

Meeting Agenda and Notice
Community Advisory on Public Safety Commission

Wednesday, March 27, 2024 at 4:30 pm – 6:00 pm

Allison Conference Room (#225), Showers Building, 401 N. Morton Street

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

<https://bloomington.zoom.us/j/88064525074?pwd=xqME3WyZXzYbv9E42hJ21i7jxcHV.1>

- I. ROLL CALL & INTRODUCTIONS
- II. ELECTION OF SECOND CO-CHAIR
- III. APPROVAL OF AGENDA AND APPROVAL OF MEMORANDA/MINUTES
 - A. Regular Session Minutes – February 28, 2024
- IV. GUEST SPEAKERS
 - A. Kathleen Sobiech from IU School of Public Health - Practice to answer questions on her students' upcoming class project on CAPS' APS Report
- V. REPORTS (if any)
 - A. Co-Chairs
 - B. Individual Members
 - C. Committees
 - D. Staff
 - E. Public / Public Comment
- VI. *BRIEF RECESS* (may skip without objections)
- VII. OTHER BUSINESS
 - A. Continued Discussion of Ceasefire in Gaza
 - B. Continued Discussion of CAPS Communication Guidelines
- VIII. NEW BUSINESS
 - A. Discuss DEI Trainings
 - B. Budget Requests
 - C. Letter to City Legal Department & Committee on Council Processes
- IX. TOPIC SUGGESTIONS FOR FUTURE AGENDAS
- 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.

MEMORANDUM

**Community Advisory on Public Safety (CAPS) Commission
Wednesday, February 28, 2024 at 4:30 p.m. – Allison Conference Room (#225),
401 N. Morton Street, Bloomington, Indiana**

The Regular Session meeting was called to order at 4:35 p.m.

Commission members present in person: Jason Michalek, Todd Mullins, Nejla Routsong, Adrienne Weber, Jenna Buckner

Commission members present over Zoom: Kamala Brown-Sparks, Patty Moon

Commission members absent: Tyler Shaffer, Sophia Amos

Public present: Hemayatullah Shahrani

City staff present: Ash Kulak

I. ROLL CALL (4:35 p.m.)

II. APPROVAL OF AGENDA (4:39 p.m.)

- Cm. Routsong moved and it was seconded to move item VII(a) to after III (Approval of Minutes) and before IV (Reports). Motion passed 7-0.

III. APPROVAL OF MINUTES (4:41 p.m.)

- Cm. Routsong moved and it was seconded to approve the minutes from January 24, 2024. Motion passed 7-0.

VII. NEW BUSINESS (4:42 p.m.) - *Item moved by earlier Motion -*

- a. Letter Asking City Council to Consider Bringing Forward and Passing a Ceasefire Resolution
 - Cm. Routsong introduced this item and the guest speaker to present on it.
 - Guest Hemayatullah Shahrani was invited to speak from Coalition for Justice and Peace in Palestine and Israel.
 - Shahrani gave a brief summary of this item for consideration, which is requesting city representatives consider and pass a resolution calling for a ceasefire in Gaza.
 - Shahrani gave a brief overview of current events of the humanitarian crisis and catastrophe in Gaza and stated that all human life is precious and should be respected and protected, and that rules of engagement must be followed, especially with civilians.
 - Shahrani stated that this item would ask the city to also hold the view that it condemns any form of bigotry and discrimination and that it wants to be on the right side of history and have in the historical record proof that the city tried to do what it could to protect humanity.

- Shahrani emphasized this request is specifically from a humanitarian perspective, requesting a permanent and immediate end to fighting, an opening of humanitarian aid channels, and release of all hostages.
- No commissioner questions on the letter.
- Co-chair Brown-Sparks called the matter to a vote. Passed 6-0-1.

