

# UTAH LEAGUE OF CITIES & TOWNS BOARD OF DIRECTORS MEETING

LOCATION: VIA ZOOM

MONDAY, SEPTEMBER 14, 2020 @ 12:00 PM

(TIMES ARE APPROXIMATE)

1. **Welcome and Introductions – Council Member Mike Mendenhall, ULCT President** 12:00 PM
2. **Review & Approval of Minutes – Council Member Mike Mendenhall, ULCT President** 12:03 PM
  - ACTION: Review & Approval of Minutes
  - HANDOUT: [August 17, 2020 DRAFT Minutes](#)
3. **Conflict of Interest Disclosure – Council Member Mike Mendenhall, ULCT President** 12:05 PM
  - ACTION: Disclosure of any potential conflict of interest with agenda items
  - HANDOUT: None
4. **Executive Director Report – Cameron Diehl, Executive Director** 12:07 PM
  - COVID-19 Update (Utah Leads Together 5.0)
  - Annual Convention 2020: “Respond, Recover, Reimagine” and Gubernatorial debate (RSVPs)
  - Nominations process, timing, and elections
  - ACTION: Ratify Nominations Committee, Credentials Committee
  - HANDOUTS: [Nominees for 2020-2021 Board of Directors](#)  
[Nominations Committee Membership](#)  
[Credentials Committee Membership](#)
  - [\\*Strategic Goals: Training Goal #2, Communication Goal #1](#)*
5. **ULCT FY 2021 Dues Collection – Nick Jarvis, Chief Operating Officer** 12:17 PM
  - ACTION: For information and discussion
  - HANDOUT: [Unpaid FY 2021 Dues as of September 9, 2020](#)
  - [\\*Strategic Goals: Membership Engagement Goal #2](#)*
6. **FY 2020 Priorities in Review & FY 2021 Looking Forward** 12:20 PM
  - a) 2019-2020 Statewide Contacts – Abby Bolic, Operations & Membership Coordinator (5 min)
  - b) ULCT Media Report – Susan Wood, Director of Communications (5 min)
  - c) ULCT Policy Research – Wayne Bradshaw, Director of Policy (5 min)
  - d) Partners report, Meg Ryan & Cameron Diehl (3 min)
  - ACTION: For information & feedback
  - HANDOUTS: [2019-2020 Statewide Contact Report](#)  
[ULCT Media Report](#)  
[ULCT Policy Research](#)  
[ULCT Partner Report](#)
  - [\\*Strategic Goals: Training Goal #1, Membership Engagement Goals #1 & #2, Communication Goals #1 & #2,](#)*
7. **Advocacy, Engagement, & Outreach Update – Victoria Ashby, Director of Government Relations;  
Wayne Bradshaw, Director of Policy; & Cameron Diehl, Executive Director** 12:40 PM
  - CARES Act (tranches), potential federal action (10 min)
  - Water Conservation Working Group (10 min)
  - Gravel Pits (10 min)
  - Metro townships (3 min)
  - ACTION: CARES Act guidance
  - HANDOUTS: [Gravel Pits Primer](#)  
[Metro Townships](#)
  - [\\*Strategic Goals: Advocacy Goal #1, Advocacy Goal #2](#)*

8. ULCT Board & Commission Reports & Appointments – Abby Bolic, Operations & Membership Coordinator 1:13 PM

- Utah Land Use and Eminent Domain Advisory Board
- UCAIR

ACTION: Appointments to Utah Land Use and Eminent Domain Advisory Board & UCAIR

HANDOUT: [ULCT Boards & Commissions Memo](#)

*[\\*Strategic Goals: Membership Goal #1](#)*

9. Love, Listen, Lead (LLL) on Community Trust in Police – Cameron Diehl, Executive Director & Invited guests: LLL Task Force Members, Commissioner of Public Safety Jess Anderson, & DPS Chief Brian Redd 1:15 PM

- DPS plan, outreach to date, and priorities
- NLC glossary
- LLL matrix of potential policy changes

ACTIONS: For information & discussion

HANDOUTS: [DPS Report to Governor](#)

[Community Listening Tour for Legislators on Police Transcript \(Aug. 2020\)](#)

[NLC Equity Glossary](#)

10. Other Business

11. Adjourn 2:00 PM

**Next Meeting: Monday, October 19, 2020 – First meeting of the 2020-2021 Board of Directors**

UTAH LEAGUE OF CITIES & TOWNS  
BOARD OF DIRECTORS MEETING MINUTES

LOCATION: VIA ZOOM  
MONDAY, AUGUST 17, 2020 @ 12:00 PM

IN ATTENDANCE:

EXECUTIVE BOARD

Council Member Mike Mendenhall, President,  
Spanish Fork  
Mayor Mike Caldwell, 1st Vice President, Ogden City  
Mayor Jon Pike, Past President, St. George  
Mayor Dawn Ramsey, 2nd Vice President, South Jordan  
Gary Hill, UCMA & Bountiful

BOARD OF DIRECTORS

Council Member Jewel Allen, Grantsville  
Mayor Andy Beerman, Park City  
Council Member Don Christensen, West Valley  
Mayor John Christensen, Mayfield Town  
Mayor Julie Fullmer, Vineyard  
Mayor Michelle Kaufusi, Provo  
Council Member Tasha Lowery, Draper  
Mayor Erin Mendenhall, Salt Lake City  
Mayor Emily Niehaus, Moab  
Mayor Jeff Silvestrini, Millcreek  
Mayor Jim Talbot, Farmington  
Mayor Maile Wilson Edwards, Cedar City  
Council Member Dustin White  
Council Member Marcia White  
Mayor Jeff Young, Richmond

EX OFFICIO MEMBERS

Mayor Len Arave, North Salt Lake, ULCT Treasurer  
Annette Spendlove, UMCA & North Ogden  
David Church, ULCT General Counsel

ULCT STAFF

Cameron Diehl, Executive Director  
Nick Jarvis, Chief Operating Officer  
Victoria Ashby, Director of Government Relations  
Abby Bolic, Operations & Membership Coordinator  
Wayne Bradshaw, Director of Policy  
Karson Eilers, Legislative Research Analyst  
Katie Harley, Event & Strategic Partnership Coordinator  
John Hiskey, Senior Policy Advisor  
John Park, Senior Training Consultant  
Meg Ryan, Senior Land Use Manager  
Roger Tew, Senior Policy Advisor  
Susan Wood, Director of Communication

EXCUSED

Mayor Jeff Young, Richmond

Welcome and Introductions – Mayor Mike Caldwell, ULCT 1<sup>st</sup> Vice President

- [LINK: Substance of matters proposed, discussed, or decided](#)

Review & Approval of Minutes – Mayor Mike Caldwell, ULCT 1<sup>st</sup> Vice President

- [LINK: Substance of matters proposed, discussed, or decided](#)

MOTION: Mayor Julie Fullmer  
Approve Draft Minutes from June 15, 2020 Meeting  
SECOND: Mayor Jon Pike  
VOTE: Unanimous Approval

Conflict of Interest Disclosure – Mayor Mike Caldwell, ULCT 1<sup>st</sup> Vice President

- None

ULCT Staffing Update: General Counsel and Land Use Legal Consultant – Cameron Diehl, Executive Director

- [LINK: Substance of matters proposed, discussed, or decided](#)

Love, Listen, Lead – Council Member Mike Mendenhall, ULCT President, Cameron Diehl, Executive Director,  
& Kyrene Gibb, Partner and Vice President of Research, Y2 Analytics

- [LINK: Substance of matters proposed, discussed, or decided](#)

COVID-19: Response & Update – Cameron Diehl, Executive Director

- [LINK: Substance of matters proposed, discussed, or decided](#)

MOTION: Mayor Jim Talbot  
No support of changes to CARES Act 2<sup>nd</sup> tranche, but open to looking at the 3<sup>rd</sup>  
SECOND: Mayor Emily Niehaus  
VOTE: Unanimous Approval

Advocacy, Engagement, & Outreach Update – Victoria Ashby, Director of Government Relations  
& Cameron Diehl, Executive Director

- [LINK: Substance of matters proposed, discussed, or decided](#)

MOTION: Mayor Andy Beerman  
Support repeal of HB 359, neutral on incorporation energy tax rules  
SECOND: Council Member Jewel Allen  
VOTE: Unanimous Approval

MOTION: Gary Hill, UCMA  
Support effort getting non land use referendum on ballots as quickly as possible  
SECOND: Council Member Jewel Allen  
VOTE: Unanimous Approval

MOTION: Mayor John Pike  
Adopt updated legislative priorities tiers  
SECOND: Mayor Emily Niehaus  
VOTE: Unanimous Approval

Review and Approval of June & July Check Registers – Nick Jarvis, Chief Operating Officer

- [LINK: Substance of matters proposed, discussed, or decided](#)

MOTION: Council Member Dustin White  
Approve June & July check registers  
SECOND: Mayor Jim Talbot  
VOTE: Unanimous Approval

FY 2020 Year-End Financial Report (July 2019 – June 2020) – Nick Jarvis, Chief Operating Officer

- [LINK: Substance of matters proposed, discussed, or decided](#)

MOTION: Mayor Jim Talbot  
Approve FY 2020 unaudited year-end financial report  
SECOND: Council Member Tasha Lowery  
VOTE: Unanimous Approval

Brent & Jennie Taylor Service Award

- [LINK: Substance of matters proposed, discussed, or decided](#)

MOTION: Mayor Jeff Silvestrini  
Select recipient of Brent & Jennie Taylor Service Award  
SECOND: Mayor Erin Mendenhall  
VOTE: Unanimous Approval

ULCT Board & Commission Reports & Appointments – Abby Bolic, Operations & Membership Coordinator

- [LINK: Substance of matters proposed, discussed, or decided](#)

MOTION: Mayor Jeff Silvestrini  
Approve LPC roster  
SECOND: Mayor Emily Niehaus  
VOTE: Unanimous Approval

2020-2021 ULCT Board of Directors Vacancies & Nominations – Nick Jarvis, Chief Operating Officer

- [LINK: Substance of matters proposed, discussed, or decided](#)

Other Business

Adjourn

- [LINK: Substance of matters proposed, discussed, or decided](#)

MOTION: Council Member Jewell Allen  
Adjourn  
SECOND: Mayor Jon Pike  
VOTE: Unanimous Approval



TO: ULCT Board of Directors  
 FROM: Nick Jarvis, Chief Operating officer  
 DATE: September 10, 2020  
 SUBJECT: 2020-2021 ULCT Board of Directors Nominees

## 2020-2021 ULCT Board of Directors Nominees

Nomination for:	Name of Nominee	Position	City/Town	Area
Second Vice President (4 Years)	Dirk Burton	Mayor	West Jordan	3
Second Vice President (4 Years)	Michelle Kaufusi	Mayor	Provo	4
Second Vice President (4 Years)	Clint Smith	Council Member	Herriman	3

Nomination for:	Name of Nominee	Position	City/Town	Area
Board of Directors (2 years)	Kristina Eck	Council Member	Providence	1
Board of Directors (2 years)	Howard Madsen	Mayor	Sunset	2
Board of Directors (2 years)	Clint Smith	Council Member	Herriman	3
Board of Directors (2 years)	Matt Durham	Council Member	Holladay	3
Board of Directors (2 years)	Tawnee McCay	Council Member	Riverton	3
Board of Directors (2 years)	Amy Fowler	Council Member	Salt Lake City	3
Board of Directors (2 years)	Erin Mendenhall	Mayor	Salt Lake City	3
Board of Directors (2 years)	Marci Houseman	Council Member	Sandy	3
Board of Directors (2 years)	Kurt Bradburn	Mayor	Sandy	3
Board of Directors (2 years)	Dirk Burton	Mayor	West Jordan	3
Board of Directors (2 years)	Zach Jacob	Council Member	West Jordan	3
Board of Directors (2 years)	Don Christensen	Council Member	West Valley	3
Board of Directors (2 years)	Rod Mann	Mayor	Highland	4
Board of Directors (2 years)	Dr. Jessica Egbert	Council Member	Mapleton	4
Board of Directors (2 years)	Andy Beerman	Mayor	Park City	4
Board of Directors (2 years)	Shannon Ellsworth	Council Member	Provo	4
Board of Directors (2 years)	Michelle Kaufusi	Mayor	Provo	4
Board of Directors (2 years)	Kari Malkovich	Council Member	Woodland Hills	4
Board of Directors (2 years)	John Christensen	Mayor	Mayfield Town	6
Board of Directors (2 years)	Maile Wilson-Edwards	Mayor	Cedar City	7
Board of Directors (2 years)	Michele Randall	Council Member	St. George	7
Board of Directors (2 years)	Kurt Ivie	Council Member	Washington	7
Board of Directors (2 years)	Emily S. Niehaus	Mayor	Moab	8
Board of Directors (2 years)	N. Layne Miller	Council Member	Price	8



**TO:** ULCT Board of Directors  
**FROM:** Nick Jarvis, Chief Operating Officer  
**DATE:** September 10, 2020  
**SUBJECT:** 2020 ULCT Board Nominations Committee

**Background:**

Section II of ULCT Bylaws:

1. The Nominations Committee shall be comprised of 11 members and a chairperson. The membership of the Nominations Committee, all of whom shall be elected officials from cities or towns in good standing or the immediate past president of the League, shall be appointed with consideration for geographic representation and further consideration for distribution on the basis of population among the member cities and towns.
2. No person selected to serve on the Nominations Committee shall be a candidate for the position of Second Vice President nor be a candidate for election to a position on the Board of Directors of the Utah League of Cities and Towns. The President of the Utah League of Cities and Towns shall appoint the committee members with approval of the Executive Committee.
3. The Chairperson of the Nominations Committee shall be the Second Vice President of the Utah League of Cities and Towns. The Chairperson of the Nominations Committee is a nonvoting member except in cases of a tie.
4. Elected officials chosen to serve on the Nominations Committee shall be selected from a list of persons prepared for the League President by the Executive Director. It shall be prepared from names of persons recommended to serve on the committee by a member of a governing body of a member city or town in good standing, a member of the Board of Directors and Officers, or recommendations of the Utah League of Cities and Towns' staff. These names shall be submitted to the League's office prior to the closing date set by the Executive Director.
5. The appointment of persons to serve on the Nominations Committee shall be made in August.
6. To encourage widespread interest in participating on the Nominations Committee and in the nomination of persons to serve on the Board of Directors of the Utah League of Cities and Towns or as Second Vice President, the Executive Director shall communicate by the end of June with each city or town in good standing for the purpose of announcing the formation of the Nominations Committee and requesting that they submit nominations for membership on the committee to the League's offices by the deadline.
7. The Nominations Committee shall meet in an appropriate place, or remotely, no later than noon of the day of the opening of the League's Annual Convention for the purpose of final consideration of the nominations to be placed before the League's membership during the Business Session.

