

Meeting Notice and Agenda

Community Advisory on Public Safety Commission

Monday, March 6, 2023 at 12:30 pm

Hooker Conference Room (#245), Showers Building, 401 N. Morton Street

The public may also access the meeting at the following link:

<https://bloomington.zoom.us/j/82618346916?pwd=MU9UUnVGR1dFcWo1bUxSNy9QUk5mZz09>

- I. ROLL CALL & INTRODUCTIONS (name & pronouns)
- II. APPROVAL OF AGENDA
- III. APPROVAL OF MEMORANDA/MINUTES
Regular Session Minutes – February 6, 2023
- IV. REPORTS (if any)
 - a. Co-Chairs
 - b. Individual Members
 - c. Research Committee
 - d. Staff
- V. REPORTS FROM THE PUBLIC / PUBLIC COMMENT

- *BRIEF RECESS* -
- VI. UNFINISHED BUSINESS
 - a. START Program – work as a full Commission
 - b. BPD
 - i. Finalization and approval of questions to send to Chief Diekhoff
 - ii. How CAPS Commission wants to communicate with BPD
 - iii. Discussion regarding Chief Diekhoff's offer to come to a meeting as a guest speaker
- VII. NEW BUSINESS
 - a. Approval of guest speakers Mary Morgan & Tatiana Wheeler from Heading Home
 - b. Working Agreements
 - i. Procedures for strengthening interpersonal relationships
 - ii. Working agreements on interpersonal conflicts / conflict resolution
 - iii. Revisiting the working agreement on anti-oppressive decision making
- VIII. OTHER BUSINESS
 - a. CAPS Report to Council this year
 - i. Create timeline and assign tasks to Commission members
 - ii. Discuss committee specific annual report guidelines
 - b. Deaf Club
 - c. Housing & residents experiencing homelessness
 - i. Brainstorming actions and events
 - d. Implicit bias training

IX. TOPIC SUGGESTIONS FOR FUTURE AGENDAS

- a. Parking for board/commission members
- b. Updates on HB 1041 and the advancements of anti-trans bills in Indiana General Assembly
- c. Procedures & Bylaws
 - i. Updating CAPS procedures and bylaws as a whole
 - ii. Refocusing CAPS work and purpose

X. ADJOURNMENT

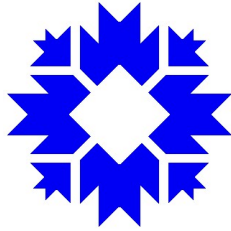
CAPS Commission Goals and Purpose:

Perform research and gather data on the perceptions and preferences about public safety from community members, with specific focus on perceptions and preference data gathered from minority community members, individuals who are disabled, and other often marginalized community members

Research evidence-based alternatives to traditional policing

Identify best practices in public safety globally and evaluate the efficacy of such practices for implementation in Bloomington.

Make recommendations to the Common Council, the Board of Public Safety, and/or the Mayor or the Mayor's designee on policies and programs that enhance public safety for all community members.



City of Bloomington

NOTICE

Monday, 6 March 2023 at 12:30 p.m.

Community Advisory on Public Safety Commission

This meeting will be held in the Hooker Conference Room (Suite 245, City Hall, 401 N. Morton St) and may also be accessed electronically via Zoom (see information below).

Join Zoom Meeting

<https://bloomington.zoom.us/j/82618346916?pwd=MU9UUUnVGR1dFcWo1bUxSNy9QUk5mZz09>

Meeting ID: 826 1834 6916

Passcode: 667953

One tap mobile

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+1 507 473 4847 US

+1 564 217 2000 US

+1 669 444 9171 US

+1 669 900 6833 US (San Jose)

+1 689 278 1000 US

+1 719 359 4580 US

+1 253 205 0468 US

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+1 346 248 7799 US (Houston)

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Meeting ID: 826 1834 6916

Find your local number: <https://bloomington.zoom.us/j/82618346916>

As a quorum of this Commission or its committees may be present, this gathering constitutes a meeting under the Indiana Open Door Law (I.C. § 5-14-1.5). For that reason, this statement provides notice that this meeting will occur and is open for the public to attend, observe, and record what transpires.

MEMORANDUM

**Community Advisory on Public Safety (CAPS) Commission
Monday, February 6, 2023, 12:30 p.m. – Hooker Conference Room (#245),
401 N. Morton Street, Bloomington, Indiana**

The Regular Session meeting was called to order at 12:35 p.m.

Commission members present via Zoom: Kamala Brown-Sparks

Commission members present in person: Shelby Ford, Jason Michálek, Renée Miller, Nejla Routsong

Commission members absent: None

City staff present: Ash Kulak

Public present: via Zoom: Jim Shelton

12:35 pm – INTRODUCTION AND ROLL CALL

12:37 pm – APPROVAL OF AGENDA: Cm. Miller moved and it was seconded to approve the agenda. The motion was adopted by unanimous consent.

12:39 pm – APPROVAL OF MEMORANDA/MINUTES: Cm. Brown-Sparked moved and it was seconded to approve the minutes from October 24, 2022. The motion was adopted by unanimous consent. The memorandum from January 23, 2023 was approved informally with no objections.

12:40 pm – REPORTS

Co-Chair

- No report from Cm. Ford acting as co-chair.

Cm. Routsong

- Cm. Routsong reported individual members have begun community outreach, arranging meetings with key operational stakeholders in public safety in the community including police, fire, and health.
- Cm. Routsong reported postponing a public safety event until April.
- Cm. Routsong would like to discuss how to pass along the list of questions to BPD and who should be the main contact instead of council staff.

Reparations & Atonement Committee

- Cm. Brown-Sparks reported that the committee has been asked to put on an event with the Monroe County History Center regarding African American genealogy.
- Cm. Brown-Sparks proposed making Reparations Committee into an informal study group rather than a formal committee.

