

Police Policy Review, Racial Equity Programming, and Housing/Equity Position Update



Agenda

- Police Policy Review and Community Listening Sessions
- Racial Equity Programming
- Hiring Timeline

Police Policy Review

- Davidson Police Department conducting review with report scheduled for the July 14 board meeting
- Policies being reviewed through two lenses:
 - 8 That Can't Wait
 - President Obama 21st Century Taskforce on Community Policing
- Review looks at use of force and community policing best practices

Police Policy Review

- After July 14 town board presentation, the town will conduct listening sessions with community stakeholders to share information and gather feedback
- Structure and timing will depend on status of the pandemic and public health considerations

Equity and Inclusion – Work together to create a culture of belonging, address our past inequities, provide opportunities for all, treat everyone with respect and dignity and recognize every voice

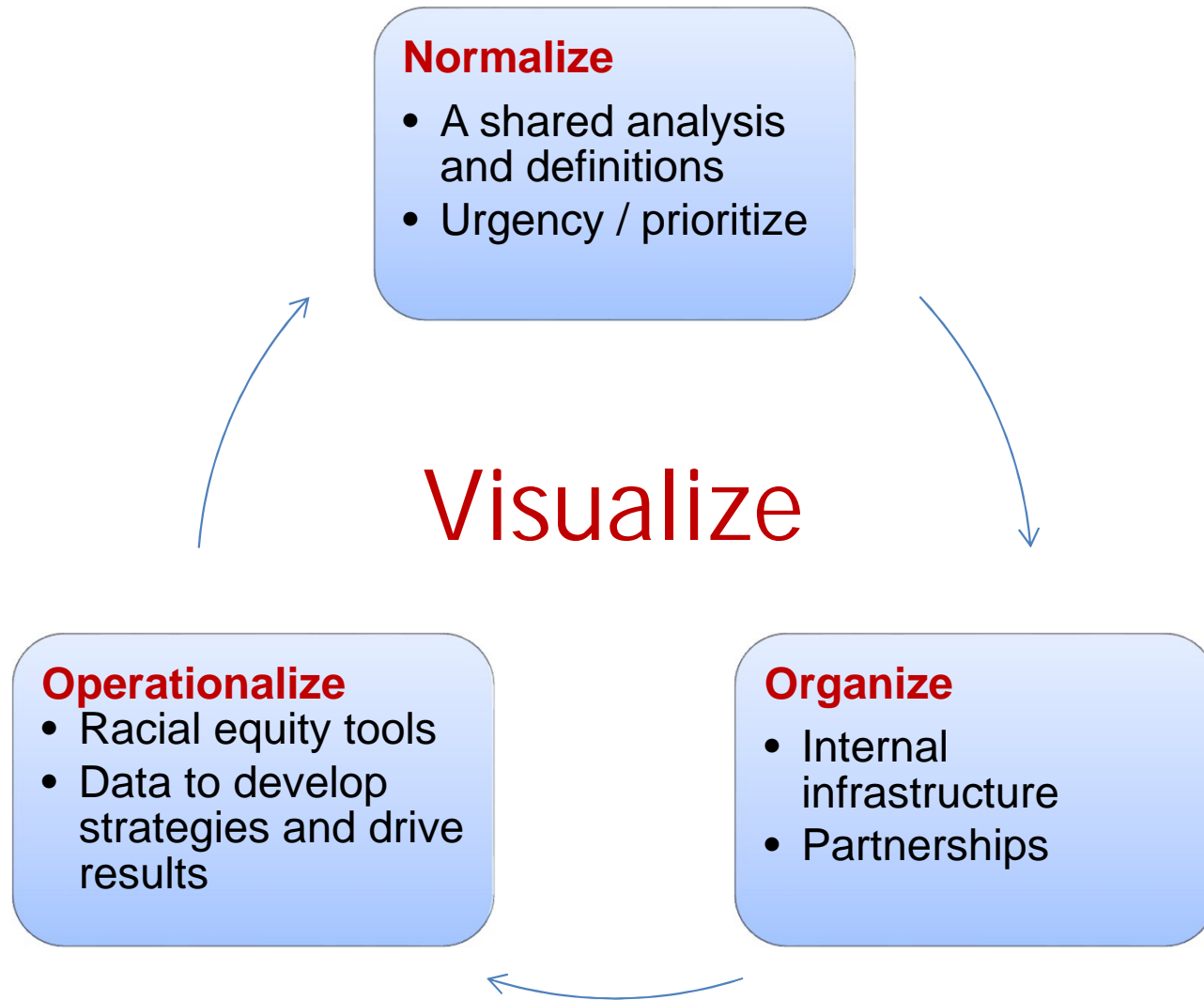
Top Ten Strategies	
E1	Develop an affording housing plan
E2	Establish an affordable housing manager/equity position
Strategies for Further Vetting	
E3	Develop a formal equity and inclusion training program for staff, town board and appointed commissions
E4	Establish living wage certification program
E5	Revise boards and commissions appointment process to reflect community characteristics