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## 2020 ULCT Board Nominations Committee

Name	Position	City/Town	Area
Dawn Ramsey, Chair	Mayor, ULCT 2nd VP	South Jordan	3
Jewel Allen	Council Member	Grantsville	3
Margie Anderson	Council Member	Ephraim	6
Dean Baker	Mayor	Naples	5
Kent Bush	Council Member	Clearfield	2
Julie Fullmer	Mayor	Vineyard	4
Tasha Lowery	Council Member	Draper	3
Jon Pike	Mayor, ULCT Past Pres.	St. George	7
Jim Talbot	Mayor	Farmington	2
Bev Uipi	Council Member	Millcreek	3
Dustin White	Council Member	Roosevelt	5
Marcia White	Council Member	Ogden	2
Jeff Young	Mayor	Richmond	1

### Proposed action:

Approve membership of 2020 ULCT Board Nominations Committee.

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TO: ULCT Board of Directors  
 FROM: Nick Jarvis, Chief Operating Officer  
 DATE: September 10, 2020  
 SUBJECT: 2020 ULCT Credentials Committee

**Background:**

Section III of ULCT Bylaws:

1. The Credentials Committee shall be comprised of five persons selected by the President with concurrence of the other members of the Executive Board and may include ULCT staff members.
2. The chairman of the Credentials Committee shall be appointed by the President.
3. The duties of the Credentials Committee shall include the development of a list of voting delegates and the alternate voting delegates as provided by the member municipalities registering for participation in the League’s Annual convention, certification of the delegates to the convention who are serving as voting or alternate voting delegates, maintenance of records relating to the nomination and certification of voting cards to the certified voting delegates, maintenance and operation of the Credentials Desk at the registration site during the League’s Annual Convention and certifying to the chairman of the Business Session the ability of a person to act in the capacity of voting delegate, should that right be questioned for whatever the reason.
4. The Credentials Committee shall also certify to the chairman of the Business Session the total number of delegates to the Convention.

**2020 ULCT Credentials Committee Membership**

Name	Position	City/Town/Org.
Mayor Jon Pike, Chair	ULCT Immediate Past President	St. George
Karson Eilers, Staff Lead	Legislative Research Analyst	ULCT Staff
Nick Jarvis	Chief Operating Officer	ULCT Staff
Wayne Bradshaw	Director of Policy	ULCT Staff
Victoria Ashby	Director of Government Relations	ULCT Staff

**Proposed action:**

Approve membership of 2020 ULCT Credentials Committee



TO: ULCT Board of Directors  
FROM: Nick Jarvis, Chief Operating officer  
DATE: September 10, 2020  
SUBJECT: Unpaid FY 2021 Membership Dues as of 9/9/2020

The following cities and towns have yet to pay their 2020-2021 membership dues as of September 9, 2020:

- |                 |                |                  |
|-----------------|----------------|------------------|
| Amalga          | Hildale        | Santa Clara      |
| Bluffdale       | Hurricane      | Scofield         |
| Brighton        | Logan          | South Ogden      |
| Cedar Highlands | Orem           | South Weber      |
| Centerville     | Park City      | Stockton         |
| Clawson         | Payson         | Trenton          |
| Eagle Mountain  | Providence     | West Point       |
| East Carbon     | Provo          | West Valley City |
| Enterprise      | Salt Lake City | Woodland Hills   |
| Fielding        | Sandy          |                  |

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# ULCT Membership Engagement Report

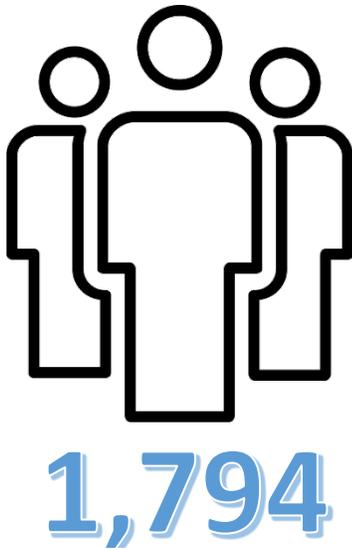
## Events



### 5 EVENTS

- Elected Officials Essentials
- Local Officials Day
- Land Use 101-(August 24, November 2)
- Annual (including Pre-Conference Training)

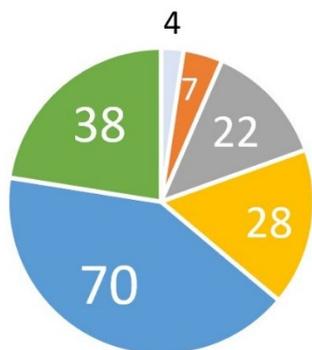
### ATTENDANCE:



- Elected Officials Essentials: **272**
- Local Officials Day: **809**
  - Students: **504**
  - Delegates: **305**
- Land Use 101: **99**
  - August 24: **8**
  - November 2: **91**
- Annual: **614**

\*\*Midyear loss ~470

## Population



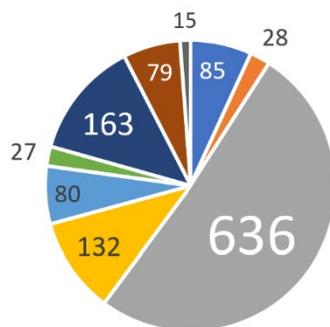
■ 1st Class 
 ■ 2nd Class 
 ■ 3rd Class  
■ 4th Class 
 ■ 5th Class 
 ■ Town

## ATTENDEE BREAKDOWN:

### POPULATION

- 1<sup>st</sup> Class (100,000+): **4**
- 2<sup>nd</sup> Class (65,000-99,999): **7**
- 3<sup>rd</sup> Class (30,000-64,999): **22**
- 4<sup>th</sup> Class(10,000-29,999): **28**
- 5<sup>th</sup> Class (1,000-9,999):**70**
- Town (<1000): **38**

### JOB TITLE



■ Administration 
 ■ City Attorney 
 ■ City Council  
■ City Manager 
 ■ City Recorder 
 ■ Community Development  
■ Mayor 
 ■ MISC 
 ■ Planning

- Administration: **85**
  - City Attorney: **28**
  - City Council: **636**
  - City Manager: **132**
  - City Recorder: **80**
- Community Development: **27**
  - Mayor: **163**
  - MISC: **79**
  - Planning: **15**

# ULCT Membership Engagement Report

## Zoom Meetings

March 2020-Present



### 30 EVENTS



- Town Hall for Local Leaders
- Briefings with Lieut. Governor Cox, Governor Herbert, and Senator Romney
- Economic and Fiscal Impact
- Federal: CARES Act
- Land Use 101
- Community Impact: Re-Opening Facilities, Live Events, Tourism
- Love, Listen & Lead

### ATTENDANCE (average):

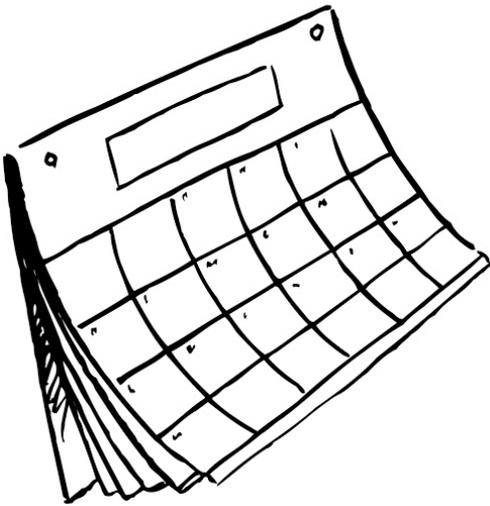
- Town Hall: 185

- LG and Local Leaders: **187**

## CALENDAR OF EVENTS

\*specific attendance numbers for each webinar May-July

### MARCH



- 18<sup>th</sup>- COVID-19 Local Government Briefing Call with Senator Mitt Romney
- 24<sup>th</sup> - COVID 19 Local Government Briefing with Governor Gary Herbert and LG Spencer Cox
- 25<sup>th</sup> - Senator Romney COVID-19 Briefing Call with Local Governments
- 27<sup>th</sup> - Stay Home, Stay Safe Briefing for Local Governments
- 31<sup>st</sup> - Weekly Local Government COVID-19 Briefing with LG Spencer Cox

### APRIL

- 7<sup>th</sup>- Local Government COVID-19 Briefing with LG Spencer Cox
- 13<sup>th</sup>- ULCT COVID-19 Town Hall - Economic Outlook and Budgeting
- 14<sup>th</sup>-- APA & ULCT 2020 Land Use Legislative Update
- 20<sup>th</sup>- Local Government Town Hall

- 21<sup>st</sup>- Local Government Town Hall Briefing with Lt. Governor Spencer Cox
- 23<sup>rd</sup>- Local Government Electronic Meetings Training
- 27<sup>th</sup>- Local Government Economic Impact Town Hall
- 28<sup>th</sup>- Local Government Town Hall with Lt. Governor Spencer Cox

## MAY

- 1<sup>st</sup>- Town Hall: City Hall During Stabilization-What You Need to Know: **274**
- 4<sup>th</sup>- Town Hall: Federal Focus: **183**
- 5<sup>th</sup>- LG & Local Leaders: COVID 19 Update: **202**
- 12<sup>th</sup>- LG & Local Leaders: COVID 19 Update: **233**
- 14<sup>th</sup>-ULCT Town Hall: Live Community Events and Making the Transition to Yellow: **217**
- 18<sup>th</sup>-ULCT Town Hall: Economic Indicators and Tourism Impact: **202**
- 19<sup>th</sup> LG & Local Leaders: COVID-19 Update: **192**
- 28<sup>th</sup>-ULCT Town Hall: Re-Opening City Facilities- Timing is Everything: **102**

## JUNE

- 1<sup>st</sup>- ULCT Town Hall: CARES Act Funding from the State and Counties: **198**
- 4<sup>th</sup>- Land Use 101 Powers & Duties: **99**
- 9<sup>th</sup> -COVID-19 Impacts on State Budget and Briefing w/ Lt. Governor: **121**

- 11<sup>th</sup> - Land Use 101- General Plans & Zoning: **94**
- 15<sup>th</sup> -COVID Economic Impact- Town Hall for Local Leaders :**142**
- 18<sup>th</sup> -Kickstarting the Economy by rethinking public spaces :**96**
- 25<sup>th</sup> -Lunch With the League: **63**

## July

- 13<sup>th</sup> -ULCT Town Hall: COVID-19 Economic Impact: **152**
- 27<sup>th</sup> -ULCT Town Hall for Local Leaders: COVID-19 Economic Impact: **159**



# Email Outreach

- **292 total emails** sent in 2020, 146 of which were sent membership-wide. **404,542 total email opens.**
- **92+** emails primarily regarding COVID\* resulting in 239,475 email opens

	March	April	May	June	July
<b>2018</b>	29.30%	28.04%	29.61%	28.44%	30.38%
<b>2019</b>	31.50%	30.70%	28.40%	25.70%	25.97%
<b>2020</b>	35.25%	30.71%	28.61%	28.77%	27.00%



