

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: August 13, 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/86469759528>

Or iPhone one-tap :

US: +13017158592,,88238922420# or +13126266799,,88238922420#

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: 882 3892 2420

International numbers available: <https://us02web.zoom.us/j/86469759528>

**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](mailto: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**  
**August 13, 2020 at 5:30 PM**

Agenda

1. Welcome and Roll Call
2. Approval of July 9, 2020 Minutes
3. Reflection: John Robert Lewis and Cordy Tindell Vivian
4. Old Business
  - a. Public Comments from July 9, 2020 Meeting
  - b. Subcommittee Reports:
    - i. Communications
    - ii. Policing
  - c. Mayor's Commemorative Landscape Task Force Member Selection
5. Public Comment
6. Comments from Members
7. Next Meeting: Thursday, September 10 at 5:30 pm
8. Adjourn

The City of Clayton  
**Community Equity Commission**  
**Virtual Zoom Meeting**  
**July 9, 2020 at 5:30 PM**

Minutes

**Roll Call**

Present: Yvonne Tisdell, Laura Horwitz (Chair), Chris Schmiz, Ben Uchitelle, Stuart Berkowitz, Frances Pires, Dr. Sean Doherty (ex officio), Rev. Laurie Anzilotti (ex officio), JoAnna Schooler (ex officio), Ellen Gale (ex officio), and Darlene Reed (ex officio).

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

**Minutes**

Ben Uchitelle moved to approve the June 11, 2020 minutes. Stuart Berkowitz seconded the motion. All were in favor.

**Old Business**

**June 11, 2020 Public Comments Submitted to the Record**

Monument Landscape

City Manager Gipson explained that Mayor Harris made an announcement at the last Board of Aldermen meeting that the City will be studying our monument landscape. The Board of Aldermen will be discussing next steps at the July 17, 2020 Discussion Session. It will likely be requested that a member of the Community Equity Commission serve on the task force. City Manager Gipson also shared that the City has been in contact with Geoff Ward, who made the inquiry about the St. Louis County marker, and as such, the Community Equity Commission has responded.

Hiring Statistics

City Manager Gipson shared that he and Assistant to the City Manager Muskopf have been actively working on an internal equity audit, exploring and researching organizations such as Beloved Community, and have identified it as a priority.

**Commission Member Announcement**

City Manager Gipson announced that Adam Sheble resigned from the Commission due to relocating outside of Clayton city limits.

**Guiding Principles**

Chris Schmiz motioned to approve the Guiding Principles document. Ben Uchitelle seconded the motion. All were in favor. The Guiding Principles are attached to these minutes.

### **Discussion of Traffic Stop Data and Dispatch Report**

Sean McCarthy with Candorum Consulting, LLC presented his findings from the Suspicious Person Calls Audit he conducted on behalf of the City of Clayton. The presentation is attached to these minutes.

Clayton Police Chief Mark Smith answered follow-up questions from the June 11, 2020 meeting and answered additional questions from the Community Equity Commission. The presentation is attached to these minutes.

### **Public Comment**

Peter Smith recommended that the City find ways to publicize meetings.

Steve Burroughs commented on Sean McCarthy's presentation and suggested the Commission urge the Board of Aldermen to financially invest in software for dispatching.

Micah Rose inquired if there was a timeline for recommendations from Commission to the Board of Aldermen.

Jessica Jancose 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 Resource Officers before they are assigned to schools.

### **Comments from Members**

Commission Members shared final comments.

Chair Horwitz asked for volunteers for subcommittees to summarize what the Commission has learned from the presentations as well as potential recommendations to forward on to the Board of Aldermen. Frances Pires and Stuart Berkowitz volunteered for the Policing Subcommittee. Ben Uchitelle, Yvonne Tisdell, and Chris Schmiz volunteered for the Communications Subcommittee.

### **Next Meeting Date**

The next meeting is scheduled for August 13 at 5:30 pm.

### **Adjourn**

Yvonne Tisdell moved to adjourn the meeting. Chris Schmiz seconded the motion. All were in favor. The meeting adjourned at 7:08 pm.

