

I have provided a breakout of the issues I have with this resolution.

There are many comments, but essentially, these are my thoughts overall.

- A resolution is a formal expression of the opinion or will of an official municipal body adopted by a vote
 - For us to demand or promise action within a document that has zero ability to enforce law or hold anyone accountable is a waste
 - Multiple statements have been issued on behalf of the city, police department, etc. We as a governing body, with the ability to give more than just words, should do so
- Had this gone through process, I would have requested to:
 - Strike the resolution
 - Move to add these discussions through committee
 - Identify the ordinances that already exist or identify the need for an ordinance
 - Discuss and review our findings thoroughly to identify areas of opportunity
 - Report back to our citizens with solid facts, figures, and action taken
 - Fred Jones stated it perfectly when he said “This has been going on for 400 years. I don’t think we can solve it in a couple weeks”
- As a brown woman, a mother of a non-verbal dark-skinned son with autism, and a person with a less than perfect childhood, who had to call on the police more times than a child ever should have, I have systemically and continuously worked to push, prod, and question our police department every chance I saw

I have questioned everything from policy, hiring process, specific incidents, training, and pay. Anything I could think about I asked things like “What are we doing to ensure our officers are trained to recognize kids and adults like my son Bradley?” I have even sent different types of training and software asking for feedback.

I feel that this resolution lent zero acknowledgement of the work myself and others have put in before us and was nothing short of a slap in the face. My work as a brown woman, concerned mother, and council member has been overshadowed by others’ rush to throw together a resolution filled with generic blanket statements and the input of not a single black or brown person mind you, for a political pat on the back and frankly it makes me sick.

The statement made by council member Flora during the council meeting, (that was actually being recorded) in attempts to provide a recap for anyone who missed the work session, stating “The division among the council came from the sense of urgency and what the process should be, whether it was appropriate to act now or to wait and what the resolution” was an additional slap to the face and I do not agree with that feeling or recollection of the work session.

Although I express disappointment in this resolution and how it was brought about, I do not want it to overshadow all the hard work others have already put in to further progress us all. The lengthy discussions, hard questions asked/answered among our mayor, council, administration, and all departments have already brought so many of our plans to fruition. I have no doubt that we can maintain that same energy and come up with an agreeable plan to move forward here as well.

City of Mission

CITY COUNCIL WORK SESSION

**June 17, 2020
5:45 p.m.**

This meeting will be held virtually via Zoom. Information for the public on how to participate will be available at missionks.org/calendar prior to the meeting.

AGENDA

1. Resolution advancing conversations and education around issues of racial equity, police policies, practices and training, and bias-based/diversity training throughout the organization.
 - The resolution mentions training one time in section 3
 - The resolution does not mention diversity one single time
 - The resolution mentions training one time in section 4, but only about the police department, not other departments
 - If the resolution's intent was to advance conversations and educate around these issues, it should have started with reminding and educating us on where we currently stand today
 - Awareness and acknowledgement of where we stand today is important because it lends to a measurable and vital for accountability
 - Had this gone through the Committee process like it should have, we as a governing body would have also expected a list of the practices and training that is already in place, along with what is available

2. Adjournment

Mission City Hall 6090
Woodson, Mission, Kansas
913-676-8350

City of Mission Item Number: 1.

ACTION ITEM SUMMARY Date: June 17, 2020

Administration From: Laura Smith

Action items require a vote to recommend the item to full City Council for further action.

RE: Resolution affirming that Black Lives Matter, recognizing that fighting against racial inequity and social injustice must be a high priority, and committing to a comprehensive and on-going review of policies, practices and sustained dialogue to ensure that all members of our community are protected equally.

RECOMMENDATION: Review and approve the Resolution affirming that Black Lives Matter, recognizing that fighting against racial inequity and social injustice must be a high priority, and committing to a comprehensive and on-going review of policies, practices and sustained dialogue to ensure that all members of our community are protected equally.

DETAILS: The recent tragic and unnecessary death of George Floyd has been a painful reminder that fighting against racial inequity and social injustice in our communities must continually be a high priority. As local government leaders and public safety professionals, we have a responsibility to the people in our city, not only to keep them safe, but also to keep the lines of communication open so that concerns and issues can be addressed in ways where **all voices are heard and understood. To keep the lines of communication open so that concerns and issues can be addressed in ways where all voices are heard and understood. The process in which the resolution was drafted, is a complete opposite of this statement.**

Councilmembers Flora and Thomas have drafted a Resolution for Council review and consideration as we begin the conversations around these important topics. It has been included for consideration under “New Business” on the June 17, 2020 City Council agenda in order to timely provide the Council the opportunity to publicly communicate their goals, objectives and action plans.