\*Excludes reminder emails with duplicate information

UTAH LEAGUE OF CITIES AND TOWNS

Draper, Woodland Hills, Farr West, West Valley City, Clawson, Lyman, Naples, Big Castle Valley, Rockville, Vineyard, West Haven, Eagle Mountain, Taylorsville, Rocky Ridge, Saratoga Springs, Salt Lake City, Manti, Ogden, Parowan, Provo, Lehi, American Fork, Payson, Springville, Tooele, Alpine, Pleasant Grove, Spanish Fork, St. George, Logan, Merion, Wellsville, Beaver, Brigham City, Coalville, Fillmore, Grantsville, Millville, Cedar City, Kaysville, Morgan, Mt. Pleasant, Richmond, Smithfield, Corinne, Hyrum, Mendon, Spring City, Washington, Willard, Fairview, Richfield, Kanab, Mayfield, Toquerville, Park City, Bear River City, Heber, Nephi, Midway, Salina, Bountiful, Elsinore, Eureka, Farmington, Hyde Park, Scofield, Sandy, Glenwood, Redmond, Vernal, Charleston, Minersville, Pan Ferron, Joseph, Newton, Scipio, Clarkston, Emery, Mapleton, Stockton, Moab, Escalante, Kanosh, Milford, Murray, Randolph, Tropic, Levan, Paradise, Wellington, Hinckley, Cannonville, Meadow, Midvale, Wales, Annabella, Fountain Green, Goshen, Monticello, Green River, Honeyville, Kamas, Kooshaream, Mantua, Perry, Price, Hurricane, Enterprise, Junction, Marysville, Aurora, Garland, Centerville, Helper, Roosevelt, Santa Tabiona, Blanding, Cleveland, Paragonah, Duchesne, Oak City, Wallsburg, Tremonton, Orem, Trenton, Castle Dale, Huntington, Layton, Orangeville, Salem, Circleville, Lewis Monroe, Clearfield, Halden, Portage, Huntsville, Lindon, Mona, Kingston, La Verkin, Providence, Virgin, Santaquin, Elwood, Kanarrville, Oakley, Plymouth, Snowville, West Antimony, Garden City, Haach, Henrieville, North Logan, North Ogden, River Heights, Valley, Sterling, Torrey, Alton, Cannonville, Elmo, Genola, Glendale, Ivins, New Harmony, Nibley, Orderville, Sigurd, South Jordan, Sunset, Syracuse, West Point, Woods Cross, Lees Summit, South Ogden, Cornish, Roy, Umatilla, Amalga, Bicknell, Henefer, South Salt Lake, Weber, Deweyville, Francis, Fruit Heights, Howell, West Jordan, Plain City, Lak Lynndyl, Pleasant View, North Salt Lake, Riverdale, Riverton, Fayette, West Bountiful, Altamont, Leeds, Boulder, Manila, Washington Terrace, Springdale, Harrisville, Hildale, Fort, Enoch, Alta, Vernon, East Carbon, Brian Head, Ballard, Elk Ridge, Cedar Hills, Bluffdale, Draper, Woodland Hills, Farr West, West Valley City, Clawson, Lyman, North Big Water, Castle Valley, Rockville, Vineyard, West Haven, Eagle Mountain, Taylorsville, Rocky Ridge, Saratoga Springs, Hanksville, Herriman, Holladay, Marriott-Slaterville, Apple Valley, Fairfield, Central Valley, Cottonwood Heights, Daniel, Bryce Canyon City, Hideout, Independence, Dutch John, Interlaken, Millcreek, Copperton, Emigration Canyon, Kearns, Magna, White City, Salt Lake City, Manti, Ogden, Parowan, Provo, Lehi, American Fork, Payson, Springville, Tooele, Alpine, Pleasant Grove, Spanish Fork, St. George, Logan, Merion, Wellsville, Beaver, Brigham City, Coalville, Fillmore, Grantsville, Millville, Cedar City, Ephraim, Kaysville, Morgan, Mt. Pleasant, Richmond, Smithfield, Corinne, Hyrum, Mendon, Spring City, Washington, Willard, Fairview, Richfield, Kanab, Mayfield, Toquerville, Park City, Bear River City, Heber, Nephi, Midway, Salina, Bountiful, Elsinore, Eureka, Farmington, Hyde Park, Scofield, Sandy, Glenwood, Redmond, Vernal, Charleston, Minersville, Pan Ferron, Joseph, Newton, Scipio, Clarkston, Emery, Mapleton, Stockton, Moab, Escalante, Kanosh, Milford, Murray, Randolph, Tropic, Levan, Paradise, Wellington, Hinckley, Cannonville, Meadow, Midvale, Wales, Annabella, Fountain Green, Goshen, Monticello, Green River, Honeyville, Kamas, Kooshaream, Mantua, Perry, Price, Hurricane, Myton, Enterprise, Junction, Marysville, Aurora, Garland, Centerville, Helper, Roosevelt, Clara, Tabiona, Blanding, Cleveland, Paragonah, Duchesne, Oak City, Wallsburg, Tremonton, Lees Summit, South Ogden, Cornish, Roy, Umatilla, Amalga, Bicknell, Cannonville, South

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# UTAH LEAGUE OF CITIES AND TOWNS

# Social Media Outreach

## Facebook

- **233 total posts** in 2020, resulting in a total of **77,462** post views
- **175 posts** post-COVID

## Twitter

- **139 total tweets** in 2020 resulting in **102,947** views.
- **95 tweets** post-COVID



**Utah League of Cities and Towns**  
Published by Susan Wood [?] · May 14 ·

Gov. Herbert announced Utah will move to yellow on Saturday except for the following:  
Grand County  
Summit County  
Wasatch County  
Salt Lake City  
West Valley City  
#UtahLeadsTogether #CitiesWork

 **Get More Likes, Comments and Shares**  
When you boost this post, you'll show it to more people.

**5,136** People Reached      **886** Engagements      **Boost Post**

 Casey Anderson, Judi Masson Pickell and 13 others      1 Comment      24 Shares

 Like       Comment       Share      





Kaysville, Morgan, Mt. Pleasant, Richmond, Smithfield, Corinne, Hyrum, Mendon, S  
City, Washington, Willard, Fairview, Richfield, Kanab, Mayfield, Toquerville, Park C  
Bear River City, Heber, Nephi, Midway, Salina, Bountiful, Elsinore, Eureka, Farmingto  
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Salem, Circleville, Lewis  
a, Kingston, La Verkin,  
Elwood, Kanarraville, Oakley, Plymouth, Snowville, Wo  
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Washington Terrace, Springdale, Harrisville, Hilda  
Fort, Enoch, Alton, Vernon, East Carbon, Brian Head, Ballard, Elk Ridge, Cedar Hills,  
Bluffdale, Draper, Woodland Hills, Farr West, West Valley City, Clawson, Lyman, N  
Big Water, Castle Valley, Rockville, Vineyard, West Haven, Eagle Mountain, Taylorsvi  
Rocky Ridge, Saratoga Springs, Hanksville, Herriman, Holladay, Marriott-Slaterville,  
Hatch, Fairdale, Central Valley, Cottonwood Heights, Daniel, Bryce Canyon City

Utah League  
of Cities  
and Towns

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Fort, Enoch, Alton, Vernon, East Carbon, Brian Head, Ballard, Elk Ridge, Cedar Hills,  
Bluffdale, Draper, Woodland Hills, Farr West, West Valley City, Clawson, Lyman, N

# #CitiesWork Podcast

- Average length- 25-30 minutes, Episodes 2x month
- Average plays per week: 38
- Number of episodes over 12 months: 21

## Recent episode topics/plays

- Census Info/77
- Community Planning w COVID Impact/38
- Teleworking and Air Quality/ 42
- Innovative Summer Fun/62
- Rep. McAdams-Inside COVID Negotiations/80

Draper, Woodland Hills, Farr West, West Valley City, Clawson, Lyman, Naples, Big  
Castle Valley, Rockville, Vineyard, West Haven, Eagle Mountain, Taylorsville, Rocky  
Saratoga Springs, Salt Lake City, Manti, Ogden, Parowan, Provo, Lehi, American Fork  
Payson, Springville, Tooele, Alpine, Pleasant Grove, Spanish Fork, St. George, Logan, L  
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Leamington, South Ogden, Cornish, Roy, Uintah, Amalga, Bicknell, Cannonville, Sout

# UTAH CITIES AND TOWNS

# Traditional Media

## July-August

Total Media Mentions- 37 clips

Total local audience- Television: 14,604

\$4,120 publicity value

Total online and print audience: 3,105,263

\$30,636 publicity value

Total Social Followers:

2,906

\*Critical Mention data, August 11,2020



Draper, Woodland Hills, Farr West, West Valley City, Clawson, Lyman, Naples, Big  
Castle Valley, Rockville, Vineyard, West Haven, Eagle Mountain, Taylorsville, Rocky R  
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Apple Valley, Fairfield, Central Valley, Cottonwood Heights, Daniel, Bryce Canyon City  
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# UTAH

# LEAGUE OF CITIES AND TOWNS

# Traditional Media

**August 11, 2019- August 11, 2020**

**Total Media Mentions- 127**

\*Google Alerts tracking of Utah print news stories, text versions of television and radio news stories

Includes (but not limited to):

- SL Tribune
- Deseret News
- KUTV
- KUER
- KSL-TV
- KSL Radio
- KSL.com
- Utah Policy
- East Idaho News
- St. George Spectrum
- St. George News
- Moab Times Independent
- Moab Sun News
- Sanpete Messenger



# ULCT UTAH LEAGUE OF CITIES AND TOWNS

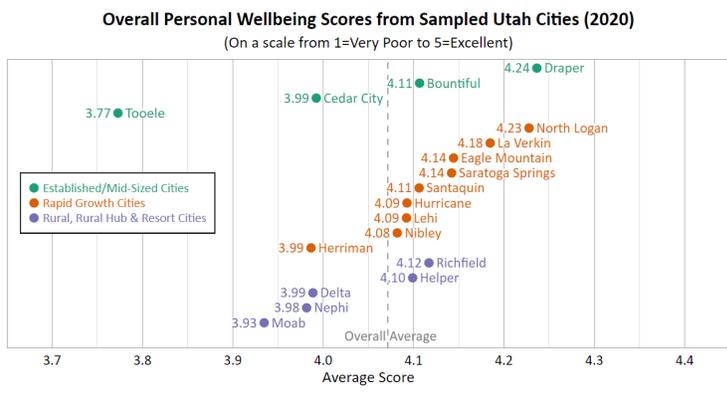
The fiscal year 2019-2020 for the ULCT policy team was like no other year. The team saw continued conversations on housing policy, water conservation, rural economic development, and public safety retirement. Also, new and significant topics took center stage beginning with tax reform and ending the fiscal year with COVID19.

**6.25.19**  
**REPORT:**  
**Municipal Funding**  
**101**



ULCT Tax Reform Report

The ULCT team expertly navigated the many policy challenges by encompassing a diverse number of strategies and efforts. ULCT contracted and partnered with outside entities, including Y2 Analytics, the Utah Foundation, Utah State, and Econowest, to list a few. The policy team also looked to the membership for feedback through the Legislative Policy Committee, the ULCT Board, caucus discussions, and member surveys. These efforts resulted in robust information gathering and practical educational efforts.



USU Wellbeing Survey Results

As a result of these efforts, ULCT staff positively impacted its efforts throughout the fiscal year. ULCT staff and members were able to engage with the Tax Task Force effectively.

In the final tax reform legislation, no local rates were impacted by the proposed tax policy changes. In water conservation,

ULCT staff was able to present and explain efforts in water conservation to the public and legislatures. No significant water conservation mandates passed in the 2020 general legislative session. ULCT also continued its efforts to defend cities and towns to comply with SB 34 and do their part in affordable housing efforts. One final highlight, the ULCT team, was able to shift quickly from the general 2020 legislative session to assist cities and towns with COVID19. Through surveys and contract work, ULCT has provided best practices, answered multiple questions, provided town hall meetings, presented sales tax estimates and negotiated the sharing of CARES funding from the State and Salt Lake and Utah Counties.



**TO:** ULCT Board of Directors

**FROM:** Cameron Diehl, Executive Director & Meg Ryan, Senior Land Use Manager

**DATE:** August 12, 2020

**SUBJECT:** ULCT Partners Progress Report

A goal of the League has been to work with partner groups to enhance the resources available to our members. With a full-time staff of only nine people and a diverse membership of 249 cities and towns, we are constantly looking for ways to broaden our reach. We have focused on building partnerships with experts in their fields so that we can expand our reach without duplicating efforts. To that end in the past year or so we have done the following:

#### **UNIVERSITIES**

USU Research Landscapes and USU extension –Our goal here is to get the great research they are conducting into the hands of the practitioners. We are working with USU on outreach for a wellbeing survey and disseminating the results to our communities to use. We are also working with the extension program to develop an online land use class and to assist our rural resort areas in the Gateway & Natural Amenity Region (GNAR) Initiative program they are spearheading. ULCT currently partners with USU extension for Elected Officials Essentials and the Land Use Academy of Utah to broadcast trainings to ULCT members across Utah. We are formulating a broader partnership around their Research Landscapes project.

University of Utah and Kem C. Gardner Policy Institute – Our goal is to bring a city-focused perspective to the Gardner’s research efforts and offer an audience of city leaders for Gardner economic research and data. This year, ULCT staff has partnered with Gardner on economic data and projections, Utah Leads Together on COVID-19 response, homelessness governance modernizations, air quality roadmap, and housing data. Gardner staff are regular guests on the ULCT Economic Impact of COVID-19 Town Halls. We also bring students to the real world of government through internships and are utilizing professors in the area of dispute resolution. ULCT has a seat on the Gardner Policy Institute Advisory Board.

#### **ASSOCIATIONS OF GOVERNMENTS/PROFESSIONAL ASSOCIATIONS**

Wasatch Front Regional Council: Our goal here is to message the same tenets on growth planning and to let our members know of the great technical resources available to them through WFRC. We partnered with them on SB34 compliance and data compilation over the last year. We also partnered with them at 2019 Annual Convention which in turn brought in their partners UTA, UDOT and UCAIR. We are again working with them on the programming for our 2020 Annual Convention and related resources. We also work closely with them on legislative issues. ULCT has a seat on the regional council.

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Other Metropolitan Planning Organizations/Associations of Governments: ULCT staff is trying to build relationships with other MPOs and AOGs. We have attended policy meetings to provide legislative briefings and know all of the directors.