IV. REPORTS (4:57 p.m.)

a. Co-chairs:

- Co-chair Brown-Sparks commended the screenshare and panel event put on by the Outreach Committee.

b. Individuals:

- Cm. Weber also commended the event and commented on notable aspects of the film.
- Cm. Moon also commended the event and the expert panel, noting that she heard a lot of positive feedback.

c. Committees:

- Reparations Committee: Co-chair Brown-Sparks reported that the committee is hoping to meet at the end of March and that it is looking for additional members.
- Outreach Committee: Cm. Routsong gave an update on further outreach to Liz Grenat of the Community Justice and Mediation Center (CJAM), involved in some previous Commission events, in order to coordinate coaching or consulting folks on the Outreach committee willing to facilitate future events and conversations in the Community Safety Roundtable which has seven people signed up so far. Cm. Routsong also commended the weekend's events and gave an update on the committee's next steps, specifically building relationships with the community, university, and city administration. Cm. Routsong also stated that the committee is accepting new members.

d. Staff:

- Staff liaison Kulak first paused the camera in order to change the layout of the OWL (camera) in the room. Then they gave several updates: (1) the video recording of the Outreach committee's panel from the weekend was still processing; (2) the City Council's Special Committee on Council Processes would like suggestions on what, if any, changes to make to the Bloomington Municipal Code governing the CAPS Commission; (3) the Seventh Circuit issued an order staying an injunction that made the state's affirming health care ban for transgender youth go into immediate effect, which was relevant to the CAPS Commission's resolution calling for the City to be a sanctuary city for transgender youth; and (4) the ceasefire discussions coming to the City Council were, at this time, during public comment and not on their meeting agenda.

V. REPORTS FROM PUBLIC (5:15 p.m.) – None.

- The Brief Recess was cancelled without objections -

VI. OTHER BUSINESS (5:15 p.m.)

a. Request for Feedback from Common Council Special Committee on Council Processes

- Staff liaison Kulak summarized this item, noting that the Special Committee on Council Processes is asking this of all city boards and commissions to determine what, if any, code updates are needed, and staff liaison Kulak then gave suggestions on the types of procedural changes to suggest to the Special Committee, including the number of members, the number of required meetings to be held, and the types of officers that are to be elected.
- Cm. Routsong requested an official process or mechanism by which the city prefers boards and commissions to do outreach with other city boards and commissions. Cm. Routsong explained the reason behind this request in detail to new members who were unaware of the events last fall in which CAPS members ran into obstacles attempting to get on other city board and commission agendas to conduct outreach about the Alternative Public Safety Report and its recommendations.
- Cm. Routsong did not have other suggestions to change the code provisions governing the CAPS Commission, noting that it matches what the Commission is working on.
- Cm. Moon responded to a suggested procedural change with regard to the number of members on the commission, noting that a larger capacity even without all seats filled is still a good thing to try to get as many people involved as possible.
- Cm. Moon also stated that it is worthwhile to let the Special Committee know that it is aware that the CAPS Commission does not elect officers annually and to inform it of the Commission's co-chair procedures.

VII. NEW BUSINESS (5:33 p.m.)

a. - *This Item was moved by earlier Motion -*

b. Letter on Consideration for Reappointment of CAPS Member

- Co-chair Brown-Sparks explained the purpose of this item, in that a CAPS member's term was ending and they were worried about the reappointment process due to their previous outreach efforts.
- Cm. Moon and Cm. Mullins asked several questions about the purpose of the letter and incidents surrounding the reason for writing the letter.
- Co-chair Brown-Sparks explained that this commissioner was conducting outreach to other city boards and commissions and wanted to make sure the city knew it was done on behalf of the commission as a whole and not on their own and that the commission had knowledge of it before it was done.
- Staff liaison Kulak noted that Interview Committee Team B had already met and made a recommendation to reappoint the person in question.
- Co-chair Brown-Sparks wanted to bring the item to a vote because the letter itself said that the commission was going to vote on it. Cm. Moon moved and it was seconded to recommend and endorse what the letter says. Motion passed 6-0-1.

c. Good Communication Practices

- Cm. Michalek explained this item, Ten Thoughts on Working Together, borrowed from the city council office. Cm. Michalek recommended using this document as a non-binding working document or guide on working with each other.
- Cm. Buckner thought it was good for the Outreach Committee to use as a guide as well. Cm. Buckner moved and it was seconded that the Outreach Committee uses this as a working document in the future. No opposition. Motion passed.