Racial Equity Programming

- Goal is to create an intensive racial equity training program that leads to the development of a racial equity action plan
- Exploring three potential consulting partners
 - Government Alliance on Race and Equity (GARE)
 - Racial Equity Institute (REI)
 - Kimberlee Archie + partners who have worked with the National League of Cities Race, Equity and Leadership (REAL) Initiative

National best practice



Diversity, Equity and Inclusion

DIVERSITY ●●▶ **INCLUSION** ●●●●●●●●▶ **EQUITY**



Quantity

Different identities & cultures



Quality

Participation across identities & cultures



Justice

Policies, practices, & procedures to ensure equitable outcomes

Individual racism:

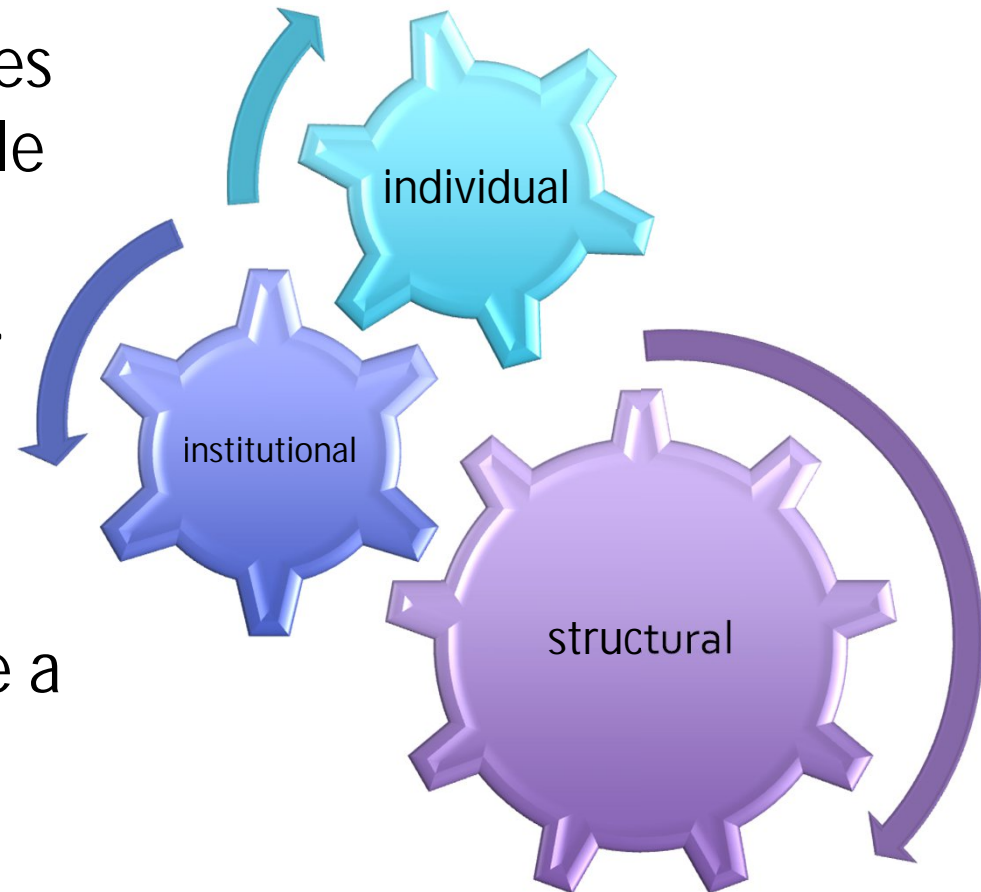
- Bigotry or discrimination by an individual based on race.