- Cm. Miller moved and it was seconded to dissolve the Reparations & Atonement Committee. The motion was adopted by unanimous consent at 12:46 pm.

Research Committee (START Program Update)

- Cm. Michálek reported the START Program was meeting to review applicants, with its first project focusing on housing.
- Cm. Routsong requested to bring the task of the START Program forward to the entire Commission rather than just the task of the Research Committee. Cms. Brown-Sparks and Ford agreed that the START Program task was best for the entire Commission to work on.
- Cm. Miller moved to dissolve the Research Committee. There was no second. The motion failed and Cm. Miller also withdrew the motion.

Other individual Reports

- Cm. Michálek reported that the next Monroe County Criminal Justice Response Committee (CJRC) meeting was 4:30 p.m. February 6, 2023, to discuss rehabilitating the current jail or building a new jail. Cm. Michálek encouraged public comment from CAPS Commissioners as stakeholders in the greater county area.
- Cm. Ford reported on individual research on witnessing police interactions. Cm. Ford is filing for IRB approval to share this research with the rest of the Commission.

Staff

- Staff liaison Kulak reported sending the list of questions to BPD Chief Diekhoff on behalf of individuals, as Kulak was unaware in formal minutes where Commission as a whole approved them.
- Kulak reported on several anti-trans bills in current legislative cycle in Indiana General Assembly (IGA) relevant to Commission's agenda item on its response to HB 1041 and offered assistance in legal research if so requested by the Commission.

Public

- Jim Shelton commented on the Monroe County CJRC meeting to occur and discussed CJRC membership.
- Cm. Miller replied with comments related to judicial appointments to CJRC.
- Cm. Brown-Sparks replied with comments about jail conditions and the general discussions that occurred at the last CJRC meeting.

At 1:07 p.m., Cm. Brown-Sparks indicated that she had to leave the meeting for a CHIPS meeting. Cm. Miller proposed discussing new business ahead of unfinished business so that Cm. Brown-Sparks could vote on co-chairs and the proposed schedule. Cm. Ford as co-chair agreed to discuss new business ahead of unfinished business.

1:08 pm – NEW BUSINESS

Election of Co-chairs

- Cms. Miller & Brown-Sparks volunteered to be co-chairs.

- Cm. Michálek moved and it was seconded to appoint Cms. Miller & Brown-Sparks as co-chairs. The motion was adopted by unanimous consent.

Approval of CAPS Commission Schedule

- Cm. Miller moved and it was seconded to approve the tentative CAPS Commission Regular Session schedule, with Regular Session meetings set for the first Monday of the month, with the exception of September, at 12:30 p.m. in the Hooker Conference Room at City Hall. The motion was adopted by unanimous consent.

[Commissioner Brown-Sparks left the meeting at 1:11 p.m.]

1:11 pm – UNFINISHED BUSINESS

START Program

- Cm. Michálek had no additional update other than what was provided in the Research Committee's Report (above).

Guest Speakers

- Cm. Ford stated that it usually takes about two months for guest speakers to get approved.
- Cm. Miller reported reaching out to a possible guest speaker that a former commissioner had suggested, with no response. Cm. Miller indicated they would follow up.
- Cm. Miller proposed inviting Mary Morgan to come to a meeting to discuss the topic of housing.

Response to IN HB 1041

- Cm. Miller discussed some of the new anti-trans legislation proposed by the Indiana General Assembly (IGA), specifically impacting transgender students in public schools.
- Cm. Miller had a meeting with Dr. Winston and Director Rose with Monroe County Community School Corporation (MCCSC) and reported to the full Commission on what they learned from these discussions.
- Cm. Miller reported the following findings:
 - o There has never been a policy to not allow students to perform in sports based on their gender identity, but MCCSC is required to follow the law as HB 1041 (now PL 177) requires.
 - o MCCSC has social workers to help students work through issues when there are students who want to be on sports teams that are not of their assigned sex at birth but cannot due to PL 177's mandate.
 - o MCCSC also is aware of several new items of legislation in IGA's current cycle affecting transgender students.
- Cm. Miller requested council staff assistance with this item.
- Cm. Ford asked if there are current students affected by HB 1041 (PL 177). Cm. Miller stated MCCSC could not answer.

Deaf Club

- Cm. Ford noted that due to Cm. Brown-Sparks's absence that this item would be saved for next month's agenda.

1:20 pm – OTHER BUSINESS

None discussed by Cms.

Jim Shelton gave a supplemental public comment that council staff liaison Kulak read to the full Commission during this time regarding membership on the Monroe County CJRC.

1:22 pm – TOPIC SUGGESTIONS FOR FUTURE AGENDAS

START Program

- Cm. Routsong proposed a future agenda item shifting the responsibility of this task to the full Commission.

Housing & People Experiencing Homelessness

- Cm. Miller proposed Commission action on how to assist reducing the stigma of homelessness and brainstorming ways to get involved in issues of housing and people experiencing homelessness in the community.
- Cm. Ford proposed an open dialogue on what the local government can do, possibly creating an event, and afterward writing a recommendation on the next CAPS Commission Report.

Parking Hang-Tags for All Members of City Boards/Commissions

- Cm. Miller requested assistance from council staff in putting together a formal proposal requesting the City supply parking hang-tags for all members of City Boards and Commissions.

Procedures & Bylaws: Refocusing Work & Purpose

- Cm. Ford proposed devoting time to considering the work the full Commission will be doing, including procedures, bylaws, and its purpose. Cm. Ford suggested waiting until more members were appointed to begin these discussions.

1:29 pm – Cm. Miller moved and it was seconded to adjourn. No objections. Meeting adjourned.