d. City Council Addresses Public Safety at its First Meeting of the Year

- Cm. Routsong explained the articles in the packet including the City Council discussing safety and the Mayor's plans to no longer move BPD to Showers West. Cm. Routsong stated that the Outreach Committee plans to do outreach based on statements made by Councilmembers discussing non-policing alternatives.
- Cm. Routsong also discussed the Herald Times article about rising crime rates that was published on the same day as the panel discussion. Cm. Routsong stated that these articles all affirm that the work the commission is doing is shaping the conversation in the local community and the work still needing to be done.
- Cm. Routsong suggested doing outreach to the Herald Times about the sensationalism of its article. Cm. Routsong asked other commissioners to keep an eye out for additional local news items on crime and public safety.

VIII. TOPIC SESSIONS FOR FUTURE AGENDAS (5:59 p.m.)

- None

Co-chair Brown-Sparks adjourned the meeting at 6:00 p.m.

Memorandum prepared by:
Ash Kulak, Staff



Ash Kulak <ash.kulak@bloomington.in.gov>

For 3/27 CAPS Meeting: IU Public Health Policy class project on CAPS' APS Report

Nejla Routsong <nejlaroutsong@gmail.com>

Tue, Mar 19, 2024 at 2:39 PM

To: "Michalek, Jason Alan" <jasomich@iu.edu>, Tyler Shaffer <tywshaff24@yahoo.com>, "Buckner, Jenna Darian" <jendbuck@iu.edu>, "Weber, Adrienne Kathleen" <weberak@iu.edu>, "Mullins, Todd M." <todd.mullins@faegredrinker.com>
Cc: Kamala Brown-Sparks <kamalabrownsparks@gmail.com>, Ash Kulak <ash.kulak@bloomington.in.gov>

Hello CAPS Commission,

For the 3/27 CAPS Meeting, please review the schedule below and attached class project created by Kathleen Sobiech, Director of Public Health Practice, for her upcoming class on Public Health Policy. Kathleen will not plan to make a presentation about this, but only to answer any questions we might have about these materials, so please take the time to review them carefully before the meeting.

In the 3/20 Outreach Meeting tomorrow, we can also discuss briefly how we might include the expected results of this collaboration into our upcoming plans for the Community Safety Roundtable/Coalition.

Best regards,
Nejla

Due March 28:

- A one-page "Issue Brief" summarizing the public health problem presented in the CAPS report
- A spreadsheet with comments on quality of information, need for further information, and questions for clarification/follow-up based on Chapter 19 of our text (attached)

Due April 4: Preliminary evidence review of proposed local and national interventions - building from report, outside literature, stakeholders (legal, political, economic, ethical, and law)

Due April 18: Draft Policy Analysis and Recommendations

- In class peer review/discussion of findings (share with CAPS for review and feedback)
- How to incorporate findings/summarize missing information/next steps

Due April 25: Deliver Testimony (to CAPS? Others?)

Due April 30: Final Report Due

 **Memo_CAPS Analysis SOW.docx**
835K

Date: March 19, 2024

To: City of Bloomington Commission Advisory on Public Safety Commission

From: Kathleen Sobiech, Instructor, Public Health Policy & Politics

Re: CAPS Alternative Safety Report

Background

As a way to gain practical experience analyzing a local policy intervention, we would like to propose a project for the graduate students taking the Public Health Policy & Politics course during the Spring 2024 semester. The proposed project will meet several of the course learning outcomes. Specifically, by completing the project, the students will be able to:

- Identify and utilize multiple dimensions of the policy-making process, including ethics, epidemiological and economic evidence, politics, and law, to analyze policy
- Write audience-appropriate public health policy advocacy documents
- Evaluate policies for their impact on public health and health equity
- Produce a policy report that includes analysis of multiple policy options and recommendations

Methods/Deliverables

Since the students come from a variety of concentrations within the field of Public Health (i.e. epidemiology, community and environmental health) they will bring different skills and perspectives to the project in addition to applying the concepts covered in the current course. Below is an outline of the proposed course deliverables and timeline.

