situation is very important.

The way of asking should be consistent for everyone. It should be simple and to the point. One suggestion is this: *"If you don't mind, for data purposes, can I ask your race?"*

There are some who might appreciate that the data is being collected.

### **Final Portion of Meeting**

The final 10 minutes of the meeting was not recorded. During this time, team members discussed how they may want to meet over the next month in order to make progress on some items. It was decided that an email would go out with everyone's email addresses and times they are most available. Team members would have the option of reaching out to others to discuss, get to know each other better, and/or work on items.

The next formal meeting will still be on Wednesday, March 10 at 6 p.m.

The meeting adjourned at 8:20 p.m.