Memorandum prepared by:
Ash Kulak, Staff

2022-23 Planning Proposal

Alternatives to Policing Working Group
Community Advisory on Public Safety Commission





**Mission: Reduce
crime, costs and
injustice**

Goals

1. Recommend a community-led alternative policing program based on the principles of decriminalization of poverty, human dignity, racial equity, harm reduction and restorative justice.
 2. Empower our community to have maximum control of program design, implementation and oversight.
 3. Ensure sustainability of program through detailed recommendations for budgeting plans, institutional partners, staffing, and key performance indicators.
-

Steps

Process Stage	Research	Community Outreach	Recommendations
Goal 1	Identify 4-5 existing US models	Identify local needs and challenges	Recommend program combining best practices w/ local needs
Goal 2	Identify local institutions, individuals and other key stakeholders	Perform outreach including a facilitated town hall event to guide program design	Recommend detailed organizational structure, implementation practices and oversight procedures to maximize community control
Goal 3	Research sustainability factors including budgeting, partnerships, staffing, performance indicators	Consult with city departments, service providers and other key stakeholders to maximize sustainability	Recommend detailed budgeting, partnerships, staffing and KPI's to measure success

Proposed Process

Step 1

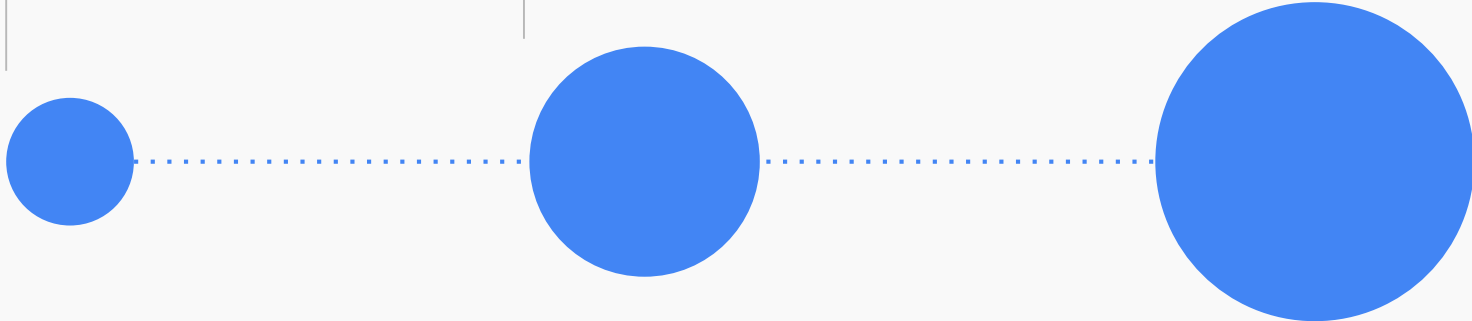
Research and Analysis

Step 2

Community Outreach
and Engagement

Step 3

Final Analysis and
Recommendations



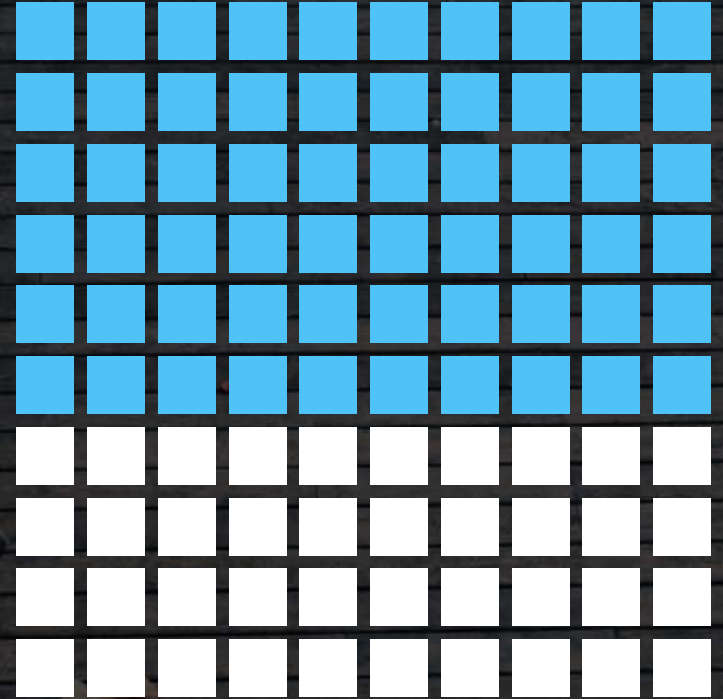
Proposed Timeline



Efficiency

Recommendations

Conduct more work online using a) shared docs, b) dividing research and c) dissolve cmte if needed to ensure regular meeting times.