Deliverable	Description	Due Date
Issue Brief	One-page document that summarizes the available evidence on the issue of public safety as a public health problem and its policy implications.	March 28
Rapid Review Spreadsheet	Review of CAPS report using Methodology from Bhattacharya, D. (2013). Public health policy: issues, theories, and advocacy. John Wiley & Sons. The spreadsheet will have comments on quality of information, need for further information, and questions for clarification/follow-up → individual results will be compiled into a class document by the instructor	March 28
Literature Review	Preliminary evidence of proposed local and national interventions - building from report, outside literature, stakeholders (legal, political, economic, ethical, and law)	April 4
Draft Proposal	Updated report with policy analysis and recommendations	April 18
Peer Review	In-class peer review/discussion of findings (share with CAPS for review and feedback)	April 23
Draft Class Report	Combine findings and feedback into one report	April 25
Presentation	Deliver Report/Testimony (Optional)	April 30
Final Report (either as a separate product, or combined with CAPS Report?)	The final product will identify remaining gaps in data/evidence and serve as a scope of work for CAPS and/or external consultants.	April 30

FAQ in support of a Ceasefire Resolution in Bloomington [DRAFT: Dick Bauman & David Thelen]

1. Why is there an urgent, critical need for an immediate and durable ceasefire in Gaza?

--Since October 7th, Gaza has been subjected to extreme military violence that has killed many thousands of innocent civilians, displaced millions of people, decimated the civilian infrastructure, and shut off access to food, water, medical treatment, and other necessities of life. According to a statement by leaders of worldwide relief agencies, "Diseases are rampant. Famine is looming. Water is at a trickle. Basic infrastructure has been decimated. Food production has come to a halt. Hospitals have turned into battlefields. One million children face daily traumas." We are calling for a ceasefire to (1) end the killing, suffering, displacement, and deprivation of innocent people; (2) ensure safe conditions for the provision of humanitarian aid; and (3) open the way for a safe exchange of hostages and political prisoners.

2. What would a ceasefire actually do?

--It would call an immediate halt to the killing. At the least, a durable ceasefire would create the necessary breathing space for Israelis and Palestinians to address their differences through politics and diplomacy instead of on the killing fields of military combat. It can knock down the barriers that are presently blocking delivery of essential humanitarian aid to Gazans.

3. What if there is no durable ceasefire?

--There is a grave danger that in its present course, the war will broaden. Many people--including President Joe Biden and UN General Secretary António Guterres--have expressed the worry that hostilities will extend from Gaza to the West Bank, Lebanon, Syria, and Yemen, as they have already begun to do, until it becomes a wider, full-scale regional war. In war, as Gandhi warned long ago, "an eye for an eye makes the whole world blind." A ceasefire will reverse this course and lessen the dangerous risk of widening conflict.

4. Why is it appropriate for the Bloomington City Council to pass a resolution in support of a ceasefire?

--In the face of continued provision of arms to Israel and reluctance on the part of the federal government to press for an immediate and durable ceasefire, it is important for citizens at the grassroots to voice their support for a ceasefire through their local elected representatives. More than 70 local communities in the U.S. have called for an immediate ceasefire. Bloomington has a proud and laudable record of resolutions in support of peace and justice in the U.S. and the world and should stand with our fellow communities in this important effort.

5. What support is there among Bloomingtonians for a ceasefire in Gaza?

--The ceasefire campaign in Bloomington has been endorsed by a broad coalition of local groups and institutions, including: Citizens for a Just Peace in Palestine/Israel, Jewish Voice for Peace, Palestine Solidarity Committee, Bloomington Peace Action Coalition, Citizens Advisory Panel for Public Safety, and Bloomington Multifaith Alliance, and a number of individual churches [list them, if possible]. In addition, more than 1,200 Bloomingtonians have signed a petition urging the City Council to pass a resolution in support of a ceasefire.