Utah American Planning Association, Utah Chapter –Our goal here is to reach out to staff planners and also to let our member know of the planning resources and conferences they offer. We have held numerous joint webinars with them on land use topics and they will be a partner at the 2020 Annual Convention. ULCT staff is in leadership in the APA-Utah Chapter.

Utah City Management Association, Utah Chiefs of Police Association, Utah Municipal Attorneys Association, Utah Government Finance Association, Utah Municipal Clerks Association, Utah Business License Association: Our goal is to ensure communication and cooperation with all of the professional organizations within cities. ULCT staff attempts to attend all of their conferences, communicate regularly with their elected leadership, and rely on their expertise.

## STATE OF UTAH

DWS Housing & Community Development – Our goal here is to work with the compliance agency for SB34 and the main lead agency for the Commission on Housing Affordability. We are also working with the Rural Planning Group and the rural resource collaborative to provide resources for our rural members and to coordinate with AOG circuit planners throughout the state.

## NONPROFITS

EDCUtah—Our goal is to ensure a municipal partnership in the state’s economic development plan that is consistent with the ULCT resolution that our membership endorsed at the 2019 Annual Convention. Cities play a vital role within the strategic mission of EDCUtah and ULCT has a seat on the Board of Advisors and the Board of Trustees.

Utah Land Use Institute- Our goal here is to participate with the Institute on legislative topics and land use issues at their annual conference and to partner with them on joint training efforts such as housing and training issues.

Utah Foundation – Our goal here is to ensure a city-focused perspective in their research projects. We have partnered with the Utah Foundation to research the cost of growth, municipal fees, and the potential for road usage charges. We have also provided input on reports about economic development, local land use practices, and resident priorities. ULCT has a seat on the Utah Foundation Board of Directors.

National League of Cities—Our goal is to learn from our fellow state leagues and provide value to our colleagues in other states. ULCT’s Executive Director is currently serving on the NLC Board of Directors and the steering committee for state league directors. ULCT staff has attended NLC networking workshops (both in-person and virtual) with counterparts in other states to share best practices and learn from relevant experiences.

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Envision Utah—Our goal is to ensure that municipal elected officials and staff are part of Envision Utah’s strategic discussions on planning for growth. ULCT has a seat on the Envision Utah Executive Committee.

Get Healthy Utah—Our goal here is to engage our membership in the public health space that has traditionally been an afterthought. ULCT COO, Nick Jarvis has served on the GHU Board of Directors since 2018 and since then our partnership has produced/is working on two research projects assessing municipal officials’ perspective on their role in public health, and has created the Utah Healthy Community designation program which will be announced at our Annual Convention.



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**TO:** ULCT Board of Directors  
**FROM:** Victoria Ashby, Director of Government Relations  
**DATE:** September 10, 2020  
**SUBJECT:** Gravel Pits Legislation: Issues and Current Status

### Continuing Issues

- Core issues:
  - Development has encroached on existing gravel pit operations, causing conflict between residents who experience operational dust, traffic, and noise and operators who argue they preexisted residential development and further regulation is costly.
  - New operators who want to start operations or existing operators who want to expand operations argue that public outcry unfairly burdens their permitting process while residents cite health and safety concerns.
- In 2019, parties agreed to a moratorium on new regulations on vested or new operators, pressing the pause button until there was consensus on legislation. The moratorium would be repealed in 2020 legislation, but parties have not reached an agreement and the moratorium continues.
- The legislature has generally expressed a preference to protect the property rights of operators over the property rights of individuals who bought homes near existing operations.
- The state and legislature are conscientious about critical infrastructure material costs to the state and potential cost increases if local government restricts operation hours, operation locations, or implements other regulations.
- Local officials in cities with gravel operations consistently receive complaints by neighboring residents (dust, noise, operations late at night, dangerous conditions) but don't have the tools to regulate those impacts.
- Some operators are willing to try to co-exist and be good neighbors and some are not.

### Legislation and Ongoing Negotiations

- **2019 General Session:** [HB 288 Critical Infrastructure Materials](#) (Rep. Wilde)
  - "Critical infrastructure materials" means sand, gravel, or rock aggregate.
  - The legislation stated that a critical infrastructure operator was "vested" if the operator was:

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- operating in accordance with a legal nonconforming use or permit; and
    - existed or was otherwise engaged in operations before January 1, 2019; and
    - before a municipality restricted or prohibited operations.
  - Vesting runs with the land.
  - A vested operator has right to “use, operate, construct, reconstruct, restore, maintain, repair, alter, substitute, modernize, upgrade, and replace equipment, processes, facilities, and buildings.”
  - Moratorium: prohibited further regulation of vested or future critical infrastructure material operators.
    - “A county, city, or town may not:
      - (a) adopt, enact, or amend an existing land use regulation, ordinance, or regulation that would prohibit, restrict, regulate, or otherwise limit critical infrastructure materials operations, including vested critical infrastructure materials operations as defined in Section 10-9a-901 or 17-27a-1001; or
      - (b) initiate proceedings to amend the county's, city's, or town's land use ordinances as described in Subsection 10-9a-509(1)(a)(ii) or 17-27a-508(1)(a)(ii).” [UCA 17-41-402\(6\)](#)
    - The bill did not include language to sunset the moratorium.
  - The bill created “critical infrastructure materials protection areas” in which, if adopted, a municipality is limited in regulating a critical infrastructure operator (similar to agriculture and mining protection areas).
  - The bill also amended the criminal code: critical infrastructure materials operator activities are no longer a “public nuisance” if “conducted in accordance with sound critical infrastructure materials practices.”
- **2019 Interim/2020 General Session**
    - Negotiations continued. Members of the Land Use Task Force proposed language but the operators did not reach consensus in time for the 2020 Session.
    - Moratorium continues.
  - **2020 Interim**
    - July 21—PRC proposed a new draft.
    - August 5—the Pit Crew (group of county and municipal planners and attorneys) agreed that the PRC draft was a step backward and did not provide local government enough tools to deal with residential pollution, operation expansion, regulation of new operators.
    - Moratorium continues.



NATHAN S. BRACKEN  
nbracken@SHutah.law

September 8, 2020

Cameron Diehl  
Victoria Ashby  
Utah League of Cities and Towns  
50 South 600 East, Suite 150  
Salt Lake City, Utah 84102

*Via Email [cdiehl@ulct.org](mailto:cdiehl@ulct.org) and  
[vashby@ulct.org](mailto:vashby@ulct.org)*

***Re: Metro Townships' Request for Franchise Tax Authority***

Dear Cameron and Victoria:

As you know, David Church, Paul Ashton, other representatives of the five metro townships in Salt Lake County, and I have been working with you and other representatives of the League to determine how best to recognize the metros in law and policy. On September 2, 2020, we had a call with Victoria in which we agreed to discuss this issue with the League's Board at its next meeting on September 14. Victoria asked that I prepare a summary of the issues the metros would like to discuss with the Board and what action the metros would like the Board to take. This letter is intended to provide that requested summary. We appreciate the willingness of you and the League Board to hear our concerns and to proactively develop a mutually acceptable solution.

By way of background, in 2017, the previously unincorporated communities of Copperton, Emigration Canyon, Kearns, Magna, and White City incorporated as metro townships pursuant to SB 199. At first, the metro townships were considered "quasi-municipalities" that would be somewhat but not fully independent of Salt Lake County, in part because Salt Lake County would provide some of the municipal services the metros would receive. As a result of the connection between the metros and Salt Lake County and to incentivize the metros to become fully-independent municipalities, SB 199 enacted Utah Code Ann. § 10-3c-204 to prohibit the metros from imposing municipal energy sales and use taxes and municipal telecommunication's license taxes (collectively, "**franchise taxes**" for the purposes of this letter).

Since then, the metro townships persuaded the Legislature to pass a series of bills and taken other steps that have allowed them to be fully independent of Salt Lake County. More specifically,

257 S. 200 E., SUITE 500 SALT LAKE CITY, UTAH 84111  
TELEPHONE 801-413-1600 TOLL FREE 877-825-2064 FACSIMILE 801-413-1620  
WWW.SMITHHARTVIGSEN.COM

LAND WATER LIFE

as of October 2019, the metros now contract for and pay for all of the services they receive. Salt Lake County does not pay for nor direct any of the services the metros receive. Instead, to the extent the metros receive any services from Salt Lake County, such services are provided through contracts the metros fund and direct. The metros also have authority to cancel any contracts they may have with Salt Lake County and contract with other service providers if they so desire – just like other municipalities. The attached presentation includes a more detailed summary of how the metros “cut the cord” with Salt Lake County.

As a result, the metros now have the same municipal responsibilities and costs as cities and towns but lack the same taxing authority. The limitations in Utah Code Ann. § 10-3c-204 on the metros' ability to collect franchise taxes therefore presents a significant challenge to the metros' financial viability. More specifically, a broad revenue base is critical to the long-term viability of any municipality and not having full access to the revenue streams that other municipalities enjoy establishes a scenario of likely reductions in services and service levels in the metros, which could negatively impact the metros' neighboring municipalities.

Consequently, the metros respectfully request the opportunity to work in collaboration with the League of Cities and Towns to:

- (1) develop legislation that would repeal or amend Utah Code Ann. § 10-3c-204 to allow the metros to impose franchise taxes to the same extent as other municipalities; and
- (2) allow the metros to become members of the League, which the metros recognize will require an amendment to the League's constitution.

Thank you for considering the above requests and for making time on the agenda of the League's September Board meeting to discuss these issues.

Sincerely,  
**SMITH HARTVIGSEN, PLLC**



Nathan S. Bracken  
Legal Counsel for Copperton and Kearns

Enclosure

cc: David Church, legal counsel for Emigration Canyon  
Paul Ashton, legal counsel for Magna and White City  
Bart Barker, general manager for the Greater Salt Lake Municipal Services District  
Mark Anderson, legal counsel for the Greater Salt Lake Municipal Services District



**TO:** ULCT Board of Directors  
**FROM:** Abby Bolic, Operations & Membership Coordinator  
**DATE:** September 10, 2020  
**SUBJECT:** ULCT Boards & Commissions Appointments

**Utah Land Use and Eminent Domain Advisory Board**

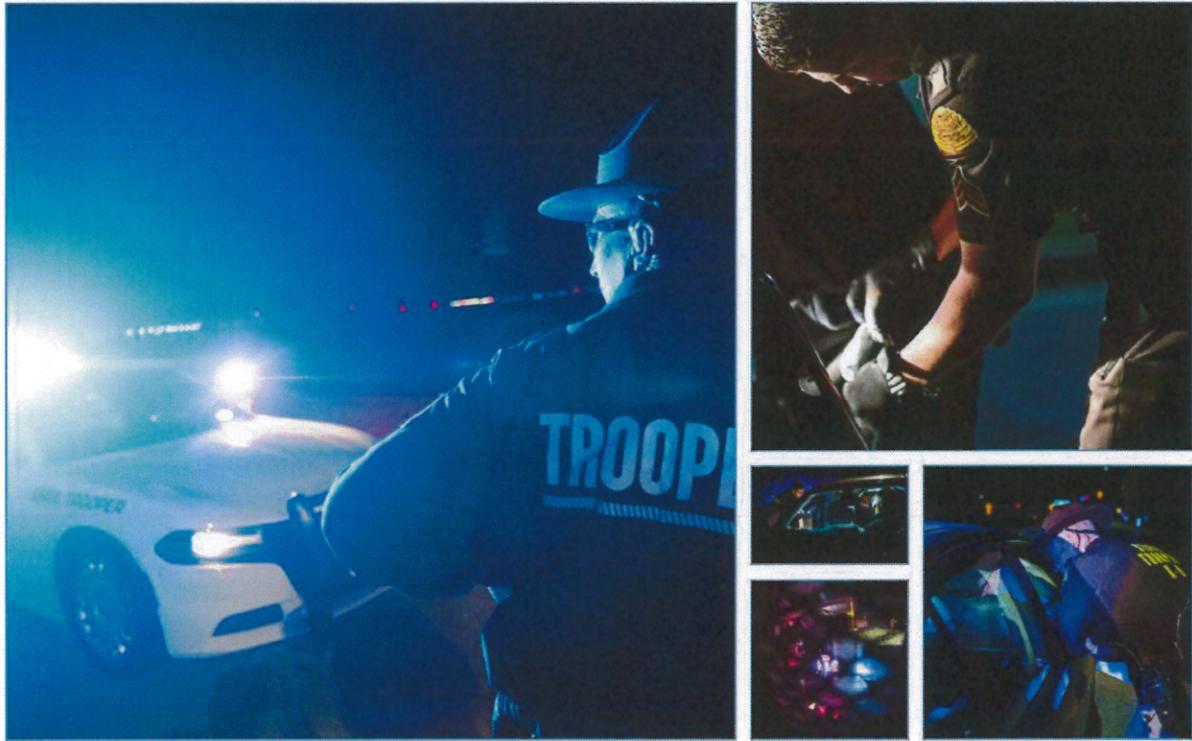
Clinton Drake, the City Attorney for Bountiful, currently represents ULCT on the Utah Land Use and Eminent Domain Advisory Board. His term expired August 30, 2020. The position is 4 years and is appointed by the Governor. Clinton has expressed interest in continuing to serve on the board. We would like to re-appoint Clinton Drake to the board.

**UCAIR: Utah Clean Air Partnership**

UCAIR is a statewide clean air partnership created to make it easier for individuals, businesses and communities to make small changes to improve Utah's air. Every small change adds to a collective bigger step toward better health, a better economy and better overall quality of life for all of us. UCAIR has requested that our Executive Director, Cameron Diehl, serve on their board. We need our board to approve this to move forward.

