In light of the current public health crisis and the Federal, State and County Emergency Declarations, and in accord with the provisions of Sec. 610.020, RSMo., the Board of Aldermen recognizes that it would be dangerous and impractical, if not impossible, for its meeting to be physically accessible to the public. The Board also recognizes the need for the public's business to be attended to in order to protect the public health, safety and welfare. In order to balance both the need for continuity of government and protection of the health and safety of our residents, business persons and employees, this meeting of the Community Equity Commission will not be open to public attendance in person. The meeting will be accessible by the public in real time ONLY by following the instructions in the box below.

You are invited to a Zoom webinar.
When: October 8, 2020 05:30 PM Central Time (US and Canada)
Topic: Community Equity Commission

Please click the link below to join the webinar:
https://us02web.zoom.us/j/83207030795

Or iPhone one-tap :
US: +13017158592,,89636601732# or +13126266799,,89636601732#
Or Telephone:
Dial(for higher quality, dial a number based on your current location):
US: +1 301 715 8592 or +1 312 626 6799 or +1 929 205 6099 or +1 253 215 8782 or +1 346 248 7799 or +1 669 900 6833
Webinar ID: 896 3660 1732
International numbers available: https://us02web.zoom.us/u/kcn33SefZ4

Persons interested in making their views known on any matter on the agenda should send an email with their comments to the Assistant to the City Manager at amuskopf@claytonmo.gov. All comments received will be distributed to the entire Commission before the meeting.

Thank you for your understanding and patience as we all try to get through these difficult and dangerous times.

Community Equity Commission
October 8, 2020 at 5:30 PM

Agenda

1. Welcome and Roll Call
2. Approval of September 10, 2020 Minutes
3. Reflection: Ruth Bader Ginsburg
4. Old Business
    a. Mayor's Commemorative Landscape Task Force Update
    b. Equity Audit Update
    c. Public Comments from September 10, 2020 Meeting
    d. Subcommittee Reports:
        i. Communications
            1. Engagement Plan
        ii. Law Enforcement
5. Public Comment
6. Comments from Members
7. Next Meeting: Thursday, November 12 at 5:30 pm
8. Adjourn

The City of Clayton

Community Equity Commission

Virtual Zoom Meeting

September 10, 2020 at 5:30 PM

Minutes

The meeting was called to order at 5:33 pm.

Roll Call
Present: Yvonne Tisdel, Laura Horwitz (Chair), Chris Schmiz, Ben Uchitelle, Stuart Berkowitz, Frances Pires, Nikki Bisel, Rev. Laurie Anzilotti (ex officio), JoAnna Schooler (ex officio), and Ellen Gale (ex officio).

Additional: Alderwoman Boulton, Alderwoman Buse, City Manager David Gipson, and Assistant to the City Manager Andrea Muskopf.

Minutes
Ben Uchitelle moved to approve the August 13, 2020 minutes. Stuart Berkowitz seconded the motion. All were in favor.

Old Business

Mayor's Commemorative Landscape Task Force (Task Force)
Assistant to the City Manager Muskopf shared that the Task Force met for its first meeting. All meetings and agendas are posted on the City's website.

Neighborhood Indentures Update
Assistant to the City Manager Muskopf shared that staff sent out an email to neighborhood trustees reminding them to review their indentures and ensure compliance with Missouri statutes. A copy of the email was included in the agenda packet.

Boards and Commissions Handbook Update
City Manager Gipson shared that staff is finalizing the handbook and it will be sent out upon completion.

Public Comments from August 13 Meeting
City Manager Gipson provided an overview on the public comments from the August 13 meeting and explained that both items were being discussed by the Communications Subcommittee.

Subcommittee Reports
Communications Subcommittee
The Communications Subcommittee will review the "Reporting Suspicious Activity" graphic. Yvonne Tisdel presented items on which the Subcommittee has been work including a tracking device, template for responses to public comments, and a calendar to recognize heritage month celebrations.

DRAFT

Chris Schmiz motioned that the Community Equity Commission recommend to the Board of Aldermen that the City celebrate heritage in a “Community Equity Commission” section in City Views. Ben Uchitelle seconded the motion. All were in favor.