Passed by CAPS Commission as a whole at its Feb 28, 2024 meeting by vote of 6-0-1 (Mullins abstain, Skutter and Amos absent)

Dear Common Councilmembers,

The safety of Bloomington is indelibly intertwined with safety elsewhere, especially with the safety of people living in the Occupied Palestinian Territories, and in particular with the people in Gaza, a civilian population who has been under heavy siege and bombardment since Oct 7 by Israeli munitions manufactured in the United States¹ and by US-made attack helicopters and fighter jets.² The safety of all people everywhere are connected by our shared humanity, however, the threads tying the Bloomington community with the people in Palestine are also woven together with more tangible elements.

According to the Indiana Uplands website, this region "is seven (7) times more concentrated in federal civilian defense employment than communities across the country," and military and defense contractors have over a \$1 billion impact annually in our region.³ Moreover, the State of Indiana purchased an additional \$35 million in Israeli government bonds, adding to its existing \$65 million for a total of \$100 million, on November 1, 2023 with the explicit intention of supporting Israeli aggression against the people of Gaza, whom State Treasurer Daniel Elliott described as "the forces of evil" to local media.⁴

While the proceedings instituted by South Africa against Israel on December 29, 2023 before the International Court of Justice, officially referred to as "Application of the Convention on the Prevention and Punishment of the Crime of Genocide in the Gaza Strip," are still ongoing, the Court has made an initial ruling that "at least some of the acts and omissions alleged by South Africa to have been committed by Israel in Gaza appear to be capable of falling within the provisions of the (Genocide) Convention."⁵

It is the view of the CAPS Commission that the ongoing financial and military aid provided by the US government and the State of Indiana to support the actions being taken by Israel in Gaza constitute a growing threat to the safety of the Bloomington community by: 1) undermining international norms protecting the safety of civilians in times of armed conflict, and 2) by making our community complicit in these unjust, violent and harmful acts. We therefore ask the Common Council to swiftly endorse Bloomington Peace Action Coalition's "Proclamation Affirming the City of Bloomington's Support For an Israeli-Palestine Ceasefire and Permanent Resolution to the Conflict."

1

<https://apnews.com/article/israel-gaza-bombs-destruction-death-toll-scope-419488c511f83c85baea22458472a796>

2 <https://time.com/6331133/israel-gaza-biden-military-support/>

3 <https://inuplands.org/national-security-defense/>

4

<https://www.wfyi.org/news/articles/indiana-purchases-35m-in-israeli-bonds-advocates-say-it-supports-the-genocide-of-palestinians>

5

<https://www.reuters.com/world/middle-east/key-takeaways-world-court-decision-israeli-genocide-case-2024-01-26/#:~:text=The%20ruling%20required%20Israel%20to,in%20the%20enclave%2C%20it%20said.>

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1

<https://apnews.com/article/israel-gaza-bombs-destruction-death-toll-scope-419488c511f83c85baea22458472a796>

² <https://time.com/6331133/israel-gaza-biden-military-support/>

³ <https://inuplands.org/national-security-defense/>

4

<https://www.wfyi.org/news/articles/indiana-purchases-35m-in-israeli-bonds-advocates-say-it-supports-the-genocide-of-palestinians>

5

<https://www.reuters.com/world/middle-east/key-takeaways-world-court-decision-israeli-genocide-case-2024-01-26/#:~:text=The%20ruling%20required%20Israel%20to,in%20the%20enclave%2C%20it%20said.>

Communication Guidelines of the CAPS Commission

I. Summary

While the Outreach Committee was created to conduct official outreach on behalf of the Commission, all CAPS members are highly encouraged to communicate about the Commission's past, ongoing and future work with all members of the community. To allow maximum individual freedom while also protecting the integrity of the Commission and its work, CAPS members should endeavor to externally represent the Commission in ways that are consistent with the decisions made by the Commission.

Communications with media, elected officials and city staff about Commission work should only be made with the explicit prior approval of the Outreach Committee. Other external communications should only take place by CAPS members who are confident in their ability to accurately portray the Commission's work and in keeping with these guidelines. Any false, inaccurate and/or decontextualized statements made about the Commission in the presence of a CAPS member should be immediately corrected or referred to the Outreach Committee for follow-up clarification.