#CitiesWork





# POLICE REFORM: A Report to the Governor

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STATE OF UTAH  
DEPARTMENT OF PUBLIC SAFETY

## OVERVIEW

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On June 11, 2020, following the untimely death of George Floyd in Minneapolis, Minnesota, that sparked much civil unrest and precipitated the discussion on police reform in the United States, including the State of Utah, Governor Herbert directed Utah Department of Public Safety (DPS) Commissioner Jess Anderson to compile a report addressing police reform for the State of Utah.

This report is a preliminary effort to evaluate policing and suggest reform in the State of Utah focusing on areas identified through voices of the people, advocacy groups, political officials, and law enforcement administrators. Ultimately, the goal of this report is to serve as a catalyst to help identify ways to decrease fear and anger, build relationships by establishing trust within the underrepresented populations, and evaluate law and policy that may increase police transparency and accountability.

Throughout the last several years, leaders of law enforcement agencies in the State of Utah have made efforts to establish consistency among police agencies and police powers within State, County, and City governments. Working together in conjunction with state prosecutors, state courts, and the Utah State Legislature, policing and criminal justice reform has made progress in many areas, including transparency and accountability.

As part of DPS's ongoing commitment to building relationships with community, special interest groups have been established to address police reform, and now meet together with the goal of productive dialogue, coordination, and collaboration. Several police agencies have been functioning in these collaborative group settings for a significant amount of time, while other agencies have made progress more recently. In order to build effective community relations, it is critical to align accountability measures throughout the entire criminal justice system, including police, prosecutors, and judges. Practices within the criminal justice system that result in misalignment and inconsistency only create fear, distrust, and breed unnecessary public confusion. A successful criminal justice system creates opportunity for further success in much needed social services and social justice for communities and citizens of the State of Utah.

It is worth mentioning that during recent weeks there has been some progress concerning changing policing, training, and policy. DPS has worked with the State Legislature to codify prohibitions on the use of chokeholds and knee holds as control methods on a person's neck. The new legislation prohibits teaching these holds in police training, including during the basic curriculum course through Peace Officer Standards and Training (POST) or any validated POST academy. In addition, POST Council has ratified the addition of 30 hours of basic training curriculum to include diversity, procedural justice, implicit bias, and defensive tactics training. These are positive changes, but DPS recognizes that opportunities for discussions centered on police reform will continue and will be critical for continuous societal progress.

## ADVOCATES FOR POLICE REFORM

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There have been several topics of police reform discussed through current dialogue and productive listening sessions. These topics of discussion have identified the following:

1. Ban on Chokeholds and Knee Holds
2. Use of Force / Continuum
3. Transparency to Officer Misconduct
4. Citizen Review Boards in Municipalities
5. Body Cams on Every Officer
6. More Exposure & Outreach to Underrepresented Communities
7. Recruiting & Retaining Diversity
8. Implicit Bias Training
9. De-Escalation Training
10. Diversity Training
11. Defund Police Organizations

- 12. Emotional & Mental Support for Officers
- 13. Data Driven Ethnic Justice
- 14. Demilitarization of Police
- 15. Limitations on Police Unions
- 16. Police Culture
- 17. Qualified Immunity
- 18. School to Prison Pipeline
- 19. School Resource Officer Program Evaluation

This list may not be exhaustive; however, it does represent what has been seen and heard in police reform discussions at both the national and local levels. Largely, each of these topics of concern can be categorized into four areas in which to direct our focus. These categories include:

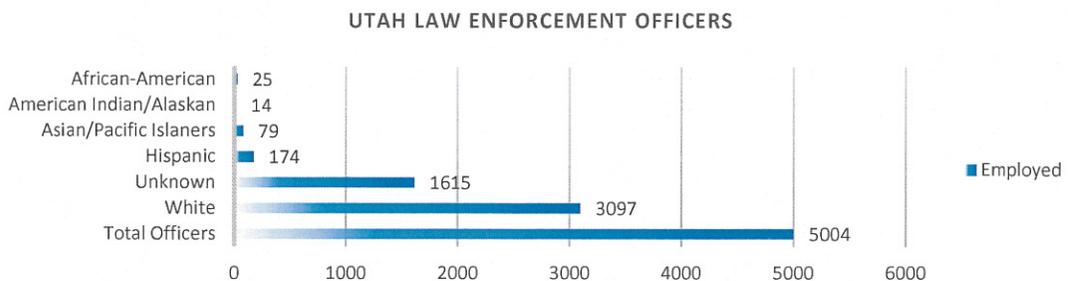
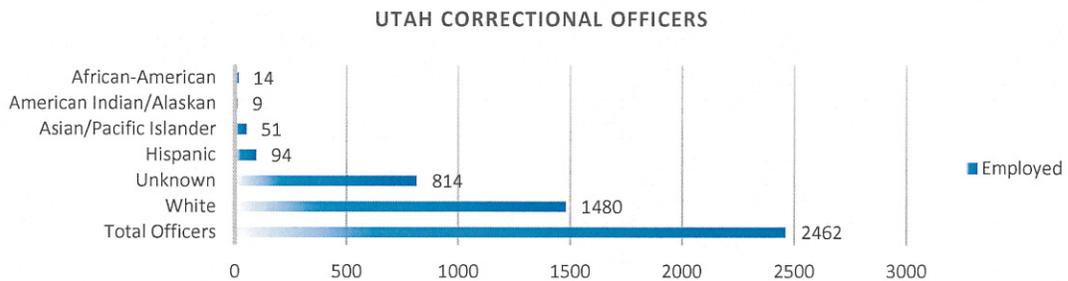
- 1. Data Driven & Evidence Based Evaluation
- 2. Police Programming
- 3. Community Outreach & Engagement
- 4. Policy & Law

Although, policing in the State of Utah has taken great strides to address these areas of concern following the Ferguson, Missouri riots in 2014, there is still a need to create and support more opportunities for all shareholders to engage in further constructive dialogue, reasoning, commitment, understanding, and action where appropriate.

## WHAT WE KNOW: UTAH POLICING TODAY

Perhaps the best way to obtain an accurate accounting of the current state of our justice system is to examine available data points. Established within the criminal justice system are several sets of data collection points that effectively measure general populations with the ability to extrapolate diversity, crime rates, correctional institutions, agency demographics, and more. Listed below are a few of the more prevalent, State of Utah representations of criminal justice measurements.

### CERTIFICATIONS / LAW ENFORCEMENT REPRESENTATION



**UTAH DEPARTMENT OF PUBLIC SAFETY DEMOGRAPHICS**  
(SWORN PERSONNEL) – STAFFING SINCE 2015

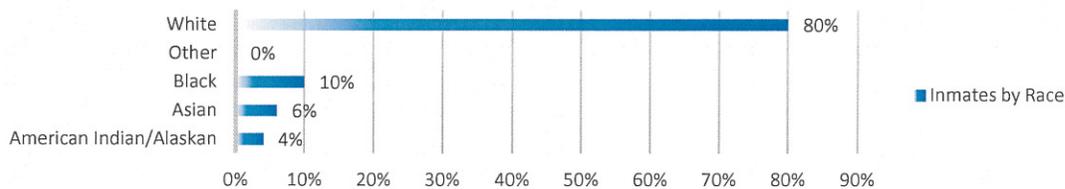
Ethnicity	Dec. 2015	Dec. 2016	Dec. 2017	Dec. 2018	Dec. 2019
American Indian / Alaskan Native (Non-Hispanic or Latino)	3	3	3	4	4
Asian (Non-Hispanic or Latino)	7	7	8	8	7
Black or African American (Non-Hispanic or Latino)	1	0	0	2	1
Decline to Disclose	3	4	5	11	14
Hispanic or Latino	20	20	18	31	31
Native Hawaiian or other (Non-Hispanic or Latino)	0	0	0	0	1
PROTECTED	2	1	0	0	0
Two or More Races (Non-Hispanic or Latino)	1	1	2	1	1
White (Non-Hispanic or Latino)	473	482	478	511	516
<b>Grand Total</b>	<b>510</b>	<b>518</b>	<b>514</b>	<b>568</b>	<b>575</b>

**STATE PRISON & JAIL REPRESENTATION**

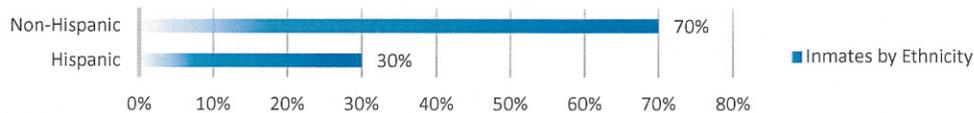
**UTAH DEPARTMENT OF CORRECTIONS (PRISON)**  
PRISON RACE / ETHNICITY COUNTS

OFFENDER RACE/ETHNICITY	FEMALE	MALE	TOTAL	% OF TOTAL
Asian / Pacific	20	180	200	3.42%
Black	16	395	411	7.04%
Hispanic	73	1,062	1,135	19.43%
Native American / Alaskan	43	291	334	5.72%
Unknown	4	286	290	4.96%
White	258	3,214	3,472	59.43%
<b>Prison Summary</b>	<b>414</b>	<b>5,428</b>	<b>5,842</b>	<b>100%</b>

**SALT LAKE COUNTY JAIL**

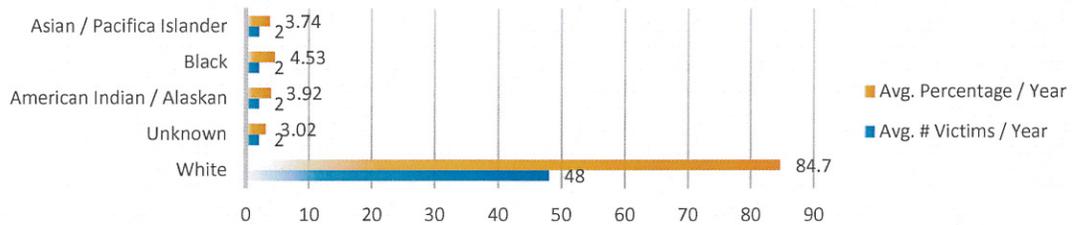


**SALT LAKE COUNTY JAIL**

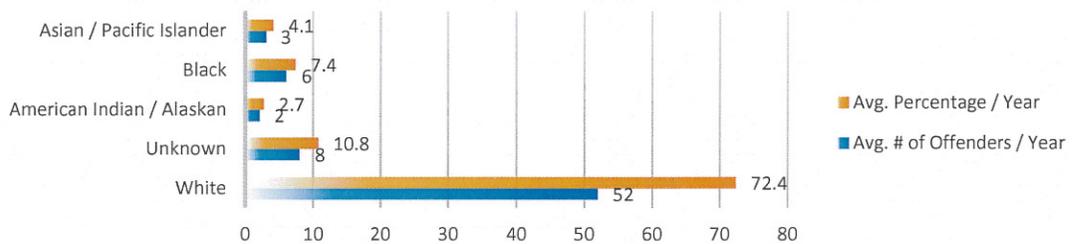


## CRIME STATISTICS

AVERAGE UTAH HOMICIDE BY VICTIM 2009-2018



AVERAGE UTAH HOMICIDE BY OFFENDER 2009-2018



Based on these data sets, quality information is gained in relation to individual representation of class of race. Further research is needed to make appropriate comparisons to crime rates, prison populations, and police department staffing.

## POLICE PROGRAMMING

Police programming incorporates generational philosophies of policing that engender culture and tradition within an agency. Areas of programming can include operational practices, training, attitudes, police unions, fraternities, administrative leadership, and more. Unaccountable police programming leads to levels of mistrust, abuse and operational bias. Discussions concerning police reform have identified significant concerns associated with police programming. The following examples illustrate efforts that DPS has taken to produce levels of improvement in police programming.

### 1. POLICE TRAINING

Police training is the critical backbone for developing and improving effective skill sets that are required for police certification. Every Law Enforcement Officer (LEO) certification receives 588 total hours of training in order to successfully graduate from the police academy. Officer proficiency is highly valued within the profession and supported through statutory mandates requiring all police officers to retain a minimum of 40 annual hours of on-going education / training in order to maintain current levels of certification. These particular hours are commonly referred to as “in-service” training. Most

police departments provide a structured outline of annual in-service curriculum that remains flexible to accommodate specific agency demands.

In addition, police agencies also invest hours of training into newly hired officers once they have graduated from the police academy. These hours of training are critical to help orient officers to the department and develop an understanding of strict internal policies and procedures. The following is an example of training curriculum established by POST and DPS:

- a. POST – Some of the basic curriculum hours consist of the following:

- i. Community Relations (5 hours)
- ii. Conflict Resolution (12 hours)
- iii. Introduction to Crisis intervention Training (3 hours)
- iv. Response to Mental Health Crisis (8 hours)
- v. Managing Excited Delirium / Agitated Chaotic Events (2 hours)
- vi. Drug Symptoms Recognition (2 hours)
- vii. Defensive Tactics (52 hours)
- viii. Reality Based Scenario Training (52 hours)

b. Department of Public Safety (DPS)

- i. Verbal De-escalation (4 hours) (New Hire)
- ii. Scenario – Hands on (8 Hours) (New Hire)
- iii. Defensive Tactics (20 hours) (New Hire)
- iv. Crisis Intervention (40 hours) (Before 8 yr. mark)
- v. Bias Training (4 hours) (Before 8 yr. mark)
- vi. Fair & Impartial Policing (2 hours)
- vii. De-escalation (2.5 hours) (offered every few years but not on a mandatory schedule)

## 2. OFFICER MISCONDUCT

Allegations and civil complaints of police officer misconduct are received regularly within the law enforcement profession. Each case of misconduct is to be taken seriously and investigated appropriately.