Law Enforcement Subcommittee

The Law Enforcement Subcommittee presented their recommendations and advised that the Commission recommend to the Board of Alderman and the Mayor that the City of Clayton begin:

- launching a community education program regarding the problem of suspicious persons calls.
- publicizing and enforcing of City Ordinance 215.750, which makes it an offense to misuse the dispatch system after public warning.
- sharing with the Commission on a monthly basis dispatch data regarding suspicious persons calls.

Stuart Berkowitz motioned that the Commission approve the recommendations from the Law Enforcement Subcommittee and exercise the option for additional services in the Candorum Consulting Report. Ben seconded the motion. All were in favor.

The Law Enforcement Subcommittee also advised that the Commission recommend to the Board of Alderman and the Mayor that the Police Department of the City of Clayton begin:

- a request to look into the contents of the Mutual Aid Agreement.
- require General Orders that ensure Clayton Police maintain Clayton standards of conduct when serving in a mutual aid contracts. These include things like protocols on use of force, body cameras, name tags, the arrest of peaceful protestors etc.
- Similarly we would request that the Board of Alderman require officers from other jurisdictions aiding the Clayton Police Department to adhere to Clayton standards of conduct.
- Update the Community Equity Commission on findings of the Mutual Aid agreement and general orders for these circumstances.

The Commission agreed that they would like to receive an update body cameras and General Orders at a future meeting.

The Law Enforcement Subcommittee advised and Stuart Berkowitz motioned that the Commission recommend to the Board of Alderman and Administration that the Police Department of the City of Clayton begin to prohibit the use of neck restraints in all cases without exception. Frances Pires seconded the motion. All were in favor.

Public Comment

Peter Smith encourage the Commission to consider unintended consequences in the deliberation of communication and education pieces about suspicious activity and mutual aid. He also shared that he disagrees about the removal of neck restraints from the General Orders.

Ellie Gund shared her experience during the protests in Florissant and her takeaways. She recommended that there is public, civilian review of body camera footage any time there are arrests at protests, withdrawal of Clayton officers from ongoing protest enforcement if police brutality occurs even if Clayton officers have not done it to avoid Clayton officers being implicated in that abuse, and that there are high standards of acceptance in the call for Mutual Aid.

DRAFT

Kathleen Gund shared that she hopes the Suspicious Activity graphic will not be revised but thrown out entirely.

Next Meeting Date
The next meeting is scheduled for October 8 at 5:30 pm.

Adjourn
Chris Schmiz moved to adjourn the meeting. Ben Uchitelle seconded the motion. All were in favor. The meeting adjourned at 6:59 pm.

DRAFT

JUSTICE RUTH BADER GINSBURG

REFLECTION

ACCOMPLISHMENTS

- She graduated at the top of her class from Columbia
- She became the first person on both Harvard and Columbia Law Review
- She fought for pay equality for herself and her fellow professors
- At Columbia, she continued to fight sex-based discrimination
- She co-founded the ACLU's Women’s Rights Project
- She was the second woman, and first Jewish person, to serve on the US Supreme Court
- She fought for much more than women's rights

CLAYTON EQUITY COMMISSION REFLECTS

- https://nyti.ms/367cUpv

CEC communication subcommittee recommends the below agenda Items for the October meeting.

(1) Moment of reflection for Justice Ruth Bader Ginsburg by playing Denyce Graves singing “American Anthem” which was song at the funeral. (see attached)

Notes: Justice Ginsburg accomplishments are in keeping with the mission of CEC.

- She graduated at the top of her class from Columbia
- She became the first person on both Harvard and Columbia Law Review
- She fought for pay equality for herself and her fellow professors
- At Columbia, she continued to fight sex-based discrimination
- She co-founded the ACLU's Women’s Rights Project
- She was the second woman, and first Jewish person, to serve on the US Supreme Court
- She fought for much more than women's rights

(2) Recommend including the following three words to the Clayton Mission statement.
“Diverse, Inclusive and equitable”. (see attached)

Notes: By including these words further expresses Clayton’s commitment to equity, diversity and inclusion.

