



City of Columbia, Missouri

Meeting Minutes

City Council

Tuesday, June 21, 2022

5:00 PM

Pre-Council

Conference Room

1A/1B

Columbia City Hall

701 E. Broadway

I. CALL TO ORDER

Mayor Buffaloe called the meeting to order at approximately 5:00pm.

Present: 7 - Peters, Skala, Pitzer, Fowler, Waner, Buffaloe, and Foster

Police Update / Vehicle Stop Data

Attachments: [2021 Vehicle Stops Report presentation](#)

Mayor Buffaloe introduced the agenda "Police Update/Vehicle Stop Data" and welcomed staff to give a detailed report.

Chief Geoffrey Jones introduced staff and gave a detailed Powerpoint presentation on the "Police Update/Vehicle Stop Data" agenda.

Chief Jones explained that at the start of COVID19 pandemic he issued a general order instructing staff to assess traffic and moving violations and investigative staff to articulate and make sure that actual information on intelligence was present. The pandemic limited close conduct between officers and public involved as officers try to limit the spread of the virus but offer the services.

Chief Jones explained that when he lifted the order a year later, he issued written expectations designed for city employees. Each employee and supervisor signed a document indicating their understanding of these expectations.

Chief Jones further explained that training on cultural competence is the area that his office has continued to focus on. Each officer have been receiving training on customer service, community policing, racial profiling. All the titles of training have changed over the years - to include: racial profiling, fair and partial policing, and occurrence of implicit bias. Chief Jones explained that his office continues to train officers to adapt to prepare them for the changing environment.

The department currently conducts a three-hour training for employee, community services and for new hire and on-boarding process approved by the Missouri forces standards and training. All training emphasizes community-based polling and biases in decision making. The department will contact more sessions this year as they were not conducted during the earlier sessions. The department also added a position within its internal affairs unit to address cultural competency internally and in the community (Diversity Equity and Inclusion - DEI). This position serves as the catalyst to leverage best practices and promoting cultural inclusion where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, sexual orientation and gender identity, religious, political, and ideological perspectives, are able to thrive and be engaged. The office also examines and audits the policy to an equity lens to ensure they are promoting equity and a fair environment for all.

The DEI officer provides strategic and pragmatic leadership for diversity, equity and inclusion initiatives. He also provides training to promote understanding of the workforce differences and similarities and offers effective support. The training offered by this offers diversity conscious, bias, and all the elements of diversity (see the attached Powerpoint presentation).

Recommendations for best practice:

Engagement. Building capacity through training officers and community to establish better relationships

Accountability.

Recommendations on traffic stops to avoid possible biases.

Changing marijuana laws led to the adjustments of investigations.

Current adjustment in laws to adjust the investigation process.

Supervisors audit all traffic video stops (see the attached document).

II. ANY OTHER ITEM COUNCIL MAY WISH TO DISCUSS

None.

III. ADJOURNMENT

The meeting was adjourned at approximately 6:42pm.