Internal disagreements are opportunities for consensus-building and organizational improvement. For this reason, internal communications should seek to be clear and make all assumptions explicit, in a sense, inviting disagreements to occur in order to better reach a consensus and develop members' consensus-building skills. Disagreements with external parties, such as complaints about the City's treatment of the Commission, should be only communicated via the CAPS Co-Chairs to avoid misunderstandings of such communications by City staff.

II. Purpose

The purpose of this document is to help CAPS members feel confident to engage in outreach and communications about the work of the Commission with non-CAPS members, while ensuring that such outreach and communications are performed in ways that do not undermine or contradict the work of the Commission. These guidelines are intended to enable members to communicate more freely within these basic rules of thumb that will ensure the Commission operates in a coordinated, transparent and strategic way. These guidelines are *not* policies to be enforced; they should be followed voluntarily by CAPS members to ensure their communications advance the work of the Commission. These guidelines can and should be changed whenever the Commission decides to adopt a new approach.

III. Definitions

Internal Communications are communications between CAPS members.

External Communications are communications between CAPS members and non-CAPS members, who include CAPS staff liaisons, city officials, city staff and any other community members.

Elected Officials are any individuals employed by the City, County or State who have won an election to get their job. This includes the Mayor, City Councilmembers, but also Treasurer, Clerk, Judges and many other roles within the city, county and state governments.

City Staff are anyone who is currently employed by the City of Bloomington who was not elected to that position, including commission liaisons, office staff, attorneys, department heads, janitors, etc.

IV. External Communications

- A. **Promotion of Commission work:** The Commission has undertaken significant efforts to produce Reports, FAQ's, Responses to Reports and other official statements that have been decided by consensus in the Commission. When undertaking any external communications about the Commission, CAPS members should first attempt to amplify and extend this work in the community by promoting, sharing copies of, and sharing weblinks to the reports, statements, positions and information contained in these documents, all of which are available on the CAPS website. For this reason, all CAPS members should first read/watch all documents/videos included on the website before undertaking any efforts to represent the Commission's work externally.
- B. **Good faith representation:** In general, CAPS members should strive to represent the Commission in the community in ways that reflect positively and accurately upon the Commission, including its past, ongoing and future work. Representing the work of the Commission and/or soliciting feedback on the work of the Commission from community members should be undertaken in accordance with the audience-specific guidelines below - and - should only be undertaken by CAPS members who are confident that they are prepared to accurately portray the Commission's work. CAPS members who are new to the Commission, or who are not confident in their ability to accurately portray the Commission's work to others in the community, should refer requests for communication about the Commission to the Outreach Committee.
- C. **Correction of false, decontextualized or inaccurate portrayals:** Statements made in the presence of CAPS members that undermine, decontextualize or contradict the work of the Commission should be immediately corrected by CAPS members at the time and place when they are stated. If this is not possible or practical, or if the CAPS member only later becomes aware that such a statement has been made to them, then they should endeavor to ask the Outreach Committee to follow up with that individual as soon as possible to offer a correction.

- D. **CC Outreach Committee on all initial outreach (For Outreach Committee members only):** For full transparency and better coordination/ consistency, initial outreach with any external audience that is undertaken by CAPS members on behalf of the Commission should be CC'ed to all Outreach Committee members with a line at the bottom which denotes "CC: CAPS Outreach Committee." Follow-up communication with external audiences does not need to be CC'ed to the Committee unless doing so is relevant or helpful to the ongoing work of the Committee.

E. Audience-specific External Communications

1. **Outreach with media, elected officials and city staff (not CAPS liaisons):**

Because of the importance of such communications on CAPS' work, any communications at all regarding the Commission's work undertaken with members of the media, elected city officials or city staff by CAPS members should be first pre-approved by the Outreach Committee. This includes all methods of communication, happenstance or pre-planned meetings, sharing the official work of the Commission, making statements about Commission work and making solicitations for feedback.

If pre-authorization by the Committee is not possible or practical, or if CAPS members are asked to comment on CAPS work by these audiences, then the CAPS member should strive to refer to the official work and statements of the Commission whenever possible (see Promotion of Commission work), and where not possible, then they should decline to answer and refer the request for information to the Outreach Committee.