Conflict Resolution

1. **Procedures:** It is vital for the functioning of the Commission that members identify and resolve interpersonal conflicts in an effective and meaningful way. A conflict between members is a dispute or disagreement between two or more members that hinders the functioning of the Commission. In the event that a Commission member experiences such a conflict with one or more members of the Commission, that member may notify the staff liaison of their intention to request mediation between the parties experiencing conflict. Commission members shall not retaliate against any member who requests mediation or who is a party to a conflict. Retaliation is considered a separate instance of conflict subject to mediation under these rules.
2. **Mediation:** Upon such notification by the member requesting mediation, the staff liaison shall promptly inform all parties with whom the requesting member wishes to mediate. Subject to circumstances noted below, the Community Justice and Mediation Center ("CJAM") shall be the service used to mediate the conflict. The member requesting mediation or staff liaison may contact CJAM (or, should the contingencies below apply, other third party mediation or conflict resolution services as stipulated below) to initiate the process. Subject to extraneous circumstances or scheduling issues among CJAM staff and the parties, mediation shall be scheduled within one month of the notification to the Chair and/or staff liaison.
3. **Contingencies:** If CJAM cannot mediate due to any reason outside the merits of the case to be mediated, or if CJAM no longer exists, then a majority of the Commission will decide what outside third party will provide mediation or conflict resolution services. The outside third party services decided upon should be free or low cost. Should these services cost funds, then the Commission shall request a conflict resolution budget from the City in the next Commission report delivered before the Common Council budget session. Under no circumstances should Commission members pay for Commission-related mediation services.
4. **Resolution:** The party who requested mediation services shall promptly notify the staff liaison upon successful or unsuccessful mediation, or upon CJAM's decision to not mediate for any reason. This completes the conflict resolution process.
5. **Recommendation for removal:** If any member refuses to participate in mediation as requested by another member, and that person continues to hinder the functioning of the Commission, then any member of the Commission may make a motion at the next regular session for the Commission to recommend the governing body (the Common Council) remove that member from the Commission for cause. If two or more mediations deemed to have merit by CJAM have been requested of any member, and that person continues to hinder the functioning of the Commission, then any member of the Commission may make the motion described above. A motion to recommend removal is debatable and amendable. During debate, no member shall discuss any of the substantive matters discussed during mediation. The motion must pass by a majority vote. If passed, the Commission shall designate a member to write an explanation recommending removal to be forwarded to the appointing body.

Anti-Oppressive Decision-Making Framework

ALTERNATIVE TOOLS: Starting Where We Are

A Proposal promoting an Anti-Oppressive Decision- Making Framework for the Community Advisory on Public Safety (CAPS) Commission

Ordinance 20-20 of the Bloomington City Code

“The Community Advisory on Public Safety (CAPS) Commission’s goal is to increase the safety of all Bloomington community members, especially those often marginalized due to race, disability, gender, sexual identity, or sexual orientation.”

CAPS will “make recommendations to the Common Council, the Board of Public Safety, and/or the Mayor or the Mayor’s designee on policies and programs that enhance public safety for all community members.”

Purpose of CAPS Commission

This means that the entire purpose of the commission is to reduce the amount of systemic oppression in our community.

OPPRESSION DOES NOT EXIST IN A VACUUM

INTERSECTIONALITY MATTERS!

INDIVIDUAL

- **Ableism**
- **Capitalism/Classism**
- **Gender Binary/Transphobia**
- **Patriarchy/Sexism**
- **White Supremacy and Racism**

INSTITUTIONAL

- **Ableism**
- **Capitalism/Classism**
- **Gender Binary/Transphobia**
- **Patriarchy/Sexism**
- **White Supremacy and Racism**

CULTURAL

- **Ableism**
- **Capitalism/Classism**
- **Gender Binary/Transphobia**
- **Patriarchy/Sexism**
- **White Supremacy and Racism**

AN ANTI-OPPRESSIVE DECISION MAKING FRAMEWORK

An anti-oppressive decision-making framework is designed to be a model of group organization that is horizontal, leaderless, and consensus-based. The decision-making framework is based on the gathering of people present and committed to making a decision at a particular moment based upon a collective agreement or consensus. There is no single leader or governing body of the commission—everyone's voice is equal.

PROCESS

An individual shares what is being proposed, why it is being proposed, and, if there is enough agreement, how it can be carried out.

The Commissioners would then express their opinions for the proposal by requesting to speak.

PROCESS

If there is positive consensus for a proposal—*meaning no outright opposition*—then it is accepted and approved.

If there is not consensus, after discussing what prevents the consensus, the responsible group or individual would be asked to revise the proposal and submit again at the following meeting until a majority consensus is achieved.

WORKING GROUPS

Smaller working groups, such as ones for subsets of public safety, would make it possible for things to get done a little bit smoother. The working groups figure out specifics, such as what needs to be done or how something could be done, and formulates proposals to bring back to the Commission for general consensus. The working groups can also relay important information about things that everyone needs to take into consideration.

NOT EVERYONE MAKES EVERY DECISION

Only decisions that need to be voted on need to be brought to the Commission. Not every person needs to be involved in every action for them to be successful; people should participate in things that they feel strongly about. Working groups can be formed and a call for people to participate in smaller meetings that do not meet quorum outside of the regular meetings without the entire group agreeing to it.

WHAT IS CONSENSUS?

- Consensus is an inclusive and non-hierarchical process for group decision making.
- Consensus is coming up with a new solution where everyone involved feels their needs are addressed.

OUTLINE FOR MAKING DECISIONS

1. Someone brings up a topic of discussion or an idea that requires a decision by the commission. This might take some discussion in order for the commission to identify what exactly needs to be solved.
2. Discussion takes place about the problem, so the commission can start working towards a proposal. The biggest mistake people make in consensus is to call for proposals too soon, before all individuals have had time to fully discuss the issue.
3. When it is apparent that the group is beginning to go over the same ground, a proposal is made which attempts to synthesize the feelings and insights expressed by the commission. The proposal should be clearly stated in very specific language.

Proposals can be formed in smaller working groups and then brought to the Commission as a whole.

4. Discussion is held on the proposal, in which it is amended or modified. During this discussion period, it is important to articulate differences clearly.

It is the responsibility of those who are having trouble with a proposal to put forth alternative suggestions.

5. When the proposal is understood by everyone, and there are no new changes asked for, someone (**usually the facilitator**) calls for a show of consensus. The proposal is reread with the included changes. The facilitator asks who agrees with the proposal.

If commissioners feel that the proposal reflects the will of the group as a whole, they signal their agreement.

The facilitator asks if there are any **stand-asides**. If someone feels that they have reservations, don't feel strongly about the decision, or don't fully agree with the proposal but doesn't have a serious objection to it passing, they indicate that they stand aside.

The facilitator asks if there are any **blocks**. If someone feels that the proposal seriously and irreconcilably violates the core values of the group.

If someone has very strong objections to a specific proposal, that person should meet with the relevant working group for further discussion with the aim of coming to a common understanding.