(3) Recommend the attached article be included the next Clayton communications to build awareness about nonproductive suspicious calls. (see attached)

(4) Recommend the attached heritage calendar events be noted on all Clayton monthly communication as applicable. (see attached)

Notes: This list of events was developed after extensive research for the purpose of providing cultural awareness and appreciation and in celebration of people who have struggled for equality and inclusion. The list was not meant to include all special observance but those that have been designated as a month-long observance by Presidential proclamation and Executive Order effective as of September 2020.

(5) Recommend monthly the CEC review the attached log and make appropriate resolutions on issues.

Notes: This process allows CEC to respond to community concerns.

(6) Board Liaison, Susan Buse, to review communication process for CEC and BOA.

Clayton Mission Statement

Current: *The mission of Clayton city government is to foster a vital, balanced community composed of outstanding neighborhoods, quality businesses, commercial and government centers, premier educational institutions and a healthy natural environment through an open, accessible and fiscally responsible government.*

Suggested: *The mission of Clayton city government is to foster a vital, ~~balanced~~ diverse and inclusive community composed of outstanding neighborhoods, quality businesses, commercial and government centers, premier educational institutions and a healthy natural environment through an open, equitable, accessible and fiscally responsible government.*

Month	Heritage Celebrated
January	• None to date
February	• African American History Month
March	• National Women's History Month • Irish American Heritage Month
April	• None to date
May	• Asian/Pacific American Heritage Month • Older Americans Month • Jewish American Heritage Month
June	• Lesbian, Gay, Bisexual, Transgender, Queer Pride Month • National Caribbean-American Heritage Month
July	• None to date
August	• None to date
September	• National Hispanic-Latino Heritage Month
October	• National Disability Employment Awareness Month • National Italian American Heritage Month
November	• National American Indian Heritage Month
December	• None to date

Communication Accomplishment Log

Date	Communication Activity Description	Legal	Emergency/ Hot Topics	Individual	Policy Review/Best Pratice	Celebration/ Recognition	Outreach/ Community Engagement	Status: Working (W) Complete(C) Hold (H)	Comments
10/18/2019	Clayton connection announcement accepting applications for the							C	
1/20/2020	Mayor Michelle Harris email of encouragement and honoring Dr King to					X		C	
4/30/2020	Public comment: suggested posting a link on website to Equity resources			X				C	
7/7/2020	Police Policy and Pratice Review				X			W	
7/20/2020	Recommendation for publishing pratices residents can use to bring about fair and just community				X			W	Board of Aldermen disapproved. Equity Commission to bring back the recommendation without the topic of
8/3/2020	Commission recommends changes to the Mission Statement (adding the word equitable in the statement				X			W	
8/12/2020	Public Comment: Inquiry about changing the suspicious calls flyer and the			X				W	The 5W graphic has been removed
8/12/2020	Public Comment: Recommended that the City find ways to publicize			X				C	
8/12/2020	Public Comment: Commented on Sean McCarthy's presentation. Suggested the Commission urge the Board of Aldermen to financially			X				C	
8/12/2020	Public Comment: Inquired if there was a timeline for recommendations from Commission to the Board of Aldermen			X				C	
8/12/2020	Public Comment: Inquired about whether or not the police officers have been wearing body cameras and, if so, the footage is viewable by members of the public, and the background that is done for School			X				C	
8/13/2020	John Lewis & CT Civian reflection					X		C	
8/13/2020	Police Policy Review and changes				X			W	
8/28/2020	Commission recommended and email sent out to request neighborhood indentures be changed if they include restrictions which violate Missouri				X			C	

List effective as of 9/2020. This list was developed after extensive research for the purpose of providing cultural awareness and appreciation and in celebration of people who have struggled for equality and inclusion.

This list was not meant to include all special observances but those that have been designated as a **month-long** observance by Presidential proclamation and Executive Order.

Although not listed herein, there are many other significant observance **days** which have been designated because of amazing achievements/contributions in the advancement of civil and human rights. We ask and encourage all Clayton community to continue to raise your awareness and celebrate these past achievements/contributions while taking affirmative actions today and in the future to bring about a more inclusive world.

Suspicious Call Activity in Clayton

Starting in the summer of 2014, Clayton Police began seeing a dramatic rise in the number of suspicious calls. In fact, the number of calls has doubled since 2015. At the same time, the percentage of these calls found to reflect suspicious activity has dropped dramatically. In 2019, only 17% correlated with a crime in progress or committed.