If CAPS members choose to make statements to these audiences outside of official or pre-authorized statements about the work of the Commission, then they should *explicitly* state that it is only their personal opinion or conjecture about the work of the Commission, and that it does not reflect the work of the Commission.

2. **Outreach with community organizations, partners, co-sponsors:** Please follow the guidelines above regarding Promotion of Commission work, Good faith representation and Correction of inaccurate portrayals. Also, any external communications undertaken that specifically regard signing legal contracts, hiring vendors, and/or making or accepting financial payments should be CC'ed to CAPS liaison Ash Kulak.

V. Internal Communications Guidelines

- A. **Make assumptions explicit and invite disagreements:** City commissions have intentionally diverse membership with widely differing life experiences, educational and cultural backgrounds. For this reason, CAPS members should endeavor to communicate internally with other members and with staff liaisons in ways that are clear, courteous

and *explicit*. Making our own implicit assumptions or mental models explicit is the starting point for building trust and shared understanding around sensitive topics in diverse settings.

For CAPS Commission members to become skilled in building consensus around complex issues, like the problems of policing and community safety, members should strive not to judge others negatively for having different assumptions or beliefs about our community or its problems, or about the Commission's work. Instead, the goal of CAPS Commission work should be to *make our own beliefs and assumptions as explicit and clear as we can*, and then seek to elicit informative responses from others which either validate or improve our own beliefs and assumptions, inviting disagreement in order to eventually reach a lasting and informed consensus, or a mutual understanding of whatever topic we are discussing.

- B. **If not consensus, then consent:** For greater organizational effectiveness, the governing process that the Commission has used in the past is consent-based decision-making. Consent differs from consensus in that consensus requires all members to explicitly and *positively agree on every aspect* of every statement, document or item of work that is approved by the Commission. While consent-based decision-making is a process that has been created by organizations who need to reach a balance between consensus and organizational effectiveness, whereby all members merely agree that they have *no significant objections* to the work that is approved by the Commission. In effect, consent-based decision-making means that all CAPS members should have veto power over important decisions to ensure that informed consent has been given.
- C. **48 hours for reading materials:** To achieve informed consent, all members must be given an opportunity to carefully review any documents or materials that will be discussed and voted on during CAPS meetings. 48 hours is a good rule-of-thumb for providing written materials for other members to review before a CAPS meeting, but earlier provision of materials is always better.
- D. **CC Co-Chairs on disputes, disagreements & conflicts:** To ensure that conflicts are resolved and that organizational learning occurs, CAPS Co-Chairs should be CC'ed on electronic communications involving disputes with a line stating, "CC: CAPS Co-Chairs." It is the responsibility of the acting CAPS Co-Chairs to ensure that conflicts between CAPS members are resolved or moving toward being resolved, and that organizational learning occurs through creation or improvement of Commission processes or policies, and/or through improved mutual understandings.

CAPS Commission 2023-2025 Budget Requests

Unfunded 2023 Budget Request

The CAPS Commission voted on July 3, 2023 to ask the Office of the Mayor and the Common Council to fund its 2023 Alternative Public Safety Report recommendations in the 2024 City budget, including the feasibility study. The Commission became aware in October 2023 that this request was not passed on to the Council at that time, and that the Office of the Mayor also declined its request.

Therefore, the CAPS Commission hereby requests the Common Council to fully fund its 2023 APS Report recommendations in the 2025 City Budget, including \$40,000-\$65,000 for a feasibility study to research the likely organizational, economic and legal impacts of a Department of Community Safety and Resilience.

2024 Budget Request

Community Safety Library (with space/shelf at city hall*) with books approved by CAPS for community education - **\$500**

Safety-Marginalized communities (SMC) Outreach - payment for one peer liaison - 10 hours/week @ 5 weeks x \$15/hour = **\$750**

Bloomington Community Safety Coalition - Refreshments (coffee, donuts, water, bananas) for 3-hour meeting for community 12-15 participants x 3 meetings = **\$250**

Community events - general fund for speaking fees or refreshments **\$500**

Total 2024 Request: \$2,000

*The CAPS Commission requests a dedicated shelf space in the City Hall building, preferably in the Allison Conference Room, where it can create and store a Community Safety Library with books approved for education and outreach with city officials on the topic of community safety.