6. After consensus is reached, the decision should be clearly restated so as to check that everyone is clear on what has been decided.

Before moving away from the subject, the group should be clear who is taking on the responsibility for implementing the decision.

TYPES OF DISAGREEMENTS

Non-support Stand Aside: "I don't see the need for this, but I'll go along with the group."

Reservations Stand Aside: "I think this may be a mistake, but I can live with it."

Personal Conflict Stand Aside: "I personally can't do this, but I won't stop others from doing it."

Blocking: "I cannot support this or if the group to support this."

Blocking consensus is something that should only be done in extreme situations. It is not just a difference of opinion or a strategic disagreement—it is a complete and absolute rejection of the group moving forward.

Blocking should be used cautiously and sparingly.

Consensus does not override each individual's ability to make their own decisions. Just as we hope that everyone will respect the decisions made by the Commission, the Commission should also strive to respect decisions made by individuals outside of the consensus process. Alongside consensus, we can celebrate our diversity and individual strengths. The problems we are confronting are wide and multi-faceted; thus, so our resistance should be too.

ROLES IN THE CONSENSUS PROCESS: FACILITATOR

The facilitator's job is to help the group efficiently move through the agreed-upon agenda and to make room for people to have their opinions heard on the topics being discussed. *Facilitators should see that speaking opportunities are evenly distributed, that quiet people get a chance to speak and people who talk too much are given a chance to listen.* The facilitator should observe when the discussion seems to be nearing the point when a proposal could be made.

The facilitator can then call for a proposal or over one to the group, after more discussion if necessary, and then guide the group through the check for consensus as outlined above. *Facilitators should not use their position as a platform from which to offer solutions; solutions should arise from the group, and no one should facilitate if they find they have strong opinions on a given issue.* A facilitator can always hand over her or his responsibilities temporarily if s/he feels it necessary to step down.

The group should not rely upon the facilitator to solve process problems, but should be ready to help with suggestions on how to proceed.

ROLES IN THE CONSENSUS PROCESS: STACK-TAKER

The role of the stack-taker is to keep stack—a list of people who would like to speak on the topic. The stack-taker can prioritize people who have not spoken yet in order to get more voices in the discussion and can cut off the stack in order to create room for proposals or if the discussion is going too long or going around in circles. ***THIS CAN BE A JOB OF THE FACILITATOR IN SMALLER GROUPS.***

ROLES IN THE CONSENSUS PROCESS: TIME-KEEPER

The timekeeper assists the facilitator by keeping track of how long each part of the discussion has gone on. Often, each topic on the agenda will be assigned a time limit. The timekeeper lets people know when the time allotted is running out on that topic, and when the time is up. The group can always decide to add more time if it seems necessary for reaching consensus. ***IN SMALLER GROUPS THIS CAN BE THE NOTE-TAKER BUT SHOULD NOT BE THE STACK-TAKER or FACILITATOR TO INSURE IMPARTIALITY.***

NOTES ON MAKING DECISIONS IN A LIMITED TIME

It is the facilitator's responsibility to quickly and succinctly articulate the problem to be discussed and to eliminate those points on which agreement has already been reached. It is the responsibility of everyone in the group to keep the discussion to a minimum if quick action is called for. If your point has already been made by someone else, don't restate it.

A calm approach and a clear desire to come to an agreement quickly can help the process. Don't let anxiety overwhelm your trust in each other or your purpose in the action. Strong objections should be limited to matters of principle.

If a block is raised prior to the scheduled consensus, it is suggested that the proposal be discussed with the dissenter and consideration given to postponing the consensus date. If the dissenter is unavailable for an extended period of time, then the proposal will go back to CAPS Commission as originally presented. When the party dissenting returns, this party is invited to bring a proposal to reverse or amend the consensus in question.

In general, proposals would be presented to the Commission and brought to consensus in no less than one month and no more than three months from the date originally proposed to the Commission. During the interim period, the proposal materials would be **posted in our packets on the website** and the proposal would remain on the agenda.

IMMEDIATE ACTIONS

There are occasions where certain proposals may need immediate attention. In such cases, the Commission can override the above process when deemed necessary (e.g. the reversal or amendment of any previous consensus). ***In order for the Commission to override the waiting process, consensus must be reached and all dissent for immediate action discussed prior to the presentation of the proposal requiring the immediate action should be discussed before the Commission.***

COMMON PROCESS MISTAKES TO AVOID

- Not having a co-facilitator when you need one.
- Rushing the group, facilitation does not “hurry”.
- Not setting clear boundaries for yourself in your role as facilitator, getting pushed around by the group.
- Not taking a break when the facilitator needs one.
- Spiraling down into group process about group process.
- Not leaving time and space for people’s feelings.
- Becoming inflexible or unwilling to adapt the agenda/ plan to meet the group’s evolving needs.
- Forgetting to get additional support-- a notetaker, logistics coordinator, someone to set up the meeting space, etc.
- Meeting for too long a time period without food, water, and/or breaks.

COMMON PROBLEMATIC GROUP DYNAMICS TO AVOID

- Unhealthy, unchallenged, or unnamed power dynamics.
- People interrupting each other or the facilitator.
- People repeating or re-stating what others have said.
- Tone and body language: Do people look upset? Checked out? Bored? Angry? If a facilitator sees this, they should check in with the group as a whole, or quietly with individuals.
- Individuals monopolizing conversation.

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2022 Annual Report

Community Advisory on Public Safety Commission (CAPS)

City of Bloomington, Indiana

The Commission

The CAPS Commission’s goal is to increase the safety of all Bloomington community members, especially those often marginalized due to race, disability, gender, sexual identity, and/or sexual orientation.

The Commission will perform research and gather data on the perceptions and preferences about public safety from community members, with specific focus on data gathered from minority community members, individuals who are disabled, and other often marginalized community members.