In order to help frame the issues and the plan of action, a brief work session has been scheduled in advance of the Council meeting so that we can review the Resolution and begin to share information, educate on police policies and outline a plan of action for advancing our discussions. We recognize that there are/will be a lot of questions as we move forward. The work session is just the beginning. **There was zero education of policies or a rough timeline/outline provided during this work session.**

There have been extensive discussions with the Chief of Police and the command staff in recent weeks related to these issues, including a review of the Resolution prior to its distribution in the Work Session Agenda Packet. The Chief and Captain's Lane, Self and Madden will be participating in the meeting on Wednesday night. Engaging the members of our Department in the conversation is a critical component of our success.

We know you are receiving many questions and inquiries surrounding these issues, and we look forward to opening up the dialogue around these critical topics. The events in Minneapolis underscore that the unconscionable actions of a few can reflect loudly on an entire profession. They also emphasize that it is incumbent upon us to actively maintain an open dialogue within Mission to combat racism and the threats it poses.

Related Statute/City Ordinance:

Line Item Code/Description: N/A

Available Budget: N/A

City of Mission Item Number: 1.

ACTION ITEM SUMMARY Date: June 17, 2020

Administration From: Laura Smith

Action items require a vote to recommend the item to full City Council for further action.

CFAA CONSIDERATIONS/IMPACTS: The Communities for All Ages framework strives for cities to understand the diversity within their community, and engage with those of all ages, cultures and abilities. Holding thoughtful conversations around issues of racial inequity and social injustice can inform those understandings and help Mission engage more effectively with all our residents and visitors.

Related Statute/City
Ordinance:

Line Item Code/Description: N/A

Available Budget: N/A

**City of Mission
Resolution No.**

A RESOLUTION OF THE CITY OF MISSION, KANSAS AFFIRMING THAT BLACK LIVES

MATTER, RECOGNIZING THAT FIGHTING AGAINST RACIAL INEQUITY AND SOCIAL INJUSTICE MUST BE A HIGH PRIORITY, AND COMMITTING TO A COMPREHENSIVE AND ONGOING REVIEW OF POLICIES, PRACTICES, AND SUSTAINED DIALOGUE TO ENSURE THAT ALL MEMBERS OF OUR COMMUNITY ARE PROTECTED EQUALLY.

The above and below WHEREAS statements are nice, but to be frank, these words without action are just another “Sorry about your racism, but I want to tell you that we are not racists” note.

I say this harshly because these words and statements have been said, written, and thrown around for SO long. Statements without the SMART traits are ineffective.

Specific | Measurable | Achievable | Relevant | Time-Bound

WHEREAS, the recent protests and outcry in response to the senseless and unnecessary death of George Floyd have highlighted the ongoing need for dialogue and action surrounding issues of race and inequity in our communities; and

WHEREAS, systemic racism remains an entrenched problem across the United States, including, but by no means limited to, in policing; and

WHEREAS, the Mission City Council, Mission City Staff, and the Mission Police Department are not immune from implicit bias; and

WHEREAS, the painful reality is that Black and Brown people in the United States are assaulted and killed by the police at higher rates than their White peers; and

If we are going to give statistics, we need to also provide source. If providing statistics on a national level, we should also provide state, county, and city statistics so we can be educated on any areas of opportunity and relevant.

WHEREAS, as local elected leaders, it is incumbent upon the Mission City Council to stand with those demanding accountability, equity, and respect, including from law enforcement; and **Do we not do this already or is this just a reminder? We can stand with others and demand accountability all day long, but if we as council members are not knowledgeable on the guidelines and procedures that are currently in place, how are we going to change, let alone demand anything? As city leaders, WE are the ones that people are demanding accountability, equity, and respect from. They could get words from anywhere and they deserve more from us. Even as a starting point.**

WHEREAS, as public servants, it is the responsibility of the Mission City Council to ensure that our Mission City Staff is respectful of and responsive to all members of our community and further that our Mission Police Department protects and serves all members of our community; and

WHEREAS, we recognize the humanity and dignity of every person;
and

WHEREAS, we state unequivocally that Black Lives Matter.