## **Guiding Principles - 2020 Clayton Community Equity Commission**

The Clayton Equity Commission was formed by [Bill No. 6759](#). The body provides guidance to the Mayor, Board of Aldermen and the Clayton community on the issues pertaining to diversity, equity and inclusion. In June 2020, the CEC decided to begin its broader equity work by addressing racial equity with the goal of advising elected officials on how to prioritize and enact systemic change to reduce the impact of racism in our community. (see "Why are we leading with race?" below)

The CEC recognizes that racism is ingrained throughout all facets of life in our nation and region, and that racial disparities define Black St. Louisans' quality of life across a range of indicators. Clayton is not immune to these problems, as both data and anecdotal evidence of Black residents' and visitors' experiences in our community makes clear. The CEC seeks to ensure Clayton is a community where St. Louisans of all backgrounds choose to live, work and play. To accomplish that purpose, CEC will focus on identifying policies and practices currently in place that reinforce inequities, and propose solutions to close these gaps.

### **Why are we leading with race in 2020?**

The CEC leads with race, with the recognition that the creation and perpetuation of racial inequities are of urgent priority to our region and the nation at this current moment as protests of racial injustice continue in St. Louis and across the country. We further recognize that racial inequities across all indicators for success are deep and pervasive.

It is also true that inequities exist across other identity factors, including those based on economic status, race, color, religion, gender, national origin, ancestry, marital status, lawful source of income, physical or mental disability, familial status, sexual orientation, and gender identity. Prioritizing racial equity provides the opportunity to introduce a framework, tools, and resources that can also be applied to other areas of marginalization. In our formative meetings, we reviewed recommendations of the Government Alliance on Race and Equity and several case studies of other cities who have used an equity commission to great effect. It became clear that when a local government makes policy and practice changes to reduce racial inequity, it improves the city's functioning for residents and visitors of color, as well as, residents and visitors with other marginalized identities.

### **CEC Values**

Impact, Community, Courage

# SUSPICIOUS PERSON CALLS AUDIT

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Clayton Police Department &  
East Central Dispatch Center

