

City of Columbia Pre-Council Meeting

Monday, April 6, 2020

Introduction

- Review Social and Racial Equity RFP
- Discuss Undesign the Redline Exhibit

Scope of Work for Social & Racial Equity RFP

1. Perform a review of the City's ordinances and citywide internal policies and grow staff's capacity.
2. Facilitate a discussion with key community partners to identify what organizations are already doing to address equity and what work still needs to be done;
3. Prepare and present a racial equity training for the City Council and administration that focuses on building internal capacity to review current and future policies with an equity lens;
4. Work with staff to identify performance measures and action steps to increase social and racial equity in the community; and
5. Provide recommendations for the City's next Strategic Plan.

Current City Efforts

- Racial Equity Training through Building Inclusive Communities for city staff and community members
- The Human Rights Commission and the Citizens Police Review Board have reviewed city policies with an equity lens

Training

- Since 2015, approximately 244 employees have voluntarily completed the Building Inclusive Communities (BIC) Training.
 - This course lasts 7.5 hours
- BIC offers advanced courses for those who complete the introductory course
 - Topics offered are: ability, age, allyship, diversity in business, intersectionality, oppression, privilege, race/ethnicity, religion, sex/gender, sexual orientation, socio-economic class, unconscious bias/implicit bias
- BIC offers a Diversity Book Club for employees
- The facilitators are made up of our own staff

Human Rights Commission

- In 2017 and 2018, the Human Rights Commission reviewed a significant portion of the City of Columbia's Code of Ordinances for human rights and equity issues.
- The Commission conducted a systematic review of the Code and provided comments on the Code provisions reviewed. They specifically reviewed the following chapters: Chapters 1, 2, 3, 4, 5, 7, 8, 10, 11, 12, 12A, 14, 16, 21, 24, 26.

Citizens Police Review Board

In 2019, the Citizens Police Review Board also began its systematic review of the City of Columbia Police Department's policies.

- Policy 100 Law Enforcement Authority
- Policy 102 Chief of Police
- Policy 104 Oath of Office
- Policy 105 Code or Canon of Ethics
- Policy 106 Policy Manual
- Policy 200 Organizational Structure and Responsibility
- Policy 206 Emergency Operations Plan
- Policy 208 Training
- Policy 212 Electronic Mail
- Policy 214 Administrative Communications
- Policy 216 Supervision Staffing Levels
- Policy 220 Retired Officer Carrying Concealed Weapons
- Policy 226 Multi-year Planning
- Policy 300 Response to Resistance
- Policy 302 Radio Communications
- Policy 306 Handcuffing and Restraints
- Policy 307 Remote Restraint Device/BolaWrap 100
- Policy 308 Control Devices and Techniques
- Policy 309 Conducted Electrical Weapon (CEW)
- Policy 310 Officer-Involved Shooting
- Policy 311 Line of Duty Death or Serious Injury
- Policy 312 Duty Firearms
- Policy 314 Vehicle Pursuits
- Policy 316 Officer Response to Calls
- Policy 318 Canines
- Policy 320 Domestic Violence
- Policy 322 Search and Seizure
- Policy 324 Temporary Custody of Juveniles
- Policy 326 Elder Abuse
- Policy 328 Sexual Assault Response (You Have Options Program)
- Policy 330 Child Abuse Reporting
- Policy 332 Missing Person Reporting
- Policy 334 Public Alerts
- Policy 340 Code of Conduct
- Policy 346 News Media Access Relations

Local Options

- Institute of Public Policy at the University of Missouri
 - Independent, nonpartisan public policy analysis
 - Wide scope
 - Program Evaluation
 - Research and Policy Analysis, Data Collection and Analysis
 - Strategic Planning
 - Training
- Inclusive Impact Institute
 - Training & Education
 - Consulting
 - Community Engagement
 - Leadership Development

Undesign the Redline

- History of Redlining
 - Redlining maps were introduced in the 1930s. These maps determined areas that were prime for investment, and the neighborhoods with no investments were outlined in red. Redlining was predominantly based on race.
- What is Undesign the Redline?
 - An interactive exhibit with localized redlining maps from the city and a timeline of policies, practices, and investments. Each exhibit is customized to the community. Individuals from the community are interviewed for historical vignettes.
- Expenses
 - \$35,000 base cost
 - An additional \$3,500-\$4,000 for travel expenses
 - Interest from The Bridge at the University of Missouri to bring this type of exhibit to Columbia