The CAPS Commission will research evidence-based alternatives to traditional policing, identify best practices in public safety globally and evaluate the efficacy of such practices for implementation in Bloomington, and will make recommendations to the Common Council, the Board of Public Safety, and/or the Mayor or the Mayor’s designee on policies and programs that enhance public safety for all community members.

The CAPS Commission will be composed of 11 voting members appointed by the Common Council. Each member shall have one vote and shall serve without compensation. The Commission will meet one time each month.

Statutory Authority: [Ordinance 20-20](#)

Who We Are

2022 Members: Commissioner Kamala Brown-Sparks (Co-Chair, Feb-May), Commissioner Eliza Carey, Commissioner Shelby Ford, Commissioner Alexander Mann, Commissioner Jason Michálek, Commissioner Renée Miller, Commissioner Nejlâ Routsong (Co-Chair, Feb-May)

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2021 Members: Commissioner Kamala Brown-Sparks (Co-Chair), Commissioner Arvind Jagdish, Commissioner Nicole Johnson, Commissioner Alexander Mann, Commissioner Renée Miller (Co-Chair), Commissioner Nejlâ Routsong, Commissioner Jonathan Wunrow

Staff Liaisons: Stephen Lucas, Abbi Knipstine, Rebecca Boustani (retired)

Summary

The CAPS Commission was created to enhance public safety for all by researching the experiences of those who have previously been marginalized in our community, and to make recommendations utilizing the results of our research, proven models and best practices. We hope to achieve this goal in three ways:

1. By welcoming speakers from our community and policy experts to inform and educate us on important issues,
2. By listening to marginalized people in our community in our research and amplifying their voices in our recommendations,
3. Most importantly, we hope to achieve this goal by making participation in our community’s civic process more equally accessible to every member of our community.

Organizational Governance

Before turning to our central mission, we created foundational policies and procedures to ensure the effective functioning of our Commission. First, we adopted Robert’s Rules of Order for meeting policy guidelines. We also quickly created a Conflict Resolution committee to create a fair process for handling disputes between Commissioners.

Next, we created several other committees, which are detailed below, to complete more work with fewer members, as well as to allow us all to specialize in the work that best suits our abilities, interests, and backgrounds. More recently, we chose a three-month rotation of two Co-Chairs to lead the Commission from February 2022 going forward. This allows a more diverse and egalitarian distribution of opportunities and responsibilities for all our members.

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Work Completed by Commission as a Whole

Completed Work

- Foundational and Governance Policies created
- Speakers to our Commission
 - Chris Richardson, Denver’s Support Team Assisted Response (STAR) Program
 - Alex Vitale, Professor of Sociology and Coordinator of the Policing and Social Justice Project, Brooklyn College and CUNY-GC
 - Jada Bee, Anti-Racism Speaker, Black Lives Matter, Bloomington
- 21-02 [Resolution Condemning Islamophobia and Anti-Muslim Violence](#)
 - Passed December 9, 2021: 6-0-0
 - Community endorsements: 9
 - Organizational sponsors: 4
- 22-01 [Resolution Condemning Antisemitism and Anti-Jewish Violence](#)
 - Passed March 22, 2022: 8-0-0
 - Community endorsements: 7
 - Organizational sponsors: 4

Current and Upcoming Work

- Speakers to our Commission
 - Nick Voyles, Executive Director, Indiana Recovery Alliance

Work Completed in Committees

- Conflict Resolution
 - *Purpose:* To conduct research and make recommendations on restorative justice-based governance, meeting guidelines and conflict resolution procedures that encourage healthy, safe and equitable methods of communication.
 - *Completed Work:* Referred the mediation of ongoing conflicts to an external body, the Community Justice and Mediation Center. Agreed to follow guidance from Black Lives Matter, Bloomington to use a restorative-justice based model. Discussed restorative justice-based model, sociocracy, or dynamic governance.
 - *Current and Upcoming Work:* Recommend specific procedures to be followed in case of internal conflicts between CAPS members.

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- Alternative Policing & Crisis Response
 - *Purpose:* To research best practices and perform community outreach to make specific policy recommendations regarding alternative policing and public safety methods which will reduce crime, costs and injustice.
 - *Completed Work:* Research has been conducted on the Denver STAR program and the Ithaca model.
 - *Current and Upcoming Work:* Conduct community outreach, especially with members who are the most marginalized by current practices of policing and crisis response. Consult with the Bloomington Police, EMS and Fire Departments. Evaluate models for best practice. Recommend specific alternative policing models.
- Reparations & Atonement
 - *Purpose:* To improve public safety by promoting truthful narratives of history, current social justice outcomes and stronger community trust among previously marginalized people of Bloomington.
 - *Completed Work:* Conducted research on existing racial inequities using quantitative public safety-related indicators, including public health and criminal justice outcomes. Established communication with the Monroe County History Center for the purpose of conducting future research and/or outreach on racial history.
 - Communicated with Mayor Hamilton regarding the Mayors Organized for Reparations and Equity (MORE) coalition and urged him to join.
 - *Current and Upcoming Work:* Preparing Resolution 22-02 Public Safety Response to Religious Violence to address the public safety needs highlighted in CAPS Resolutions 21-02 and 22-01.
- Housing
 - *Purpose:* To evaluate the impact of the lack of access to safe and affordable housing on public safety in Bloomington, particularly the impact on marginalized community members; and to make policy recommendations to effectively address lack of housing as a public safety concern.
 - *Completed Work:* Decided to focus on three areas of focus, after first identifying the scope and nature of the problem: 1) Urgent actions to address the symptoms of the problem, 2) Systemic solutions to the problem, 3) Criminalization of poverty and the unhoused.
 - *Current and Upcoming Work:* Best practices to research include city-led social housing programs, housing first programs, sustainable funding sources and stakeholder-led governance for housing policy. Community outreach plans may include consulting with: Monroe County United Way, other local non-profit providers of services to the unhoused members of

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our community, CDFI-Friendly Bloomington, and the Office of Economic and Sustainable Development (ESD) to identify greatest gaps and areas of need.