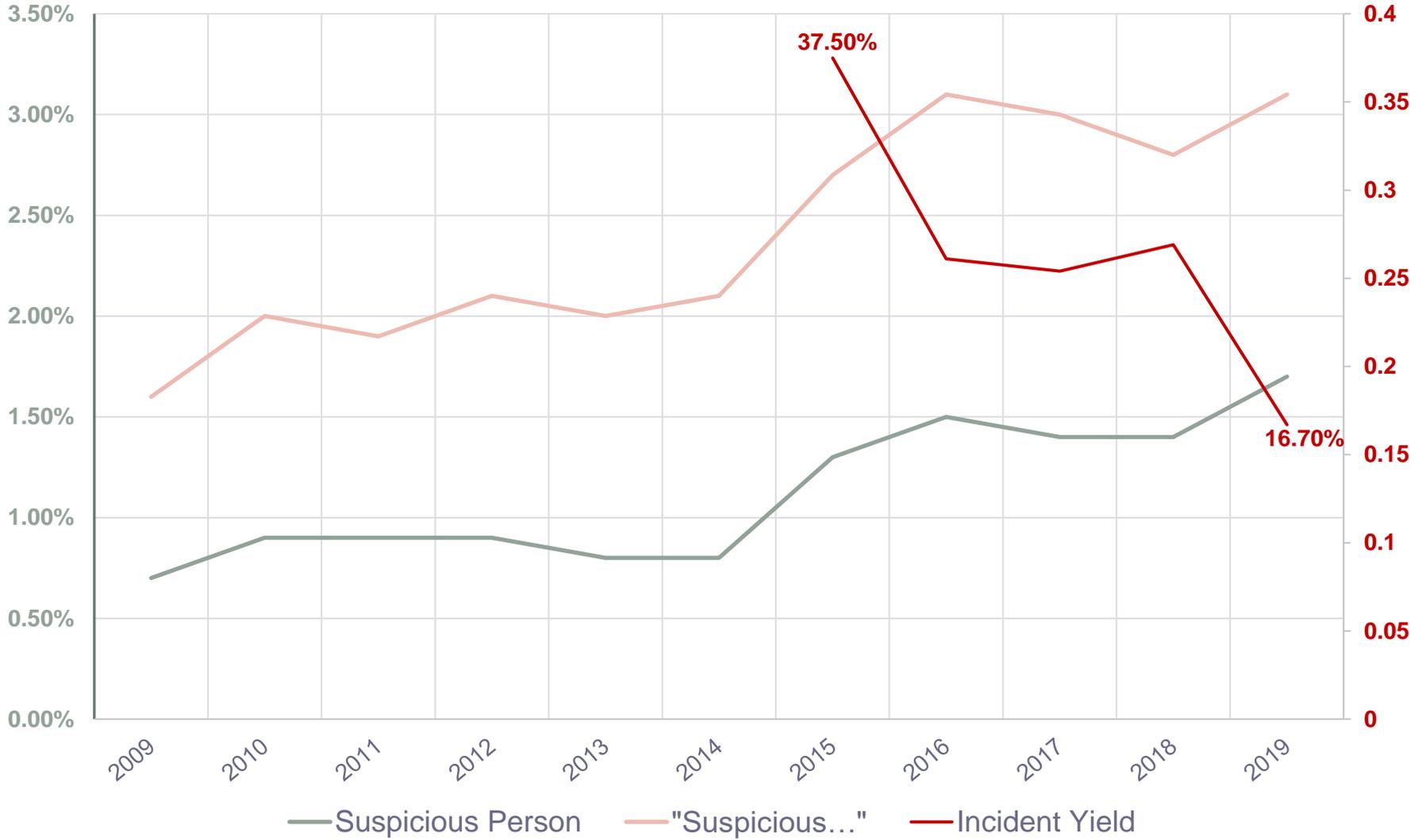
prepared by

Candorum Consulting, LLC

# Background, Scope, & Limitations

- The 21CP Strategic Plan called for an audit of suspicious person calls (hereafter SP calls)
- This was in response to concerns expressed by officers about lack of information and risk of false suspicion
- The following report is narrowly focused on one specific area of activity – SP calls
- Results may or may not generalize

