



Community Advisory Council Meeting Minutes
Independent Office of Law Enforcement Review and Outreach
December 7, 2020

In accordance with Executive Orders N-25-20 and N-29-20 the December 7, 2020 Community Advisory Council meeting was held virtually.

PRESENT

Council Members: Lorez Bailey (arrived late due to conflict with another meeting), Dora Barrera, Lorena Barrera, Jose Landaverde, Alma Roman Diaz, Evan Zelig (via phone).

IOLERO Staff: Karlene Navarro, Director; Adriana Call, Programs Manager; Melanie Griffin, Administrative Coordinator.

SSU Interns: Zachary Harkins, Kaory Hernandez, Carmen Martinez, Abbygail Tardie.

Invited Panelists: Lt. Brandon Cutting, Sonoma County Sheriff's Office; Lt. Spencer Formby, Berkeley Police Department; Dr. Napoleon Reyes, Sonoma State University Criminology and Criminal Justice Studies Department; Timothy Hughes, Instructor, Santa Rosa Public Safety Training Center.

Members of the Public: Sixty-six members of the public attended via ZOOM.

ABSENT

Council Member: David Hernandez

Call to Order

The meeting was called to order at 6:00 p.m.

Agenda

1. Welcome and Designed Team Alliance

Co-Chair Lorena Barrera reviewed the Designed Team Alliance Commitment for Civil Engagement.

2. Roll Call, Agenda Review, and Approval of the Minutes

Facilitated by CAC Chair and Vice-Chair

Draft minutes of the November 2, 2020 meeting were distributed to the Council prior to the meeting.

Approval of Minutes:

Motion to approve: Council Member Lorena Barrera

2nd: Council Member Dora Barrera

Approval of Minutes Roll Call vote:

D. Barrera: Aye

L. Barrera: Aye

J. Landaverde: Aye

A. Roman-Diaz: Aye
E. Zelig: Abstain – not present at the November meeting
Member L. Bailey was absent during the vote.
Member David Hernandez was not in attendance.

3. CAC DeBrief – Current Affairs

SSU intern Abbygail Tardie reported that the de-escalation committee has begun summarizing techniques and training descriptions of all 58 California Sheriff's Department's policy and procedure manuals. They are comparing and contrasting these policies with the descriptions provided by POST as to what de-escalation training for officers should consist of. An analysis of policies that follow the Lexipol model compared to those that do not is also being conducted as a way of identifying the strengths and weaknesses within each model. This research will be presented at the January 2021 CAC meeting.

SSU Intern Carmen Martinez summarized the Use-of-Force Ad Hoc's research into how law enforcement agencies establish their policies, including via Lexipol, independent policy making, or a hybrid of the two. Of the 58 Sheriff's Departments in the state of California, including Sonoma County, 36 of them use the Lexipol model for their policy manual and make minimal to no changes to the original policy document. The report also included information on which agencies use which models and questions for tonight's panel.

4. Law Enforcement Crowd Control and Protest Policies

Co-Chair Lorena Barrera introduced our panelists for this discussion. The discussion was for the purpose of information gathering for the CAC to gain a better understanding of the policies used by various agencies in order to facilitate their research and recommendations. Panelists included Lt. Brandon Cutting of the Sonoma County Sheriff's Office; Lt. Spencer Formby of the Berkeley Police Department; Dr. Napoleon Reyes, Chair of Sonoma State University Department of Criminology and Criminal Justice Studies; and Timothy Hughes, Instructor at the Public Safety Training Center. To read their full bios, visit the link to our December 7th meeting reminder at: [December 7, 2020 Update](#)

Lt. Formby described protests as one of the most complicated and difficult situations for law enforcement to respond to, as there are so many variables. Lt. Cutting added that while one group of protestors may have created an event intended to be peaceful, sub-groups attending the event may have different agendas and/or alternative motives, including the goal of elevating a protest. Lt. Formby and Lt. Cutting also described the types of force their agencies utilize and under what circumstances they would use them, with the decision based on most effective while causing least injury.

Dr. Reyes described protest as a dialogue and "a volatile, emotional experience." He discussed the value of de-escalation and changing the mindset of "us vs. them." Dr. Reyes also discussed recent studies indicating that when law enforcement shows up to protests in tactical gear, for example, helmets and vests, the response of the protesters is naturally defensive and emotions are heightened. Dr. Reyes indicated that the current research, while limited, is "positive" meaning that when law enforcement decreases tactical gear and shows up to protests in standard uniforms, protests are less likely to become combative. Deputy Hughes explained that they train recruits in response to protests, parades, and

labor actions. He described this training as general and stated they don't get into specifics because each agency is different.

5. Public Comment

Fourteen community members addressed the Council.

6. Closing – Adjournment

The meeting was adjourned at 7:50pm.

The next meeting of the CAC is scheduled for Monday, January 4, 2021, at 6:00pm via ZOOM.