NOW, THEREFORE, BE IT RESOLVED THAT THE GOVERNING BODY OF THE CITY OF MISSION, KANSAS:

Section 1. Joins Mayor Ron Appletoft and Police Chief Ben Hadley in condemning the unjustified murder of George Floyd by Minneapolis police.

Section 2. Further condemns all acts of racial profiling, use of excessive force, and other means of racial violence, wherever and whenever they occur. **Condemns? Where is the accountability?**

Section 3. Affirms the principles of racial justice, equity, and inclusion, understanding that this requires an inward look at our own actions as City Councilmembers and how we govern on an ongoing basis. **If the governing body is the carrier of the message in this resolution, we should have educated ourselves in the content and provided further action that we as council members could be measured on and held accountable for. Which also cannot be done within a resolution.**

Section 4. Commits to working with our Mission Police Department to complete a prompt review of its policies relating to use of force and transparency (e.g., right to film), its training requirements related to implicit bias and de-escalation, and its budget priorities.

- **Every year, the City Council passes and publishes an ordinance referencing UPOC and STO (Traffic and Public Offense Codes).**
 - **UPOC has been published by the LKM since 1980 – STO has been published by the LKM since 1960**
 - **We as the local governing body can create charter ordinances that differ from those of the state's**
 - **This would have been a realistic place to start and this is something I would expect the governing body to know**
- **Every year, the City Council reviews all budgetary items for every department**
- **We have taken the step of purchasing body cams for our PD years before other cities to promote transparency and accountability**
- **The above points are examples of this resolution promising and demanding action we have been doing and continuously improving for years.**
 - **Which is probably why Mr. Fred Jones said "We have a great working relationship with law enforcement in Johnson County that I am glad to be a part of"**

Section 5. Commits to working with our Mission Police Department to complete an examination of its practices relating to the collection and use of data to examine any inequities based on race with respect to stops, arrests, and incidents involving the use of force.

- **When council has received reports in the past, we have asked for more detail and learned that race is not something we have required within the reporting.**

- That might have been a place to start, but I feel this issue is incredibly important and information so personal that the collection, review, and accountability should be held at a higher level, such as county or state

Section 6. Commits to listen and maintain an ongoing and open dialogue with the residents of Mission relating to systemic racism, including to hold a community-wide forum on race and policing, in order to build relationships of trust with communities of color and other minority communities in Mission.

- We hold an endless number of events that promote relationships of trust with the entire community. Are we saying we are going to hold a forum focused on race and policing and expect it to help build relationships of trust?

Section 7. Supports meaningful and transparent investigations into any alleged instances of racial profiling, police brutality, or excessive use of force, and affirms that officers should be held accountable for any misconduct.

Section 8. Encourages the Mission Police Department to participate in the Johnson County NAACP's planned virtual meetings relating to the examination of departmental policies.

Section 9. Supports the Mission Police Department in its ongoing efforts to build a more diverse police force.

- As a brown woman, I have systemically pushed for diversity within our police department. I have asked our command staff what the process entails, locations they go to recruit, how they target potential hires, benefits, etc.
- This generic statement and the ignorance within it paints a picture that we as a governing body don't already talk to our PD about this and it also disregards the countless number of meetings, conversations, questions, and hard work that I as a person of color have put in over my years on the city council
- Also, why are we supporting only the Police Department in its efforts to build diversity? Why aren't we doing it in all our departments?

Section 10. Supports the Mission Police Department in its ongoing commitment to recruit, support and train officers in alignment with the Department's pledged values of respect, integrity, and professionalism.

- What is this section trying to accomplish? If we are working to shape our Police Department into something different than it already is, how does this section fit into all of that?
- Again, why not all our departments?

Section 11. Desires to partner with the Mission Police Department to further cultivate and support a departmental culture of peer accountability and to continue the ongoing work of ensuring fair and impartial policing policies by all of its officers across all of its operations.

PASSED AND APPROVED BY THE CITY COUNCIL this 17th day of June
2020.

APPROVED BY THE MAYOR this 17th day of June
2020.

Ronald E. Appletoft,
Mayor

ATTEST:

Audrey M. McClanahan, City
Clerk