[INSERT LINE GRAPH]

The data show there is a consistent racial disparity in the calls, with African Americans 50% more likely to be the subject described.

Why does this matter? Our police put our safety first. When they receive a citizen call reporting criminal suspicious activity, they respond. These responses pull our officers and resources away from other public safety priorities. Also of critical importance is the fact that mistaken police contact can be a traumatic experience, especially for members of historically marginalized groups.

We all want Clayton to be a safe and welcoming place for everyone. But sometimes personal biases can get in the way. In considering whether to call Clayton police to report an activity as criminally suspicious, here are some guidelines to follow.

Before you make call to report suspicious activity, ask yourself these questions:

1. What is the actual activity that concerns you? Focus on behavior not the person's appearance.
2. If your son/daughter, brother/sister were doing this same activity would you consider it suspicious?
3. Does the activity appear related to a potential or actual crime?

To read the full report on suspicious activity calls, click here.

YTD 01/01/2020 - 08/31/2020

Department Wide Summary

	Total	
	#	%
Total Vehicle Stops	1,473	
1. Officer Assignment		
General Patrol	1,233	83.707%
Dedicated Traffic Enforce	207	14.053%
Special Assignment	33	2.240%
2. Location of Stop		
Interstate Hwy	21	1.430%
US Hwy	3	0.200%
State Hwy	0	0.000%
County Road	217	14.730%
City Street	635	43.110%
Other	597	40.530%
3. Violations		
Moving	999	67.820%
Equipment	100	6.790%
License	351	23.830%
Investigative	77	5.230%
Call for Service	20	1.358%
Det or Crime Bulletin	1	0.068%
Officer Initiative	37	2.512%
Other	19	1.290%
4. Race/Minority		
White	978	66.400%
African American/Black	410	27.830%
Hispanic/Latino	8	0.540%
Am. Indian/Alaskan	6	0.410%
Asian	52	3.530%
Other	19	1.290%
5. Age		
<18	55	3.730%
18-29	500	33.940%
30-39	322	21.860%
40 -64	479	32.520%
65+	0	0.000%
6. Gender		
Male	852	57.840%
Female	621	42.160%
7. Driver Resident		
Resident	187	12.700%
Non-Resident	1,286	87.300%

	Total	
	#	%
9. Total Search/Prob Cause	53	3.600%
Consent	14	0.950%
Susp Weapon	2	0.140%
Incident to Arrest	22	1.490%
Plain view Contraband	8	0.540%
Other	3	0.200%
Drug Dog Alert	0	0.000%
Inventory	12	0.810%
Drugs/Alcohol	20	1.360%
10. What Searched		
Driver	2	0.140%
Property	8	0.540%
Driver and Property	43	2.920%
11. Search Duration		
0-15 min	43	2.920%
16-30 min	9	0.610%
over 30 min	1	0.070%
12. Contraband	18	1.220%
Drugs/Paraphernalia	13	0.880%
Alcohol	1	0.068%
Currency	0	0.000%
Weapon	2	0.140%
Stolen Property	3	0.200%
Other	1	0.070%
13. Result of Stop		
Citation	359	24.370%
Warning	988	67.070%
Custodial Arrest	31	2.105%
No Action	147	9.980%
Other	17	1.150%
14. Cit/Warn - Alleged Viol		
Moving	923	62.661%
Equipment	89	6.042%
License/Registration	355	24.100%
15. Arrest - Alleged Viol		
Outstanding Warrant	3	0.200%
Offense Against Person	0	0.000%
Resisting Arrest	2	0.140%
Drug Violation	8	0.540%
DWI/BAC	18	1.220%
Property Crime	2	0.140%
Traffic Violation	3	0.200%
Other	2	0.140%

Preliminary Statistics by DSN: 01/01/2020 - 08/31/2020

Vehicle Stop Information for Reporting Agency: CLAYTN-PD (MO0951400)

*** #7 Driver Zip Code not included in report ***

*** multiple selections prevent items 3, 9, 12, 13, 14, and 15 from totaling 100% ***