

**LEWISTON CITY COUNCIL
WORKSHOP AGENDA**

Tuesday, January 26, 2021

SESSION WILL BE CONDUCTED REMOTELY AND MEMBERS WILL ONLY PARTICIPATE ELECTRONICALLY. THE MEETING CAN BE VIEWED ONLINE AT

<https://www.lewistonmaine.gov/2021cc>

6:00 pm Workshop

WORK SESSION

1. Recommendations from the Equity and Diversity Committee – 45 minutes
2. Presentation of a Draft Recreation Plan – 45 minutes

LEWISTON CITY COUNCIL
WORKSHOP AGENDA
TUESDAY, JANUARY 26, 2021
6:00 PM

A. Equity and Diversity Committee Recommendations (45 mins)

In July 2020, the Mayor established an Ad Hoc Committee on Equity and Diversity for the purpose of advising and making recommendations to the City Council on steps to ensure the City treats all residents and visitors equally and that the City's workforce represents the diversity of our community. The Committee met over the course of several months reviewing City policies and procedures to develop recommendations for consideration by the City Council. Committee representatives will present their final recommendations.

B. Recreation Plan (45 mins)

City staff will present a draft recreation plan outlining a new vision for recreation in the City of Lewiston. Staff will present new ideas and improvements under consideration as they continue developing the final plans. Staff would like to discuss the plan and receive feedback from the City Council now as we continue to develop the final plan. Staff will take the information and feedback gained through this workshop to finalize the plan and will present the final plan to the City Council at a date to be determined. A power point presentation will be shared at the workshop. There are no supporting documents for this agenda item.



**Mayoral Order, Establishing City of Lewiston
Mayoral Ad Hoc Committee on Equity and Diversity**

The Mayoral Ad Hoc Committee on Equity and Diversity is established for the purpose of advising and making recommendations to the City Council on steps to ensure the City treats all residents and visitors equally and that the City's workforce represents the diversity of our community. The committee will make recommendations to the municipal officials and key staff on policy, practice, and procedural changes to ensure that fair and equitable treatment is provided to all.

Duties. The committee shall:

1. 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;
2. 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;
3. 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;
4. 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;
5. 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;
6. To make such other recommendations the committee finds appropriate to fulfill its purpose.

Composition and Appointment

The Committee shall be composed of no more than twelve members appointed by the Mayor. The membership shall include the Mayor and three members of the City Council. The remaining members shall be broadly representative of the community, including representatives of the minority community who have shown an interest in working to advance equity and opportunity in Lewiston.

Committee Chair

The Mayor shall Co-Chair the Committee with a Chair selected by the Mayor from the community members who are not Councilors. The Chair and Co-Chair shall be responsible for coordinating the meeting schedule with the members, setting the meeting agenda, and ensuring that notice of meetings are publicly posted.

Meetings

The Committee shall establish the times and places of its meetings. Meetings shall be open to the public and notice of such meetings shall be posted by the City Clerk. The Committee may invite such others as may be knowledgeable about subjects under discussion to provide information for its consideration.

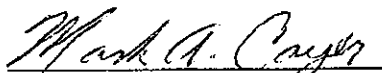
Staff Support

The City Administrator or designee shall be responsible for providing staff support to the Committee.

Term

The term of the Committee and its members shall expire on September 31, 2020 unless otherwise extended by the Mayor. If extended, the Mayor shall appoint members to the Committee, which may include individuals who have previously served on the Committee.

Issued on this, the 7th day of July, 2020.


Mark A. Cayer, Mayor

Mayoral Ad Hoc Committee on Equity and Diversity

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Recommendations

A. New Human Resources Position

- a. The City should add a position to the Human Resources Department focused on equity and diversity, including but not limited to developing a city workforce representative of the demographics of the city; advancing equitable policies, training, practices, and procedures; and ensuring that the city delivers services in an equitable and inclusive manner.
- b. The City Human Resources Department should monitor and issue an annual public report on diversity in the City's workforce, to also include information on staff promotions and diversity of management or supervisory positions.
- c. Update the City's Discrimination Policy Statement to be more proactive, directly naming the advancement of equity and inclusion as a priority.

B. Increase Community Engagement

- a. The Lewiston Police Department should increase its community engagement efforts, co-facilitating focus groups for residents in areas with high crime rates, involving the community in developing procedures for new initiatives (e.g. body cameras), and embracing community policing throughout the department instead of as the job of one task force.
- b. Community dialogue opportunities should be established for public comment on services city-wide, to increase resident familiarity and comfort with city officials and create an active bridge to community involvement.
- c. Develop & co-facilitate a series of informal community conversations on police interaction with Black, Indigenous, and People of Color (BIPOC) communities focusing on topics related to bias, race/racism and community policing.
- d. The City should develop and sustain a diverse focus group that could review key publications and promotions for cultural sensitivity and bias.

C. Improve Services for Vulnerable Populations

- a. The Lewiston Police Department should establish policies and procedures that consider the specific and unique circumstances when working with members of vulnerable populations within the community, including but not limited to the Lesbian, Gay,

- Bisexual, Transgender, Queer (LGBTQ) community, children impacted by an arrest in the family, and those struggling with mental illness and/or substance misuse.
- b. More comprehensive demographic and outcome data on force, restraints, and interactions with the public should be collected and analyzed in order to proactively identify, prevent, and eliminate instances of bias-based profiling.
 - c. The City should contract with on-call, in-person translators/interpreters who could be available for residents conducting city business at time of need.
 - d. The City should gather input from transgender and gender non-binary citizens to ensure their experiences are taken into consideration when reviewing and updating policy and procedures.
 - e. Establish a plan to update demographic labels to include a wider scope of diversity in our community.

D. Consider Continuing and Advancing this Work through the City Spirit Council

- a. The City Spirit Council is a collaboration of city officials and community members committed to building awareness, leadership and solutions to community concerns regarding social justice and equity from throughout the Lewiston and Auburn communities. Most recently the City Spirit Council has been engaged in the development of a dual-city equity statement in order to provide a common foundation and commitment to the healing of inequality and provide space and opportunity for truly equitable approaches for all community members to flourish. Future work as an extension of the Mayoral Ad Hoc committee would be rooted within the City Spirit Council as both a mechanism to help realize the goals detailed in this statement as well as to aid in the development of an overarching equity implementation plan for the City of Lewiston. City Spirit would aid in the development of vision, approach and synthesis of city systems goals and necessities while maintaining and prioritizing community integration and involvement throughout all aspects of equity development.