Police officer misconduct can vary in levels of discipline based on the egregiousness of the offense. These offenses may include criminal charges or internal policy violations. Current state statute mandates that upon learning of officer misconduct, law enforcement agencies shall conduct an investigation into the allegation. These investigations may include three separate investigations: criminal, administrative, and a certification investigation by POST.

All records of sustained disciplinary action, either internal, criminal, or through POST, are made available through public government records laws.

In addition, sanctions taken by the POST Council that affect an officer's law enforcement certification are documented by POST and are publicly available.

More recently, state prosecutors and police agencies have worked together to enhance transparency and criminal justice credibility. In particular, cited through the court cases, *Brady v. Maryland* (1963) and *United States v. Giglio* (1972), the Brady-Giglio doctrine is for law enforcement agencies to share notifications of officer misconduct with prosecutors if it is found to involve dishonesty, integrity, or moral turpitude violations. Affected officers are to be made known to the court where decisions of an officer's credibility for courtroom testimony would be made by the judge.

## 3. RECRUITMENT & RETENTION

Recruiting and retaining qualified law enforcement applicants to work within the law enforcement profession continues to be arduous. Efforts within the State of Utah to recruit diversity proves to be challenging by the nature of demographics. However, greater focus can be had through engagement and communication with community groups.

The Utah Highway Patrol has placed great emphasis on developing a diverse workforce that is reflective of the statewide community it serves through creative recruitment efforts. Some of these efforts have included multimedia campaigns, aggressive mentoring, tutoring, and continual follow-up. Efforts to address the refugee community, people of color, and female candidates continue to be a focus.

Police agencies have great success when they are able to incorporate minority and diverse representation within the community.

## 4. BODY CAMERAS

Several police agencies have been furthering transparency with the implementation of body cameras. When done properly, the process of purchasing body cameras and storing the data tends to be a very expensive endeavor. The Utah Department of Public Safety has been engaged in this project since 2013 with the following progress:

- a. 61% of Troopers/Agents currently wear a body camera
- b. All UHP marked cars have in-car dash cameras.

c. Every new car issued comes with a body/dash camera combo.

d. Within the next two years, every trooper will be equipped with both cameras.

## **COMMUNITY OUTREACH**

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In spite of the outreach effort that we now see throughout the State as police agencies continue to build community relations, there have been programs in place for several years to address the development of trust with underrepresented communities. A few of these include:

### **1. REFUGEE OUTREACH PROGRAM**

DPS has an assigned sworn officer that provides classes, builds relationships, and serves as a liaison with the refugee community.

### **2. PUBLIC INFORMATION & EDUCATION (PI&E)**

Full and part time troopers conduct outreach to schools and communities throughout the entire State.

### **3. MULTICULTURAL COMMISSION**

This State-led effort provides opportunity for DPS to engage in on-going efforts and awareness addressing the needs and efforts of community outreach.

### **4. HOMELESS OUTREACH**

Troopers have been successful in Operation Rio Grande building relationships with this at-risk community and developing trust through social reform.

### **5. FAITH LEADERS**

The Department of Public Safety has had the opportunity to engage with local faith leaders to address several areas of policing and social concern. These discussions of understanding are critical to the criminal and social justice environment given the ability and opportunity of faith leaders to bridge gaps and help communities, congregants, and police agencies be accountable, heal, and act in faith.

## **CONSIDERATIONS: POLICY & LAW**

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Quite significantly, adjustments or adaptations to police reform will need to be addressed through revisions of police policy and/or state statute. In order to decrease fear, anger, and enhance public trust within the criminal justice system and policing, great collaborative efforts will need to be made between community groups, law enforcement, and the State Legislature. Based on constructive dialogue and listening sessions, the following are areas that policies or laws have been identified that may be considered as opportunities for reform.

### **POLICY**

1. Outreach efforts to every community
2. Mandated bias training, de-escalation training, and diversity training conducted through on-going, regular intervals
3. Training taught by qualified community representation and less classroom lecture
4. Look for opportunities to expedite full implementation of body cameras
5. Evaluate recruiting and hiring practices, with greater focus on reaching underrepresented communities
6. Increase or maintain officer morale and retention
7. Duty to intervene / Officer intervention

### **LAWS**

1. Law enforcement agency use of force reporting

2. Specific in-service training curriculum mandated by POST
3. Create additional seats on POST Council for civilian minorities to give them a decision-making role in reviews of officer misconduct as well as basic and in-service training curriculum
4. Statutory changes to enforce officer misconduct reporting by agencies to POST

## SUMMARY

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Policing in the State of Utah has made significant progress throughout the years, including recent discussions and changes in 2014. However, we now find ourselves with a great opportunity to engage further by giving proper challenge to critical police practices. By focusing on the areas of data driven and evidence based evaluation, police programming, community outreach and engagement, and current policy and law, the State of Utah will have the ability to make necessary and appropriate levels of evaluation and progression in police reform.

It is also important to understand the critical role of hearing all voices during periods of discussion. Reasonableness, understanding, and collaboration are needed from all sides in order to work together in otherwise difficult, emotional, and topic sensitive dialogue. Our goal, as the Utah Department of Public Safety and a reflection of society, is to all work together, continue to build trust, overcome divides, establish relationships, and ultimately, Keep Utah Safe!

## Community Listening Tour for Legislators on Police: August 2020

**Senator Escamilla:** My name is Luz Escamilla. I'm a state senator and I represent Senate District one. And I, which is Northwest quadrant of Salt Lake City and about half of West Valley City. I'm just very excited and honored for the opportunity to have this conversation and more than conversation, a listening meeting, which for some of us that as elected officials is hard sometimes, but we're very excited to have members of the different community based organizations and racial and ethnic minority organizations across the state of joining us to really provide their feedback. I've had the opportunity to invite as our moderator a good friend, and really a pillar in, in our political world here in Utah and that's director Jason Perry from the Hinckley Institute of Politics. He's very busy and I made a special request for help us as the moderator of this conversation. What I'm going to do is pass the time to Director Perry, and we do have just a couple of senators that will be providing some opening remarks and then we'll jump into the conversation and more than anything the listening part. So, we can get a better feel of where racial and ethnic minority organizations are. So, if it is okay. Director Perry we're ready for you. Thank you.

**Jason Perry:** All right, thanks senator. It's great to be with you all tonight. I know many of you. You're such great advocates and I'm so glad we have a chance to talk tonight and have such great legislators with us too. It's so difficult particularly right now to be able to spend time and face to face is so difficult legislators, but you have legislators that want to hear and we want to hear from you. And we know how great you are as advocates so tonight we're going to spend some time talking together, and I'll go through some of those ground rules in just a moment if that's okay but still we want to hear from a couple of our legislators for just a moment, because they're here with us and they care very much about what we have to say tonight. We'll start with Senator Vickers I see him, then Senator Iwamoto, and then Senator Anderegg, Senator Vickers. Thank you.

**Senator Vickers:** My name is Evan Vickers, and my Matt state senator representing district 28, which southern Utah rural, more rural Utah Beaver county, Iron county and part of Washington, and I live in Cedar City, and I've been in the legislature 12 years, four years in the house and eight years in the Senate, and I currently serve as the senate majority leader. And, you know, thank you very much for taking the time to spend with us. And we, we do want to, I've got my notebook out here and plan and taking a lot of notes and doing a lot of listening. Look, you're gonna help me look at things through a different perspective and different lens and that's what I look forward to doing, so thank you.

**Jason Perry:** Thanks Senator, okay Senator Iwamoto.

**Senator Iwamoto:** Welcome, I'm Jani Iwamoto and I'm in the Senate. I represent District Four which is Salt Lake City, Holladay, Millcreek, and Murray. I was and I am a senate assistant minority whip and prior to that I was on the Salt Lake County Council. My community of color is probably all over the place and they a lot of them live in Salt Lake City and Japantown, which was destroyed in the 60s with the erection of the salt palace. I just welcome all of you here and love working with my other legislators of color and also Senator Vickers has been such a good, great leader and also Senator Anderegg and we're just here to listen to all of you. We've been at a number of different meetings, and we've talked to a lot of you we've met with law enforcement on this but we just really appreciate all of you being here to tell us about your communities and what we can do to support you. So, thank you.

**Jason Perry:** Thank you, senator.

## Community Listening Tour for Legislators on Police: August 2020

**Senator Anderegg:** Yeah, thank you, Jason I appreciate the time. I just like to start off by saying thanks for being here. You know I my Senate District. I'm northern Utah County, Southern Salt Lake County right at the point of the mountain. I think I've got about 12%, Latino, I've got about 6% Asian 6% Pacific Islander, I've got about 3% African American, and less than 1% any other communities of color. So, I'm like 25% communities of color and 75% white. So, I don't experience this issue on a daily basis or a large portion of my district, and I don't think I'm racist, I don't think I'm privileged but I'm probably, I probably have issues and some blinders I don't know. And so as, as we continue to try to understand your communities and what you're dealing with, and the reasons you feel that the system and the people and the police and marginalizing your communities, I realized pretty quickly that I didn't know what I didn't know, and I needed to listen. So, this is I hope the first step in really understanding. So, two ears one mouth I'm going to shut up and listen.

**Jason Perry:** Senator Escamilla right before we jump in anything else you want to say.

**Senator Escamilla:** Yes, thank you, Jason so just a little bit of background of how we ended up with this meeting. A lot of you have been heavily involved in this conversation for decades, others are starting in your advocacy work, but are the organizations you've represented have been working on this for many, many years. This is clearly not a new topic for many of us that are in this conversation, but as you know police reform and talking about some of the issues that we can address related to systemic racism in our institutions, it's a topic that's been in the news, and in conversations the last couple of months. I'm sure you are aware that many legislators have been pledging to run legislation to address some of the systemic issues. Many of them are members of the BIPOC caucus, which are Representative Kwan, Representative Romero, Representative Sandra Hollins, Representative Mark Wheatley and Senator Iwamoto, myself and Senator Vickers and Senator Anderegg, there's many more that are not in this call and it is because we will be sharing this information to all the legislators, we wanted to make sure this was more about recording your ideas of statewide policy changes that we can bring forward. And it's more about listening, but please know that the interest is, it's a there's a lot of interest, there's a lot of commitment for change, but we want to make sure that communities are involved. I want to applaud Senator Anderegg because right after we, our last special session, the day after that he called me and he said we need to make sure we have a meeting, we're listening to the organizations. So thank you Senator Anderegg for that piece in that reminder. I know you have one of your constituents, Mr. James Brown, here in this call and he was part of those conversations. He texted and emailed and called many of us as we were trying to make sure that this issues were being addressed from a systemic way. We're going to listen and learn, but just know that the invitation came from the four senators which are the ones you just heard from. Thank you again for your time and thanks Jason now, I'll pass it on to you now.

**Jason Perry:** Thanks. Thank you for this Senator and thanks for helping to convene this distinguished group today and I'll note, even though we don't have a time to talk tonight we have several members of our house of representatives here tonight as well, that share this great interest. So, I've talked about how this is going to proceed tonight. I know you've seen in advance some of the ground rules, but this, I just want to iterate what this is, this is a chance for all of us, not to the legislators who are here tonight, but this is going to be recorded and this will be made available this recording, we made available to all members of the legislature, so they can hear from you. And given what's happening with the pandemic in the world is not so easy to get before all the legislators right now, but I'll tell you, they've talked to me they want to hear from you, primarily with this questions, they want to know from you what you would

## Community Listening Tour for Legislators on Police: August 2020

like them to do as a legislature when it comes to police reform. I know you're prepared to talk about that and we're going to one group at a time, and I do not know exactly who has been designated to speak on behalf of each one of these organizations. So what I'll do is I'll say the name of the organization and the person has been asked to speak, please just jump in and we'll make sure that you are not on mute so have a chance to hear from you. We're going to give each group four minutes to, to talk about whatever it is that you would like to say and the rest of us are going to listen, while you do that and there's no great way for me to jump in except for when you get your four minutes I'm just going to say, That's right I'll say four minutes. All right, so just, just listen for that when it comes. We're going to start with the Black Lives Matter of Utah.

**Lex Scott, Black Lives Matter Utah:** Howdy. All right, thank you for having me. And just real quick thank you to Jani Iwamoto, Luz Escamilla, Sandra Hollins, Joseph Anderegg and Angela Romero for going so far out of your way to put police reform bills on the hill. So Black Lives Matter Utah we're looking for two things: police accountability and transparency. Most of the bills are already up, but one bill that is not up there is a bill to **repeal HB 415. This prevents us from creating civilian review boards that have the power to investigate and bring charges against police.** We believe that it is a conflict of interest for one police agency to investigate the crimes of another police agency, because often a few months later, that police agency is being investigated by the people they just investigated. So, we want independent civilian review boards to actually have heat. They need to have the power to fire police to bring charges against the police, and hopefully they're democratically elected.

**We need data collection of the race and ethnicity, of the people that are being pulled over by police officers,** so that we know which departments are profiling black and brown people, so that we can bring that under control and **stop the school to prison pipeline** and the system of mass incarceration with that.

