



Community Engagement Audit Steering Committee

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Committee Members

Jodi Sherwood, *Community Police Review Board Chair*

Ann-Marie Bandfield, *Marion County Public Safety
Coordinating Council*

George Burke, *Deputy Chief of Police*

Ashley Hamilton, *ARCHES*

Levi Herrera, *Mano a Mano*

Kathleen Jonathan, *Salem-Keizer School District*

Casey Kopcho, *Oregon Secretary of State Audits
Division*

Cyndi Leinassar, *Salem Health and Salem Police
Foundation*

Scotty Nowning, *Salem Police Employees Union*

Oni, *Salem Human Rights Commission*

City Staff

Debra Aguilar, *Lieutenant*

Gretchen Bennett, *Manager*

Courtney Knox Busch, *Manager*

Kirstin Madigan, *Sr. Human Resources Manager*

Marc Weinstein, *Assistant City Attorney*

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Meeting Agenda

Wednesday, August 11, 2021

4:30 p.m. – 6:30 p.m.

Salem Police Station

City of Salem Public Meeting Channel (YouTube)

1. Call to Order
2. Approval of Minutes
 - April 29, 2021
3. Progress Report: Independent Assessment (Chief Womack)
4. Next Steps (Chief Womack)
5. Adjourn



CITY MANAGER'S OFFICE

555 Liberty St SE / Room 220 • Salem, OR 97301-3513 • 503-588-6255 • Fax 503-588-6354

Community Engagement Audit Steering Committee

April 29, 2021

[City of Salem Public Meeting YouTube Channel](#)

Steering Committee Members

Jodi Sherwood, Chair

Ann-Marie Bandfield

George Burke

Ashley Hamilton (absent)

Levi Herrera

Kathleen Jonathan (absent)

Casey Kopcho

Cyndi Leinassar

Scotty Nowning

Oni Marchbanks

Hillard Heintze

Rob Davis

Staff

Chief Trevor Womack

Debra Aguilar

Gretchen Bennett

Courtney Knox Busch

Kirstin Madigan

Marc Weinstein

1. Call to Order

With a quorum present, Chair Jodi Sherwood called the meeting to order at 4:35 p.m., and provided an overview of the agenda. Chair Sherwood asked for a roll call of Steering Committee members.

2. Approval of Minutes

Committee Member Leinassar made a motion to approve the minutes from March 11, 2021, as written.

Motion: Approve the minutes from March 11, 2021.

Motion: Committee Member Leinassar

Seconded: Committee Member Bandfield

Action: Approved the minutes from March 11, 2021, as written.

3. Independent Assessment: Community Briefings, Proposed Refinements

Rob Davis presented an overview of the changes made to the assessment report, resulting from the outreach and engagement with stakeholders. On behalf of the Hillard Heintz team, Mr. Davis expressed appreciation to the Steering Committee, community participants, and staff supporting the assessment. Mr. David added that the level of community engagement in this work underscored the high level in interest in helping the Police Department move forward.

Q. In the report, we compare Salem with outcomes of other departments. Did you look at Eugene's mobile crisis response called CAHOOTS?

A. It is challenging to do that kind of comparison because Eugene has so many more pieces of the puzzle in place, which is part of what helps it be so successful. We understand that there is interest in Salem on working toward a mobile crisis response.

The group reflected on their interest in remaining connected to this work.

- There is a violent history of policing. I want to see an experience the change. We want to be involved and see relationships built, and see the collaboration happen.
- The assessment process was good. Engagement was good. I'm concerned the reception to the assessment has not been as good. With the headline focus on staffing, I see people already starting to dismiss it.
- In Portland, the report coming out is out of synch with the community they're protecting. We don't have that as much here but, we do have growing concerns about activity at Bush Park.
- I'm looking forward to the work on the recommendations and how we hold each other accountable.
- So many in our community are ready to help with actionable strategies from this work so that we can evolve together, with everyone at the table. We need to show this assessment matters.

4. Steering Committee Letter of Introduction

Steering Committee members asked staff to replace "audit" with "independent assessment" in the draft Steering Committee letter.

5. Next Steps

Chair Sherwood read the six key assessment questions into the record and invited Chief Womack to review next steps for the Salem Police Department in implementing the recommendations.

Chief Womack led off his remarks with appreciation for the work of Steering Committee and Hillard Heintz, and how well community voices were incorporated. Chief Womack shared a written response to findings and recommendations within the assessment. In the near-term, working through recommended actions in the assessment around improving recruitment, training, accountability and documenting procedures. By January, the Salem Police Department will have a strategic plan, new goals and objectives with measurable outcomes to gauge our progress and hold each other accountable.

Chair Sheerwood directed Steering Committee members to the draft Steering Committee cover letter in the packet. Chair Sherwood made a motion to approve the Independent Assessment of April 22, 2021 to include the Steering Committee cover letter.

Motion: Approve the Independent Assessment of April 22, 2021 to include the Steering Committee cover letter.

Motion: Committee Member Sheerwood

Seconded: Committee Member Kopcho

Action: Approved the Independent Assessment of April 22, 2021 to include the Steering Committee cover letter, unanimously.

Chair Sherwood thanked staff, Members Burke and Nowning, and Hillard Heintz for their professionalism and care of our community voice in preparation of the assessment. Committee members expressed appreciation for Chair Sherwood's leadership.

6. **ADJOURN**—With no other business before the Steering Committee, Chair Sherwood adjourned the meeting at 5:26 p.m.

This meeting can be viewed in its entirety on the City of Salem YouTube channel:

https://www.youtube.com/channel/UCQLj9RKZNHu4wfYcs_TC0TA
