

Mayoral Ad Hoc Committee on Equity and Diversity

July 22, 2020

5:30 p.m. Call Meeting to Order via Zoom

Committee Meeting:

1. **Call to Order**
2. **Introductions**
3. **Committee Guidelines – (Discussion/Action)**
 - A. Policy review and recommendations process
 - B. Review committee guidelines and discussion
 - C. Action to adopt committee guidelines
4. **Committee Duties and Goals – (Discussion)**
 - A. Review the policies and procedures of the Lewiston Police Department involving the use of force and restraint in its interactions with the public and make recommendation on policy, practice, and procedural changes to ensure fair, equal, and appropriate treatment of all;
 - B. Review the process by which citizen complaints against police officers and other City employees are investigated and, if necessary, recommend improvements to this process to ensure that such complaints are addressed thoroughly, objectively, fairly, and in a timely manner;
 - C. Review the type and nature of training provided to municipal employees, including police officers, in regard to such areas as bias, equality of treatment, and crisis management/de-escalation and to identify employees or employee groups that should receive training and what that training should consist of;
 - D. Review the recruiting and hiring practices of the City, with special emphasis on those of the Police Department, and develop recommendations that would assist the City in better reflecting the demographic composition of the community, to include recommendations on improving outreach to elements of the community currently under-represented in the City workforce;
 - E. By September 30, 2020, develop and present to the City Council a plan for a permanent standing committee to continue and advance the work of this Ad-Hoc Committee;
 - F. To make such other recommendations the committee finds appropriate to fulfill its purpose.
5. **Public Comment**
6. **Meeting Schedule and Next Steps – (Discussion)**
 - A. Meetings will be held the 1st and 3rd Wednesday of each month at 5:30 p.m. (currently via Zoom)
 - B. Posting meetings and agenda packets
 - C. Next agenda: August 5, 2020
 - Review policies and procedures involving the use of force and restraints presented by Police Chief Brian O'Malley
 - Committee Q&A