- Research
 - *Purpose:* To research and gather data from minority community members, as well as individuals who are disabled and otherwise marginalized. We recognize that many voices have been left out of important government conversations. The mission of this Committee is to bring those voices to light.
 - *Completed Work:* In partnership with the IU School of Social Work, we gathered critical information on the meaning of public safety for those in significant segments of our community. Primary concerns found within the community survey pertained to the following: financial security; housing; law enforcement responses; regulation and availability of community spaces; mental health resources and substance use response; and harm reduction. During this segment of the research committee’s work, 40 stakeholders were interviewed—each one’s identity will remain anonymous. Please see Appendix 1 for elaboration on this critical research.
 - *Current and Upcoming Work:* *In addition to the recommendation in our appended report, our committee recommends further collaboration of the CAPS commission towards shared efforts of other commissions, Council members, and any other entities working to address the safety concerns we've highlighted thus far. Additionally, as our continued research gives voice to segments of our community that have been historically neglected, we call upon the council as our appointing entity to address the issues our findings reveal.*

Additional Recommendations

The CAPS Commission strongly believes that ensuring equal access to our city’s governance process is the surest and most sustainable way to achieve safer, more just and more peaceful communities by enabling those who are the most marginalized in our city to shape our policies themselves. As our commission is composed mainly of marginalized members of our community, we feel that the CAPS Commission is well-positioned to inform the City on how it might include a wider and more egalitarian swath of Bloomington residents in its civic endeavors, including its commissions.

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1. Commission members who are unable to attend in-person meetings due to a recognized medical disability should have their online attendance in the meetings count toward achieving the majority quorum required for the meetings to take place. Any commission tasked with serving the disabled communities specifically, such as ours, is structurally discriminated against by the current policy, which only counts in-person attendance for achieving required quorums, regardless of the ability status of online commissioners. CAPS has been forced to cancel 4-5 monthly committee meetings due to this requirement in 2022 alone, which we see as a major structural challenge in effective functioning associated with having a higher number of disabled Commissioners due to our Commission's focus.
2. Several of our members are unable to pay for the costs associated with service to the Commission, due to the widespread discrimination against marginalized communities in our socioeconomic systems. We should be clear that we are making these recommendations not in self-interest, but in the interest of removing barriers to entry for other marginalized people in our city's civic process. Since not all city commissions have equal needs, we suggest setting up one fund in each area for all Commissions to share which would be controlled by the City and adjusted each year as needed.
 - a. A childcare budget should be made available for Commission members who are unable to access the needed childcare to perform their required duties, such as attend meetings. The city might also provide childcare services on-site to fulfill this need.
 - b. A budget for access to needed technology and internet services for online meetings, especially for those who are unable to attend meetings in person due to disability.
 - c. A budget for conducting research should be provided to all commissions to accommodate any members who may not have the personal funds needed to educate themselves on their commission's issues, especially those commissions specifically tasked with conducting research on existing models and best practices, such as ours. Research funds would be specifically used to purchase or access academic or other educational materials which require funds for access, such as books, scholarly articles or paywalled news articles which are not accessible by the public library.
3. Transportation is an important issue for access to official Commission and committee meetings.
 - a. Parking in the city lot should be made accessible through passes or another way to all commission members attending commission and committee meetings, as there often is not adequate parking available between the hours of 9-5 for non-city staff. If this is not possible due to

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scarcity of parking spots, then a parking offset fund should be established for Commission members to access to offset their parking expenses incurred during official meeting times.

- b. Bloomington Transit should be encouraged to place more bus stops at or near city hall to ensure equal access to our city's governance process. Currently, the closest stops for leaving city hall are several blocks away, which can be a challenge especially for the elderly and/or disabled.

Safety Interview Research Findings

Opportunities for Increasing Safety in Our Community

Research Committee
Community Advisory on Public Safety
Commission

Mission and Purpose

Research Committee's Mission

As the research committee, we hope to gather data from minority community members, individuals who are disabled, and other often marginalized community members. In partnership with the IU School of Social Work, we gathered critical information on what public safety means within this community. Primary concerns found within the community survey pertained to financial security, housing, law enforcement responses, regulation and availability of community spaces, mental health resources & substance use response and harm reduction. We recognize that many voices have been left out of important government conversations. The mission of this Committee is to bring those voices to light. During this segment of the research committee's work 40 stakeholders were interviewed. Each one's identity will remain anonymous.

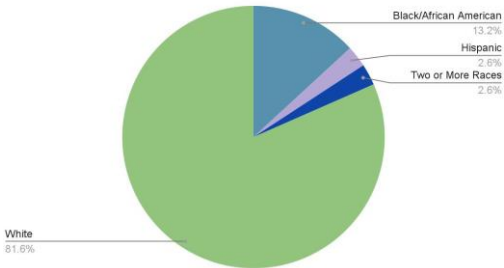
Mission and Purpose

Research Committee's Purpose

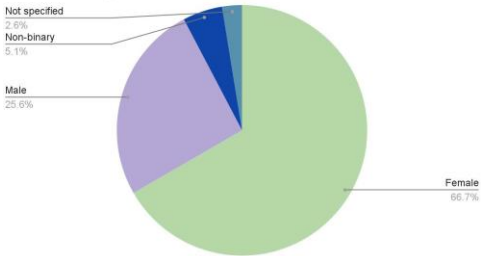
With the research presented today, we hope that other CAPS commission committees can better understand what community members are saying about safety. We also hope this can start a dialogue with the commission as a whole and other government bodies in discussing steps to address these concerns. We as the research committee are dedicated to serving and helping our community in having a voice to communicate their needs. We as the research committee will do so to the best of our abilities.

