

City of Mission

CITY COUNCIL WORK SESSION

June 17, 2020

5:45 p.m.

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

AGENDA

1. Resolution advancing conversations and education around issues of racial equity, police policies, practices and training, and bias-based/diversity training throughout the organization.
2. Adjournment

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

City of Mission	Item Number:	1.
ACTION ITEM SUMMARY	Date:	June 17, 2020
Administration	From:	Laura Smith

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

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

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

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

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

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

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

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

Related Statute/City Ordinance:	
Line Item Code/Description:	N/A
Available Budget:	N/A

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

Related Statute/City Ordinance:	
Line Item Code/Description:	N/A
Available Budget:	N/A



6090 Woodson Road
Mission, KS 66202
(913) 676.8350
www.missionks.org

June 17, 2020

To the Mission Governing Body,

First, we would like to thank Mayor Appletoft and Police Chief Hadley for their recent joint statement condemning the murder of George Floyd, as well as the entire Mission Police Department for its statement on Department policy in response to the #8CantWait campaign.

Just as the Mayor and Chief felt called to speak out at this time of national protest and outcry, we felt that it was important to afford the City Council a timely opportunity to further explore issues relating to racial justice through a Council resolution.

We have crafted this Resolution to affirm what we believe to be shared values across our City operations - that black lives matter; that acts of racial violence are unacceptable; that we must recognize systemic racism and examine our own implicit bias; and that we must continually strive for racial justice, equity, and inclusion.

The intent of the Resolution is to commit the City Council and the City of Mission as an institution to conversation, information-gathering, education, and reflection on the subject of race. This is merely the beginning -- but we must start the dialogue somewhere.

As a result of this particular moment in history and the broader national conversation, as well as the unique role that the Mission Police Department plays, we felt it necessary to include provisions in this Resolution specifically relating to our Police Department operations. We want to make it clear that this Resolution is not intended to be an attack on Mission Police. We recognize the risks our Chief, Command Staff, and Officers take everyday to protect and serve the Mission community. We view this Resolution as a commitment to partnering with them to further their critical work as guardians of all members of our community. We believe that taking the steps outlined in the Resolution, including with respect to improved information sharing and transparency, will help Council to be able to fulfill our own responsibilities as elected officials.

As Mission continually strives to examine how we can best serve our residents, it is our view that we can only improve if we have open dialogue and all work together. While these conversations may at times be uncomfortable, this self-reflection and examination is critical to the safety and wellbeing of our community. We owe it to ourselves, our Police Department, and our residents to begin.

In close, we hope that this Resolution can serve as both a statement of our Council values and a call to action. Thank you for consideration.

Sincerely,

Councilmember Sollie Flora

Councilmember Hillary Thomas

City of Mission
Resolution No. _____

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

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

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

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

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

WHEREAS, as local elected leaders, it is incumbent upon the Mission City Council to stand with those demanding accountability, equity, and respect, including from law enforcement; and

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

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

WHEREAS, we state unequivocally that Black Lives Matter.

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

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

Section 2. Further condemns all acts of racial profiling, use of excessive force, and other means of racial violence, wherever and whenever they occur.

Section 3. Affirms the principles of racial justice, equity, and inclusion, understanding that this requires an inward look at our own actions as City Councilmembers and how we govern on an ongoing basis.

- Section 4. Commits to working with our Mission Police Department to complete a prompt review of its policies relating to use of force and transparency (e.g., right to film), its training requirements related to implicit bias and de-escalation, and its budget priorities.
- Section 5. Commits to working with our Mission Police Department to complete an examination of its practices relating to the collection and use of data to examine any inequities based on race with respect to stops, arrests, and incidents involving the use of force.
- Section 6. Commits to listen and maintain an ongoing and open dialogue with the residents of Mission relating to systemic racism, including to hold a community-wide forum on race and policing, in order to build relationships of trust with communities of color and other minority communities in Mission.
- Section 7. Supports meaningful and transparent investigations into any alleged instances of racial profiling, police brutality, or excessive use of force, and affirms that officers should be held accountable for any misconduct.
- Section 8. Encourages the Mission Police Department to participate in the Johnson County NAACP's planned virtual meetings relating to the examination of departmental policies.
- Section 9. Supports the Mission Police Department in its ongoing efforts to build a more diverse police force.
- Section 10. Supports the Mission Police Department in its ongoing commitment to recruit, support and train officers in alignment with the Department's pledged values of respect, integrity, and professionalism.
- Section 11. Desires to partner with the Mission Police Department to further cultivate and support a departmental culture of peer accountability and to continue the ongoing work of ensuring fair and impartial policing policies by all of its officers across all of its operations.

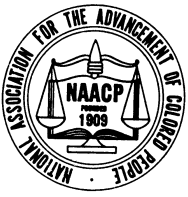
PASSED AND APPROVED BY THE CITY COUNCIL this 17th day of June 2020.

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

Ronald E. Appletoft, Mayor

ATTEST:

Audrey M. McClanahan, City Clerk



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ACT-SO

Community Coordination

Education

Finance

Freedom Fund

Health

Legal Redress

Membership

Political Action

Press & Publicity

Religious Affairs

Volunteer Coordinator

Website

Youth Work

June 5, 2020

Call to Action for Our Local Law Enforcement Agencies

The Johnson County NAACP takes pride in the positive partnership we have with our local Johnson County law enforcement agencies. We must work together towards a better future for Johnson County's residents and future generations. The conversation between law enforcement and the JCNAACP must be continuous. The below action steps are not the only issues we would like to address regarding police brutality and racism; however, the discussion must begin somewhere.

We ask that each law enforcement agency commit to the following:

1. Public statement regarding the unjust death of George Floyd.
2. Public statement addressing how your agency combats police misconduct within your agency and the type of discipline received.
3. Joint panel discussion with the community to address any concerns and questions hosted by the Johnson County NAACP.
4. Develop and make public your Use of Force Continuum with clear rules of the escalation steps.
5. Ban the use of knee holds and choke holds as acceptable Use of Force Continuums.
6. Implement a local citizen's review board for all complaints against law enforcement officers and all complaints are maintained in the officer's file throughout their career, even if switching agencies.
7. Implement a statewide review board against officers that use deadly force.
8. Require in-person implicit bias training for every employee to be conducted at least yearly.

The Johnson County NAACP pledges to do our part and will also accept any requests from our law enforcement agencies and community to continue to the fight for social justice and equality for all. Please email us for further questions and concerns.

Moving forward together for justice and equality,

Fred Jones, Sr.

JCNAACP Branch President

Cc: JCNAACP Executive Committee and Press & Publicity Committee

The NAACP making a difference in our community