

**Date:** January 27, 2021  
**Attending:** Ali Abdul, Suheir Alaskari, Deb Ibonwa, Kate Knox, Lado Ladoka, Merita McKenzie, Jonathan Sahrbeck, Pious Ali (Co Chair), Lelia DeAndrade (Co-Chair); Samaa Abdurraqib (Facilitator)  
**Absent:** Niki Amaris, Louis Pickens, Peter O'Donnell

Approved minutes January 21

Goals:

- Finishing the conversation re: the Police Citizen Review Subcommittee
- Conversation re: a racial equity assessment/audit and training

Discussion: Report from Knox re: conversation with corporate counsel on city structure and the Police Citizen Review Subcommittee.

- Committee structures vary – standing committees, task forces, etc. Boards are created by ordinance. Boards seem more permanent in that they are not reviewed annually and can't be collapsed or redesigned by City Council or city manager. Our recommendation might be for an ordinance to establish a board. The membership composition and scope aren't defined by the type of committee (City Council committees usually have mostly City Councilors on it). Usually individuals apply and City Council vets and appoints members. Committee agreed that having a body that functions separate from City Council, with some staff support would be ideal.
- Police Citizen Review Subcommittee- It is likely that any substantive changes will be subject to inclusion in collective bargaining. We can make recommendations to the city for this and should know that there is process that may make it difficult to achieve. State law mandates that complete confidentiality is maintained for all information related to performance reviews/complaints about all city employees, until the decision is made.
  - The committee may recommend that Permanent Commission on the Status of Racial, Indigenous and Maine Tribal Populations review related state laws and policies.
  - Committee discussed the use and management of body camera footage in relation to responding to complaints. Various complexities about access to this footage exist. The committee recognizes that policies that guide the use of body cameras don't address the core problem that the public, especially BIPOC people, need more public access to information, equitable treatment, and responses to complainants.
  - Recommendation to the city that the PCRS is not an effective body for addressing complaints and that the disqualifications for being on the subcommittee should be reviewed. The process needs to be more transparent, engage community members with lived experience, and be more attentive to the dynamics of racism and racial disparities. Should hold police accountable and not disqualify the participation of people who have been involved in the criminal justice system. An alternative to broad based disqualifications is implementing a conflict of interest practice in which members recuse themselves from review of cases that involve real or perceived conflict of interest.
  - Dr. Medford is researching other models used around the US

Discussion: Racial equity internal assessment for city staff and police

- McKenzie has agreed to draft a proposal for this work and submit to the committee in the future
- Recommendation that the city sets a threshold for any projects or policies that impact the budget be subject to a racial equity impact assessment
- Includes a racial equity internal assessment
- May review pending state legislation that establishes a required racial equity analysis.

Committee adjourned at 6:35