# Rising Volume, Falling Value



# Suspicion Up, Crime Down

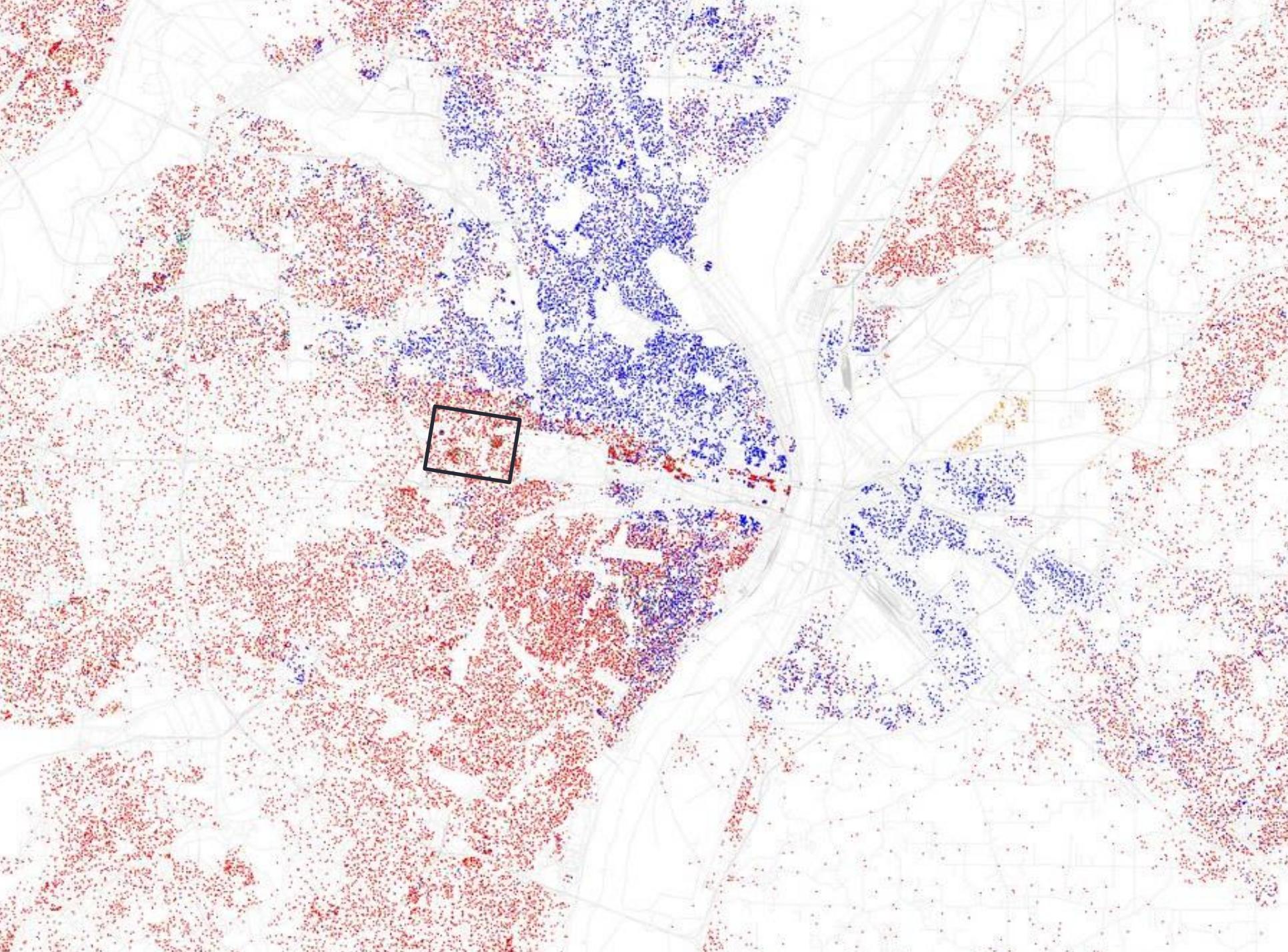


# Racial Disparity

- ~48% of suspicious person calls involved a subject described as Black (vs 23% white & 24% unknown)
- This is higher than the expected benchmark of 31%
- Disparity index = 1.54, meaning African-Americans are substantially overrepresented in SP call descriptions

# Structural Bias

- The observed disparity is not explained by actions of officers/dispatchers, but present in the calls themselves
- Several key structural/systemic factors at work:
  - Residential Segregation
  - Economic Inequality
  - Variable Population
  - Regional Salience of Crime



# Officer Perceptions

- CPD officers are aware of the problem
- They perceive SP calls as poorly correlated with actual crime & estimate less than 25% solve or prevent crime
- They are aware of structural bias. 67% of surveyed officers named race as the factor most often linked to false suspicion
- Officers are frustrated by lack of information & eager for ways to avoid false positive encounters

# Officer Comments

- *“We might be sent to check on individuals who may be doing a contracting job...or providing landscaping service. Then whichever officer responds looks like a jerk for harassing someone who is just trying to do their job.”*
- *“95% of the time it's just a regular person walking around in the middle of the day just trying to get some steps logged on their step-counter and minding their own business.”*
- *“When people call 911 they don't provide any relevant information to give the perception as to why it might be suspicious.”*

# Call Description Stats

- ~35% of SP calls lacked a clear claim of suspicious activity
- ~40% lacked reasonably specific subject identifiers – e.g. clothing, height, distinguishing features, etc.
- Only ~51% of call contained BOTH a clear claim of suspicious activity and a specific subject description

# Why This Matters

- Any activity where false positive potential is high carries risk of incidents
- Mistaken police contact can be a traumatic experience, esp. for members of historically marginalized groups
- Reducing false positives is a win-win for members of the public and for police

# Recommendations

- Flag low-fidelity calls to minimize contact
- Set targets to improve specificity of descriptions
- Joint training between officers & dispatchers
- Train managers to further support discretion
- Communicate with citizens & businesses about the risk of false suspicion

# Community Equity Commission

- Incarcerations
- Use of Force
- Traffic Stop Analysis
- Protest Operations
- Budget Comparisons
- Staffing
- School Resource Officers

# MUNICIPAL COURT INCARCERATIONS

<b>Criminal Charges for Prisoners Incarcerated on Clayton Warrants</b>				
<b>FY2020</b>		<b>Charge</b>	<b>Days</b>	<b>Amount</b>
	1	Assault 4th	3	\$90.00
	2	DWI/Assault 4th	1	\$30.00
	3	Sexual Misconduct	2	60
		<b>TOTAL</b>	<b>6</b>	<b>\$180.00</b>
<b>FY2019</b>		<b>Charge</b>	<b>Days</b>	<b>Amount</b>
	1	DWI /C&I/Open Container	1	\$30.00
	2	Domestic Assault	4	\$120.00
	3	DWI/False Info/Revoked	3	\$90.00
	4	DWI/Stop Sign	1	\$30.00
	5	Domestic Assault	1	\$30.00
	6	Domestic Assault	1	\$30.00
	7	Resisting Arrest	4	\$120.00
	8	Domestic Assault	4	\$120.00
	9	Domestic Assault	1	\$30.00
		<b>TOTAL</b>	<b>20</b>	<b>\$600.00</b>

## WARRANT ARRESTS FOR OTHER CITIES

- Since January 1, 2019, only seven traffic stops resulted in an arrest for traffic warrants as a primary charge.
  - Most had three or more warrants.