Demographics

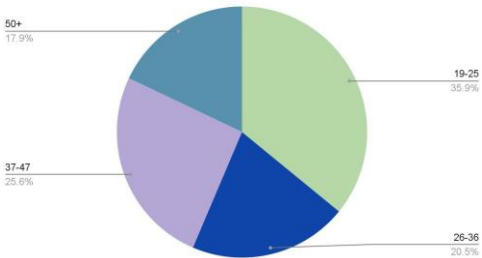
Race



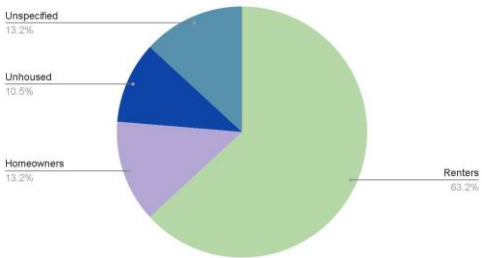
Gender Identity



Age



Housing Status



Safety Concerns Identified

Financial Security

Housing Security

Law Enforcement Responses

Regulation and availability of community spaces

Mental health resources

Substance use responses and harm reduction

Financial Security

Food insecurity

Job opportunity

Low wages

Affordable healthcare

Limited affordable housing options

Financial Security

- Respondent 26: “Do I have affordable housing? No.”
- Respondent 27: They mention that financial security is one of their top challenges. They are sleeping out on the street with all of their belongings in a plastic bag

Housing Security

Transitional housing

Shelters

Barriers to housing: Cost, availability of affordable appropriate options, felonies, lack of credit, high rent deposits, inadequate income

Housing Security

- Respondent #3: Their housing is only affordable because they have a two income household. This suggests that we need more affordable housing options for single earner households
- Respondent #6: "I think more affordable housing would help with the overall safety of the community."
- Respondent #10: The community needs more housing for low to moderate income individuals and families; transitional housing units; treatment facilities for substance use disorder and mental health needs (both residential and outpatient)

Police Interactions

Fear of police officers

Officers were reportedly friendly to some, but were ineffective at addressing the safety issue

Law enforcement responses to the public

- Respondent 9 had called the police in attempt to prevent their boyfriend from taking their child from the parents home where the child was staying at the time. The boyfriend left before police became involved but the caller felt they **like the officers took the statement seriously although said they never followed up.**
- Respondent 28 called the police in 2008 when their home was broken into. They **felt that the police were not incredibly helpful**, but acknowledged that there wasn't much for them to do since the person only stole loose change and some money. Respondent took officers advice in getting a security system.

Law enforcement responses to the public

- Respondent 7: Reports fearful of the police. “I wish I had another choice other than calling the police. That is the only choice I have. **I would be afraid to be harmed or seen as a criminal.**”
- Respondent #8: “One police department, not enough first responders for a town this big.”
- One respondent did not want to be on record when they said, “just have the police get out of the way.”

Additional Safety Concerns

Regulation and availability of community spaces

- Respondent 38: Expressed desire for “**community living spaces where we could be self supporting of each other.**”
- Respondent 15: Advocated for better **separation of the campus community by campus police** so that “the Bloomington non-college community, [has] plenty of **safe places to go outside for children and families.**”

Structural limitations

- Respondent 28: Communicated a desire for “more accessible **public bathrooms in the city that can be used by anyone**” with an emphasis on people experiencing homelessness
- Respondent 38: Expressed **their biggest issue is just “finding a place to sleep”**

Accessibility

- Respondent 11: The participant stated that one of the biggest challenges to their safety are the sidewalks around Bloomington. The conditions of the sidewalks make it challenging for them to walk around downtown feeling safe. **Already having balance issues, they feels forced to use their cane in town, but it is still hard to use it with all of the uneven surfaces.** They stated that “the sidewalks are just horrible, you’d think that Bloomington would have more pride than to let them get this bad.”
- Respondent 13: Another identified challenge was mental health and feeling of safety involving the **stigma associated with dementia and being able to fully utilize the space of Bloomington.** They stated that, “It seems that people have less kindness and wanting to help others, I fear that if I get turned around or am taking longer to find the right words that I will be criticized, treated badly, and not assisted.” **They do not like the usual difference in treatment they received after someone finds out that they are living with dementia.**

Mental Health Resources

- Respondent 2: Spoke about difficulty accessing health services – specifically “health and mental health providers, who are often **booked out for up to a year in advance.**”
- Respondent 9: Spoke about domestic abuse and lack of resources: “**Poor mental health [resources] makes them lack motivation to take the steps they feel are necessary** to leave their child’s father.

Substance use responses and harm reduction

- Respondent 38 reported “I was a victim of a violent crime and I was **taken to jail because they found drugs on me. So I didn’t get help for being a victim and was harmed.**”
- Respondent 9 said they **have a past with substance abuse so do not trust the police to help them if they are in a dangerous situation.**

Research Committee Recommendations

Continue to **gather input from marginalized community members.**

While we have respondents represented from diverse communities in our surveys we believe that **we still need to hear more from underrepresented community members.**

Specifically, **we are missing voices from Asian American and Pacific Islander communities.** Also, we believe **more focused research on accessibility and the needs of community members with disabilities** should be conducted. We note and recommend having two of our CAPS seats filled by someone in the AAPI and Indigenous communities and feel that would be appropriate.

Focus groups could be helpful to gain a deeper and more complete understanding of how to increase safety in Bloomington.

Alternative approaches to safety that extend beyond policing should be explored with community members in order to **find more anti-oppressive, anti-racist and effective strategies.**

Education should be provided to elected and governmental officials, and community members on these alternatives