2025 Budget Request

Community Safety Library with books approved by CAPS for community education - **\$500**

Safety-Marginalized communities (SMC) Outreach - payment for 2 peer liaisons - 10 hours/week @ 5 weeks x \$15/hour = **\$1500**

Bloomington Community Safety Coalition - Refreshments (coffee, donuts, water, bananas)
for 3-hour meeting for community 12-15 participants x 6 meetings = **\$500**

Community events - general fund for speaking fees or refreshments **\$500**

Total 2025 Request: \$3,000

To: Margie Rice, City Legal Department, Committee on Council Processes

From: CAPS Commission

Date: March 27, 2024

Dear Ms. Rice and the Council Committee on Council Processes,

The CAPS Commission would like to ask that Legal Department take steps to investigate and address several ongoing instances of unfair and unequal treatment of the Commission by the City which have substantively inhibited the work of the Commission. The Commission has previously asked its two staff liaisons Stephen Lucas and Ash Kulak to communicate with the Legal Department, Ms. Rice and the Committee on Council Processes to resolve these outstanding problems, but we have not received any follow-up on our multiple requests.

The first and most pressing issue is the unfair treatment of CAPS when it was singled out by the Legal Department in advice that was given to several staff members of the City's Community and Family Resources Department in fall of 2023 which resulted in all CFRD commission liaison staff refusing to allow their assigned Commissions/Boards to discuss voting to endorse the CAPS Alternative Public Safety Report and the Letter to Mayor Hamilton that was drafted for the purpose of collecting endorsements in a timely way for the 2024 City Budget Meetings.

The Commissions/Boards that CAPS Commission conducted its outreach with are the following:

- Bloomington/Monroe County Human Rights Commission
- Board of Public Safety
- Commission on Hispanic and Latino Affairs
- Commission on Sustainability
- Commission on the Status of Black Males
- Commission on the Status of Children & Youth
- Commission on the Status of Women
- Monroe County Domestic Violence Coalition
- Council for Community Accessibility
- Environmental Commission
- Commission on Aging

In the advice sent to CFRD staff, the outreach that our members performed in September and October 2023 with 12 closely related Boards/Commissions to our Report's purview was depicted as "inappropriate" and our Report was described as not relevant to the purpose of those Commissions/Boards by more than one CFRD staff member. While this action was apparently taken only by one member of the Legal Department who no longer is employed by the City, the fact that this false and harmful statement was made by a member of the Legal Department to several commission liaisons has resulted in:

1. The continuing inability for the CAPS Commission to conduct any cross-Commission collaboration on issues that effect several Boards/Commissions. For instance, the Commission was unable to simply invite other Boards/Commissions to its recent events on Reimagining Safety held on IU campus due to this breach in communications.
2. The false and negative depictions of the CAPS Commission and its work in community safety and associated outreach to City staff and to other City Commissions continue to cause harm to the Commission's relationship with these parties because they have never been officially corrected by anyone in the Legal Department or elsewhere in the City.

The CAPS Commission hereby requests that the Legal Department and Committee on Council Processes work together to resolve these two outstanding issues due to this unfair and harmful treatment of our Commission by the City.

In addition, the CAPS Commission has become aware of the following ways that it is treated in ways that are unequal to other City Commissions.

1. Being required to strictly follow Open Door Laws in regards to all meetings and committee meetings: Many if not most other City Commissions are not required to follow these laws in a strict manner, or if they are encouraged to, it is not enforced by the staff liaisons.
2. Being required to take individual voice votes for every agenda item rather than simply asking for objections to pass a motion.
3. Being required to treat committee meetings with the same attendance/quorum, ODL and other legal procedures as Commission meetings.
4. Being barred from moving, renaming or deleting files that they have created in the shared Drive folder.

The CAPS Commission hereby requests that the Legal Department and Committee on Council Processes review these procedures and ensure that they are enforced by all City commission and board liaisons in a manner that is equal and consistent across Commissions.

Sincerely,

CAPS Commission