I would like to see a **rubber bullet gun in every police vehicle** so that they have the option of not using their lethal shotgun.

So, that's a funding issue, also another funding issue are **body cams.** The unified police department only has half of their police department with body cams. That is not going to work out, we need every police officer to have a body cam. We need policies in place that say that **officers are not allowed to turn their body cams off without facing disciplinary action,** and we want **all body cam footage released within 10 days of every officer involved shooting unedited with sound.**

We also would like a **police misconduct database** and I saw a bill for that. We would like police officers who are fired from one agency not to be rehired at another agency, you are just shuffling problem officers around this entire state. And that is a problem.

We would like stronger **excessive force policies,** and I saw three excessive force bills. I'm going to tend to lean towards the Jennifer Dailey Provost, Luz Escamilla, and Sandra Hollins bills. I have looked at Thatcher's bills. I am not impressed with Thatcher's bill. Okay, I just want to say that right then. I believe the police department wrote his bill for him.

What else are we looking for? **Qualified immunity reform;** we would like for the victims of officer involved shootings to be able to sue the police department or the officers after that.

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Also, we want the **demilitarization of police departments**. Police should not have tanks, we have a national guard for that we have an army for that. They do not need \$9 million for an M-rap so we would like the money taken away from the militarization of police and put back into social programs.

Also something that isn't being talked about on the hill is **911 dispatch**. I understand that Brian King passed his 911 bill last year. But I think that we need to put more policies in place that prevent people from profiling black and brown people. So, I think that's it I know I miss a ton of things. But I just want to say this, we, we don't hate police we hate police brutality, we believe that every officer is capable of racial insensitivity and I saw the implicit bias bill and I love that.

We believe every officer needs **de-escalation training and diversity training**, and **diversity in hiring practices**, and that if you truly believe in the criminal justice system, then you would believe that police officers should be held to a higher standard. I know police brutality victims, and their number one goal is that there aren't any more. There aren't any more that go without justice. So, I know that we're getting a qualified immunity bill. I know we're getting the bill that takes the power out of Sim Gill's hands and puts it into grand juries. I love that. And I also know that there's another bill that's going up there that I love, So I just want to thank all the senators, for coming through so hard. Please don't back down to the pressure please don't let them call you a police hater because you want to hold police accountable. I appreciate you.

**Jason Perry:** Thanks Lex the time. Thank you very much. The NAACP Salt Lake branch.

**Jeanetta Williams, NAACP:** Good afternoon everybody and all of the folks that are on the call as well. Again, my name is Jeanetta Williams, and I think Betty Sawyer may be on here. I'll use part of the time and then if she has something too we can make sure that she has time to speak, but I'm Jeanette Williams, representing our NAACP Salt Lake branch as well as I trust a conference for Idaho Nevada, Utah, and our six point National Board of Directors, chairman of the board, me and Russell and our president CEO Derek Johnson. Before the murder of George Floyd the NAACP we've been on the forefront for 111 years, and our national headquarters issued our call to action with some legislative mandates. For our branches across the country.

And we have said that we need local reforms which **impose strict police accountability and transparency limit the use of force, eliminate racial profiling, rise track and record data and ensure proper screening, education and training of all officers**. Another issue for us in Utah is to push for **diverse and gender law enforcement recruitment and screening for racial and ethnic minorities and women**. We also in 2014 asked for the governor to set aside funds for **body cameras** for our police officers and which he did. But now there needs to be more money set aside for the **storage** of these once they have these cameras, and they're filling up they need to have some type of way to store it, and they need to have the funds available for that.

So we want to make sure that we, we are doing that and also the, the law officers are making sure that they are having **training with social work**, and they will be having degrees in social work to make sure that they clearly understand when they're sent out on those calls such as domestic violence calls to make sure that they have a better understanding of the folks that they are encountering.

And those are some of the things that we're looking at, and as well as making sure that there's when police officers are **stopping folks that they can identify the race and ethnicity on folks**. Representative

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Duane Bordeaux in I think it was 2002 had a bill. And it passed in the House, and it failed in the Senate, and I think we may need to go back and look at that and make sure that maybe we can do that too. And we know that all of the things that we're asking for is not going to be able to be done maybe in one session, but it's a work in progress, and it's things that we've done and worked on in the past. And I see that is on now. And so, Betty, do you want to cover anything that I may have missed.

**Betty Shaw, NAACP:** Good evening Betty Sawyer you're Ogden branch of the NAACP, along with those issues that were shared by Jeanetta as well as the list we're supportive of those things and I just like to reiterate, about the **mental health crisis policing**. How will we divert funds and reimagine policing, to make sure that we're addressing mental health issues not as criminalization, and that has been a major problem in our state and across the country. Crisis cops and not just for a team that will look at that. But the skills and that they are learning in crisis policing is something that all law enforcement officers can benefit from.

I would like to reiterate the issue around **civilian review boards**, looking for models and frameworks that work best for law enforcement in our state. I think it's important when we ask for that, again, it's not saying we don't like the police or that we're against them, but remember who they work for, they're working for us and with us if we're not working against them. So, when we ask for transparency and inclusion that's something that should be a priority for all of us.

One of the other things that I think needs to be addressed is the notion that it seems when it comes to black and brown people that there's a **perception of guilt**, and how we approach in policing is usually quite hostile. And so we also see an issue that they call swarming. A lot of incidents that we've looked at we have 5, 6, 7 officers yelling different commands and that doesn't usually end up with a good outcome. Whether that's something that gets handled from POST, or it gets handled on the local policing level, they need to set up some kind of chain of command like who's on first and not everybody on first. Otherwise, you have suspects that are raising their hands land down rolling over turning over all at the same time with multiple commands being yelled at them.

I think this is a very important time or critical time that we can really look at policing reimagining what that looks like and in terms of those budgets we talked about that the **de-militarization** by law enforcement. That's crucial to some of the work, and it's almost like any other position or any other institution, job creep takes over. And what we started out doing we add a little more, we add a little more and add a little more, and pretty soon it doesn't look like what we started out with. As we look at police reform in general, we need to be able to look where we're spending our money. What are we getting for that? And then again how we could, because it's my understanding from the data that 90% of the calls are not excessive force calls. And so how are we spending our budget, how are we placing officers and what job descriptions do they have? So again, we can look at crisis cops, to be able to handle those 5% that aren't forced and aggravated assault and all of those dangerous states, but again with other skills in Social Work, working with people, de-escalation. All of those things in general. So I think you have a pretty strong list so far. So thank you for all of the work that you're doing. And we're here to work with you, not against you, but we literally are pushing the envelope as hard as we can to see these reforms because they're definitely long overdue. Thank you.

**Jason Perry:** Thank you, Jeanetta. Thank you, Betty. We'll next hear from Darlene McDonald's Utah Black Roundtable.

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**Darlene McDonald, Utah Black Roundtable:** Hello. Thank you, everyone, for inviting me to participate in this call. I'm not going to go down a list of things that we want because **I second and third and fourth everything that Lex has said and Miss Jeanetta Williams and Dr. Sawyer as well.** What I what I like to see, once or not only just to reimagine policing. But understanding that this is a problem that impacts, all of us and it doesn't matter what zip code we live in whether we have 2% African American 30% African American, or 100%, African American, or people of color, within those zip codes and injustice done to anywhere is an injustice done everywhere. And we have to look at and view police reforms from that lens. And if we have to re-educate people about how we are here, then that's what we need to do. And that's, we have to start there. If there isn't an understanding of why we are here, then, it doesn't matter why are we here today because it's difficult being understanding of why we need to get things done?

There are legislators who will be against every single thing that we have on that list right now and they have said so in newspapers. They feel we are against the police. We are not against the police, but there is a relationship, a **historical relationship between the police and communities of color,** and that must be understood so that we know how to move forward and why we need to move forward. And then we can also look into who we are hiring to do the policing and what that looks like. So, you have to reimagine the entire branch of policing and what that looks like and not see it as, this is somebody else's community, and this is something that happens in someone else's zip code, because it's not, it's all of us as Americans, this is our issue that we must address. So, I second everything that has been said already that needs to be done as far as legislation. And I'm sure that once a bill and many bills are sent to the, to the Hill, we will look at and scrutinize and pick apart and try to find the best way forward. But we have to address this as an American problem. That's what we have to see this as. See this is not just as a problem by zip code.

**Jason Perry:** Thank you Darlene, We appreciate it. We will next hear from Luna Banuri Utah Muslim Civic League. Do we have Luna here, or another representative.

**Luna Bunari, Utah Muslim Civic League:** Okay, good. Thank you. I just wanted to thank everyone, and how would you speak after these Rockstar women you seriously cannot. And so I wanted to thank and say that I subscribed to each and everything that they have said, I just want to bring the perspective too around faith communities and that also means diverse communities in many many different ways. I think being a Muslim we are viewed as a threat as a whole in this country at this moment and that takes us not just around police brutality, but other issues around policing itself.

So, one of the things that I want to bring forward is the idea of funding that we get **from Joint Terrorism Task Force,** that is used to surveil our community. There is literature all across the country to show how police programs in diverse communities take the funds from this CVE and Joint Terrorism Task Force, and how it is used to harm our community. I don't have information to understand how our police department is getting this funding or not. But that's something that I would like to know, and that's something I'd like to **advocate for us to divest from,** because that program itself is dangerous. It has created more harm than not and if there's any information required to show that sort of research on it, I'd be more than willing to provide. In terms of the local context, I think, for us it is very important to have seat on the table, which I'm very thankful for today and for all of those that did invite us, because if you don't know us, if you don't interact with us, then we are always the others, and we are always the foreigners right and that itself creates an enemy in our minds. So that also means when we talk about

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implicit bias training when we talk about cultural sensitivity training, we would ask that you consider talking to us as the community members so that we can bring forth the experience that our community goes through. When a woman in a hijab is pulled over, how is she treated, how is she booked, how it's done and how it can be better? There are national policies around it and different police departments across the country who have had a larger population and have had to deal with this and how they're making it better for all of us. We also would like to be part of the trainings that you conduct for your police departments and others, specifically SRO's.

Thirdly, I think we want to advocate for equity in police hiring not equality, because I think this has been brought up many times that a lot of us with refugee background and when our qualification looks different, our language looks different, we speak with accents, that does not take away from our educational background so we would like to see more equity in the hiring process. I'm sure I had five more things, and I can put it in the chat box but I will let go and keep listening and thank you again.

**Jason Perry:** Thank you, Luna, appreciate it. Our next speaker is Consul Jose Borjon from the Consulate of Mexico in Salt Lake City.

**Jose Borjon, Utah Consular Corps:** Well, thanks thank you for the opportunity to share a little bit of what we at the consulate do and how this has an impact in immigrant communities and especially in the issue of police reform. My name is Jose Borjon I am the head Consulate of Mexico for the state of Utah and the Consulate is the official representative of the Mexican government in Utah. Its main responsibility is to protect and assist our nationals within the limits of international, and US law. But more broadly, we see ourselves as a bridge between the Mexican community and local authorities. We want to promote respect for the rule of law and a stronger integration of immigrants to their receiving communities and to fulfill our objective we constantly meet with Chiefs of Police chairs and other law enforcement authorities to convey our concerns of the community, learn about the local situations affecting them and explain our services.

It is not easy for a Mexican immigrant or any immigrant to adapt and follow the US legal system as it is so different from our country, but we find that the main challenge for our communities is to trust the police and to step forward and file a complaint, when they are victims, or witness to a crime. So, let me just point out some issues we have detected on this matter that contribute to this conversation. A lack of follow up on criminal complaints being made by Mexican immigrants by law enforcement. Many Mexican immigrants feel they receive a different treatment from police officers when they try to make a report. We have identified that certain police officers have a negative stereotypes and prejudice about Mexican people. And although this state has a victim targeting enhancement bill since last year, law enforcement has not updated the protocols for dealing with hate crimes in their push the whole state, and this contributes to an undercount of hate crimes.

We also see victims of domestic violence, which are afraid to report abuse and have difficulty communicating with officers due to the language barrier, and we have identified how some law enforcement organizations do not certify the crime report as part of the Federal process to obtain a new visa for victims of crimes. We have actually heard that from police chiefs, and we see that there are not enough victims advocates for the immigrant community in law enforcement and that would be very important for building bridges. Of importance, specifically for us, is that there is a systemic lack of consular notification when a Mexican national is arrested by Utah law enforcement organizations. Just to add, the consular notification and access is the obligation process by which federal, state and local

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law enforcement of foreigners have to provide information to foreign government representatives like the consulate regarding their citizens in the United States and permit foreign consular officers to assist their nationals. And finally the police, do not recognize the **consulate ID card as a valid document** for our immigrant to identify themselves.

What are our proposals for this discussion? we invite legislators to consider shifting funds, and perhaps certain responsibilities to other programs that may prevent crime. We're talking about reallocating resources to more healthy services like job training, counseling and violence prevention. We've asked to include **mandatory training** to the Peace Officer Standards and Training on the following subjects: updated **protocol on how to act and investigate hate crimes**, **training on consular notification when arresting a foreign national**, **streamline the process for law enforcement up certification for crime and develop training for police officers to how to treat immigrants** who are victims of crime. We would certainly want to add to this process, and we invite legislators to fund more initiatives and programs that promote trust and **dialogue between immigrant communities, and the police**, and also fund law enforcement organizations for hiring more **victim advocate specialists**, who may be bilingual to communicate with immigrants. It's not only about what we'll say specialist and social services, that they should be part of. And more relevant in this organizations for this is communication with the community of color, and also to consider regulations to include in all enforcement vehicles and booking areas at visible signs, stating their detainees' rights. What we need to do is work together to change how law enforcement is using force to fight crime and how to engage people of color, or carrying out their duties in this country.