Institutional racism:

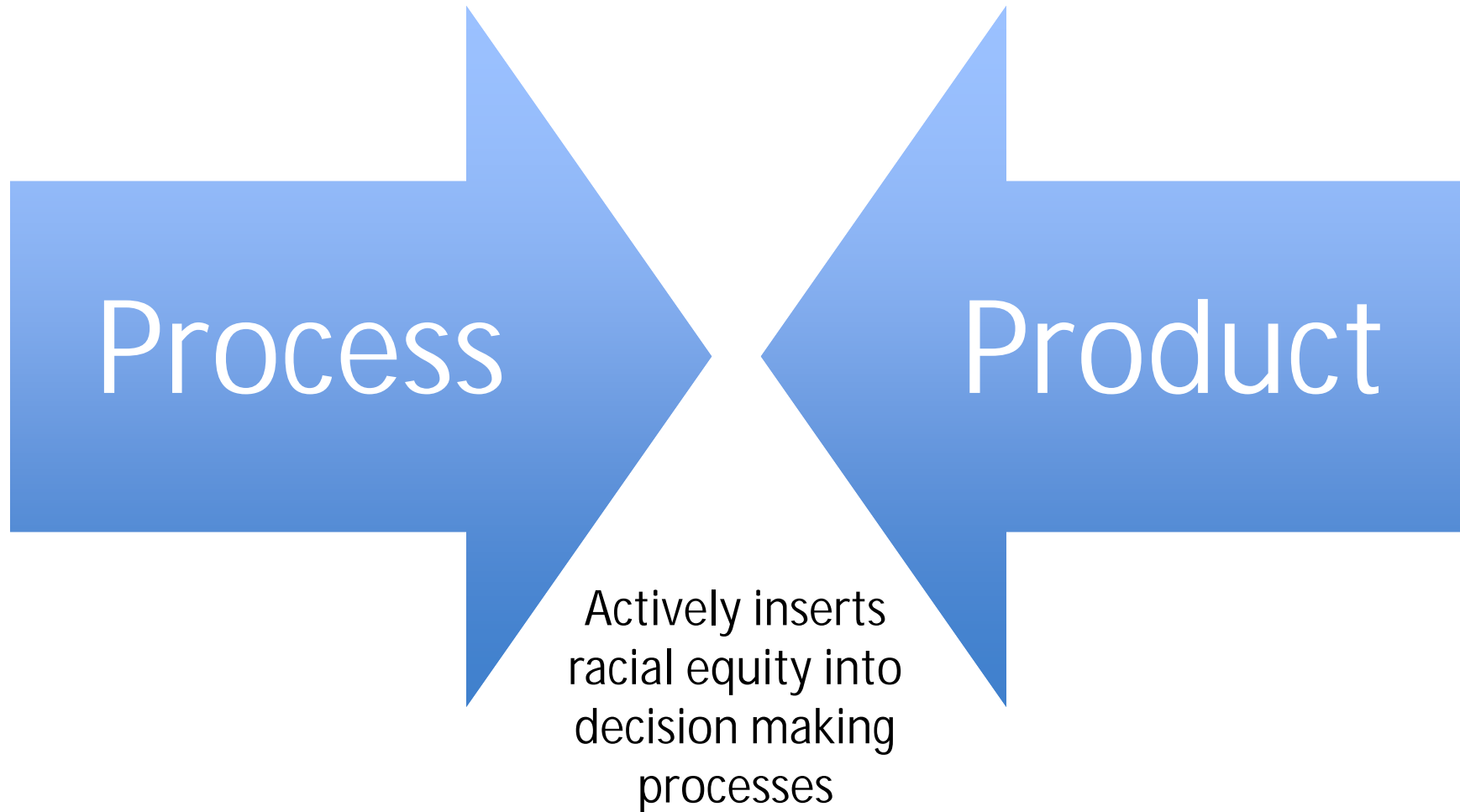
- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



What is a Racial Equity Tool?



What is a Racial Equity Tool process?



Next Steps

- Racial Equity Programming
 - Conversations with potential partners scheduled for this week and next
 - Plan is to schedule training in-person in manner that works under public health guidelines

- New Position
 - Currently developing job description, title, hiring range, etc., for the position
 - Goal is to finalize and post position in the next few weeks, with hiring process completed by fall

Discussion