# USE OF FORCE

- **2017:** 5 uses of force – 21,072 calls
  - Taser x1, Open Hand Control Techniques x4
- **2018:** 3 uses of force – 21,812 calls
  - Open Hand Control Techniques x3
- **2019:** 6 uses of force – 20,974 calls
  - Taser x2, OC Spray x1, Open Hand Control Techniques x3

# Use of Force Questions

- Prohibition on neck restraints
  - Banned by CPD for many years - allowed in lethal force situations
  
- Firearms Review
  - St. Louis County PD Investigation
  - Referred to St. Louis County Prosecuting Attorney's Office
  - Recent examples

# Traffic Stop Analysis

“The weakest benchmark is residential population as measured by the U.S. Census; higher quality benchmarks include Internal Benchmarking and observation.”

➤ *Producing Bias-Free Policing* by Dr. Lorie Fridell

- Benchmarking the number of black drivers
  - Clayton population: **8.84% & 7.59%**
  - State population: **10.9%**
  - UMSL Study 2002: **23.64%\***
  - St. Louis County Census: **24.1%**
  - St. Louis City & County Combined: **29.7%**
  - 3-mile radius: **24.8%**
  - 5-mile radius: **29.5%**
  
- CPD stops 2020: 25.5%
- CPD stops 2019: 26.5%
- CPD stops 2018: 29.09%
- CPD Stops 2017: 29.77%

\*Mass transit use needed to be studied to give a more accurate estimate

# Quality of Stops

- Last alleged racial profiling was in 2013.
  - 33,435 traffic stops since the last complaint.
- No Resisting Arrest charges from traffic stops in 2019.
- CPD Contraband hit rate is 53.7% compared to state hit rate of 35.4%
  - More selective in conducting searches
- Dashcams since 2002, body cams soon.

# Protest Operations

- Objectives:
  - Facilitate the constitutional right of assembly for demonstrations.
  - Support an environment for demonstrations that is safe for everyone and respectful of demonstrators, the City, and its residents and businesses.
- Approximately 120 protests since Ferguson
- Mutual Aid
  - 44 police departments assisted Clayton during Ferguson protests

# Budget Comparisons

➤ Police portion of city's budget:

➤ **Clayton PD: 23.3%**

➤ Webster Groves PD: 29.9%

➤ Kirkwood PD: 32%

➤ University City PD: 36.7%

\*Service levels vary from city-to-city

# 2018 Staffing Study

**Average Proactivity and On-Duty Staffing<sup>7</sup> by Hour**

Time	# Units	S	M	T	W	Th	F	Sa	Overall
2am-6am	4.9	88%	93%	95%	94%	93%	92%	91%	92%
6am-10am	5.3	85%	73%	76%	72%	74%	77%	83%	77%
10am-2pm	5.3	77%	70%	70%	71%	65%	67%	73%	70%
2pm-6pm	5.3	82%	67%	64%	58%	65%	66%	79%	69%
6pm-10pm	4.9	78%	78%	77%	75%	75%	75%	79%	77%
10pm-2am	4.9	86%	89%	88%	87%	85%	85%	82%	86%
Overall	5.1	83%	78%	78%	76%	76%	76%	81%	77%

- Proactive time is when officers conduct neighborhood patrols, foot patrols, traffic stops, business checks, training etc.
- Staffing study recommended adding 4 police officers by 2023 based on potential residential growth and business development

# School Resource Officers

- Physical security of the school property
- Investigate crimes on school property
- Respond to medical emergencies at the schools
- Traffic control before and after school
- Active shooter training for staff
- Provide security at special events, sports and dances
- Educating students on police interactions, e.g. traffic stops
- Educating students on drug, alcohol, and tobacco abuse
- Mentoring SSD students