<u>Summary from Council Discussions</u>

<u>Potential Problems</u>:

- We have a police department that does not reflect the composition of our community.
- We have a problem with implicit bias both in people and in process that perpetuates out a system that does not give us the results we want.
- Culture
- Trust in Police Officers
- Trust in the System
- Trust (Absence of acknowledgement of a problem)
- Data problems
    - Maybe we aren't collecting the necessary data
    - The data isn't parsed enough to define a problem
    - Need more information and more data in order to drive decision-making (we don't have enough to do a risk/reward analysis)
    - Unwillingness to accept the data we do have
- We can't throw arrows and try to hit the target.
- We are not measuring what we are doing to determine if we are impacting the problems.
- We lack a fundamental understanding of why certain populations in our community are encountering police.

<u>Categories of Problems</u>:

- Quick Fixes
- Can't do anything about
- Think are problems, but we don't have enough information
- Problems that City Councilor and municipal government can address

<u>Characteristics that Solutions should have</u>:

- Transparent to the public
- Must move the numbers towards parody
- Must engage the community to see their desires and determine solutions
- Impact assessment and check our own bias when developing a solution

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