**Jason Perry:** Consul Borjon Thank you very much. Thank you. We'll now hear from Richard Jaramillo from ULCR.

**Richard Haramillo, Utah Coalition of La Raza:** Thank you. I first wanted to go through and give my thanks as well to the BIPOC caucus and really to all of the legislators on the call, being willing to listen is great. I guess part of the conversation is to start out with is you've heard this that we don't want to give the impression that we're against police because we're not. We talked about transparency and accountability. What we're essentially looking for here is acknowledged: we don't feel like our police officers should be given a blank check. We don't expect blank checks to be given to politicians. We don't expect blank checks to be given to teachers. We expect that there needs to be a framework within the law that holds these folks accountable because they're there to serve the people.

A lot of the policy points that have been gone over I would reiterate as well, in particular, **the police misconduct database, the broader goal of demilitarizing the police, for sure, the crisis cops and dealing with our mental health issues** are key. I would also particularly the Consul Borjon's specific policy discussion points are I would just cross apply all of those. I think the things I would highlight more specifically, and I know that we have some legislation coming up, to start to get to some of this, but when we look at the **legal framework that our prosecutors in the state** have. I'm not saying that we need to rewrite these in a way that that necessarily forces any particular agenda, but I think that the current legal framework really hampers any prosecutor who might want to go ahead and take a more serious look at some incidents that occur, and we have to ask ourselves, does the legal framework allow them to give a substantial analysis of any particular incident? Or does it prevent that from doing so? Is the law much too lenient? Much too forgiving of any misconduct that may have happened in a particular incident and if so, we need to make those type of reforms.

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Lastly, I would say that a lot of the types of reforms we would advocate for about **uniform standards** on several things. Certainly, the **training bias awareness, de-escalation training**, we've seen different levels of how much training after POST an officer gets in their particular agency. What types of additional training are they getting? What type of particular leadership they're getting from that particular police agency or authority is not uniform. And there needs to be definitely a better baseline that we hold all of our police officers accountable to across the board.

Same thing with **reporting of data and the accessibility of data** to the public. This has been something that my organization UCLR is dealt with several times and tried to gather some information when it comes to complaints or other issues that we've seen with police brutality is some jurisdictions are very forthcoming are very willing to cooperate others are not. And, you know, it comes down to not only an issue of leadership, but again to an issue of accountability.

And then lastly, and I know these are definitely the conversations that are taking place that you guys have already made great progress with the no knee on the neck legislation which we thank you for. But I think that there still needs to be strength to give strengthening of that legal framework of **the practices and procedures that that would be prohibited for police to engage in**. And that needs to be an open dialogue, I think broader to the community so that we can put together you know, a more comprehensive idea of what those standards should look like. And then lastly, you know, what we talked about this in the context of, I think, Consul Borjon, who would actually put a pretty good programs that support the **trust at dialogue with I would say, not just the immigrant community, refugee community as well, just communities of color in general**. Those are particularly important and finding new ways to address community policing is key. Thank you for your time.

**Jason Perry:** Thank you very much. Our next speaker will be Maria Montes Comunidades Unidas.

**Maria Montes, Comunidades Unidas:** Thank you everyone and I like to say thank you for opening up this space and allowing us to share what our community has been sharing with us. I'd like to address the fact that this is an important time, we have an opportunity to enact changes. We obviously recognize that the time is unique, and our community is hungry for change. In having conversations with our community members they've made it very clear that in our history, and we haven't had the chance in this country to make these big important changes, that though they sound scary, must happen. And the Comunidades Unidas are willing to provide the support necessary to continue these conversations and to continue the work ahead.

I like to say that I stand in parallel with my colleagues here who have shared their own policy proposals. We stand side by side with each and every single one of those and we back those up. We believe, wholeheartedly that we need to work to decriminalize black and brown communities and repeal policies that continue to allow racial profiling to take place every day in our communities. **Through independent civilian review boards, police misconduct databases, as has been stated here before, but the militarization of our police departments, implicit bias training, de-escalation training, also revisiting our police budgets**, as was mentioned here before, and shifting resources to other programs, some of which our community members have highlighted include mental and behavioral health services, counseling and social services that provide a cushion for families and make it easier to shift the burden away from our police officers who are attending to all of these things at the same time. We also believe that we need to **enact protections for protesters**. No one should be facing life in prison for buying paint. That also includes revisions **over gang enhancements** and the policies under which these are created and

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maintained. We also believe that it's incredibly important to streamline the process for new visas and to increase the access and availability of **victims' advocates** throughout different police departments and victims' advocates that are culturally competent, ensuring that we are working together. We want to continue to work with each and every single one to ensure that these policies have a conscious correction, thank you.

**Jason Perry:** Thank you, Maria. Our next speaker will be Emilio with the Asian Pacific Islander Coalition.

**Emilio, Asian Pacific Islander Coalition:** Hi everyone again I'm Emilio with the Asian Pacific Islander Coalition we also primarily represent OC Asian Pacific Islander American advocates, Utah. We're a local chapter of the National Civil Rights and advocacy organization focusing on the social, political and economic wellbeing of 18 million Asian Pacific Islanders and the United States and 130,000 Asian Pacific Islanders, here in the state of Utah. So, thank you all for having me and letting me represent some of our voices.

In preparation for this, for this meeting, for this listening session, we really went out of our way to talk to our community members, Asian and Pacific Islander to see how you know police and policing and safety really look for our different communities and we received a variety, a lot of different opinions and a lot of different, you know, people sharing their experiences with us. So we want to definitely highlight some of them and want to echo everyone else who on this call my colleagues who have called for, you know, **demilitarization** not just police of communities, looking into **ending the surveillance technology**, CCTV face, printing DNA, biometric databases and all of these things that are you know, are kept into databases and sometimes, you know, through private entities or businesses are sold to people like Department of Homeland Security or ICE and looking into how that affects not just immigrants, but especially undocumented Asians and undocumented Pacific Islanders, and, of course, the undocumented community as a whole.

Looking into how, what my colleague just said just previously, looking more into police budgets, concerns from our communities really looking into why certain cities are spending one third, one half or more of their city budgets to, to the police departments. And asking not just us, but asking, in general to our legislators here is what are we already divesting from and what other departments and agencies are we already divesting from in order to invest in the police currently. Is there another way that you know, that we can try it out? Other community members have also brought up you know, being able to **remove police from schools**. So, for Asians and Pacific Islanders, you know, overall, when you combine the two, it looks like we're doing well in school. We're not being kicked out of schools. We're not, you know, partying. But when you break it down and look into this aggregated data for both Asians and Pacific Islanders, you see Southeast Asians, those with refugee histories and backgrounds. Micronesian communities have higher rates of police interactions and truancy records on their end and having higher interactions with the police in their schools, forcing them to miss school, for truancy, and other things, so we really need to be able to look to look into that.

Historically, with Asian Pacific Islander history you'll see Southeast Asian, South Asians and Micronesians, those who have this perceived proximity to blackness in terms of racialization and perceived other social statuses tend to have more interactions with police and more criminalization. Our community members are asking why is that the case that for those who are perceived to be black, why are they being criminalized more or having more or having more encounters with the police? Looking into reformative justice versus what we have right now, which is punitive justice. Members of families

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are wondering why, you know, their family members are being locked up for so long? Households whose parents are locked up for trying to find different ways to survive different ways for income. They're being locked up and we have generations of students and youth who are growing up without family members. Some are being able to go back to school but others are forced to work two jobs, three jobs to provide for younger siblings to be able to further provide a better future for the rest of their family. But we see that a lot of different community members are not experiencing policing in the same way as others. And I think that's one thing that we want to definitely highlight. A lot of our solutions are rooted in voting and all of this stuff, but we forget about undocumented Asians and Pacific Islanders Marshallese who aren't able to vote, so we are really wanting to make sure that we're addressing racism systemically and not just as a piecemeal solution. Thank you.

**Jason Perry:** Thank you, Emilio. Appreciate it. Our next speaker will be Michael Iwasaki, Japanese American Citizens League.

**Michael Iwasaki, Japanese American Citizens League:** Yes, thank you, everybody for letting me be a part of this. So, I'm the Vice President of the Salt Lake Japanese American Citizens League. Just to give you a brief introduction to the organization, JCL was founded in 1929. And it's the oldest and largest Asian American civil rights organization in the US. Currently, our mission right now is to secure and maintain civil rights of Japanese Americans, and all others who are victimized by injustice and bigotry and continue to educate and preserve our cultural heritage. Recently, we've seen an uprise in racial attacks on Asian Americans with the COVID breakout. So our community has kind of gotten a renewed sense of purpose to advocate against prejudice and racism.

I think we really need to start getting to the root of the problem, which I believe lies in addressing the various underlying systemic issues that perpetuate racism. Having this open dialogue is great start. I'm also a proponent of taking a community based approach that empowers minorities and gives community members, particularly youth, because they're kind of the wave of the future, the opportunities just to succeed, so we need to continue to fund programs and organizations that support these minority communities, we need to work to ensure that all those who are seeking an education get the resources they need to do so. We need to encourage more minorities to become part of the political and judicial process. Since we've seen like in recent years, the representation is severely decreased in these in these two political realms.

We also need to emphasize **de-escalation tactics**, as others have mentioned, and provide **cultural sensitivity and implicit bias training for police officers**. And just really, we need to continue advocating for equality and justice on every level. Just in closing, I just want to say I do have a personal connection to law enforcement through my father was a police officer many years ago, and so I have the utmost respect for that profession and the difficulties of the job. But I think, you know, just having this dialogue and continuing this dialogue, bringing more voices at the table, will come to a solution that benefits everybody involved. Thank you So much for this opportunity for all such a distinguished group. So, I appreciate the opportunity to speak.

**Jason Perry:** Thank you very much, Michael. We will next year from James Brown producer and host of Living and Aging with Pride.

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**Jason Brown, Living and Aging with Pride:** H, thank you for allowing me to participate. I'm encouraged to see all of these fascinating individuals and organizations that have come together. My statement is going to be twofold.

First, I'd like to see this body of people come together as a group on a continual basis, so that they can exchange information amongst themselves about their respective communities so they can have a total voice in talking about how we develop, change, and implement that change. I also respect and appreciate Miss Sawyer and Miss Williams and all the rest who talked about the policies, Black Lives Matter and so forth. I think those are issues that we need to look at squarely. And if we come together as a body like this, we can continue to manage and look at what's happening and make a difference. Recently we formed an alliance with the National Chiefs of Police and we are putting together a national and international minority women and minority scholarship program so that we can attract minorities and women into law enforcement. I think law enforcement is bigger than just the police officer on the street. We need to get a representation, **a diverse representation to a multiple of factors in law enforcement**. And I think we then start marrying our communities and we start doing something about it. But again, I would ask and request that this body creates a body of all of these members so that we can talk to each other. We can determine and discuss the issues we need to work as a group on an ongoing basis. And that includes the legislative body, not just at this moment we talk about this, we go away and hope that it changes. We need to stay in touch. And we need to constantly talk about this. And I think that what that is. I want to really come in Luz and Senator Anderegg, because when I originally talked with them about, do they hear what the protest is all about? They jumped on it. And the result of that is, to some extent this and I'm really appreciative that we have leadership in this community that wants to see the difference made. And Jason, my hat's off to you, my friend. Thank you all and I really commend all you leaders and organizations out there. This is what we need. This is how we reshape our community. And this is how we know we make our citizens safe. So, thank you all.

**Jason Perry:** Thank you, James. Appreciate it. Our next speaker will be Josianne Petit Mama and Papa Panthers.

**Josianee Petit, Mama and Papa Panthers:** I appreciate the opportunity to be on this call. And what I will speak to are some of the things that haven't been specifically addressed yet.

So, with regards to **POST, we have a system that is already in place that is available to act as a check and balance for law enforcement**. However, I feel like its powers needs to be expanded. So currently, POST will only review complaints if the complaints are against law enforcement are due to criminal misconduct. And a lot of the times we as members of marginalized communities aren't even able to get those charges pressed against these officers so then POST can review it. So, **I would like to see POST be able to review any complaints against law enforcement and that their reports are actually made available whether the officer is cleared or not, that those reports are made available**. Also, just in my experience, policing the police and alarming pattern of law enforcement, **detaining minors and not notifying their parents that they have been detained**. And so, speaking as a parent, I just feel it is so critical that not only we have policies and laws that require these officers to notify parents of minors that, hey, they are having an encounter with law enforcement. But that within the laws, there's **a stated consequence for not doing so**, so much of our laws are about these are the expectations however, we do not delineate what are, what the consequences of this disobeying will be.

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Also, I feel like we need to **revisit, essentially the double dipping issue** that was brought up most recently before the legislature four years ago. I think as a legislative body, a disservice was done to their community by not allowing officers who have served their full tenure to retire and then continue. By preventing that from happening we are getting rid of individuals who have proven themselves capable of staying in law enforcement. And we are then at the mercy of those who are newly minted officers. So, we're getting rid of experience in favor of saving a few dollars here and there in order to put in rookie officers who are often involved in these killings.

With regards to what Emilio said, we need to look at how **truancy is addressed** in our policies and our laws. It is something that disproportionately targets and marginalize and children of marginalized parents. With regards to what Maria said about how we **engage with protesters**, it is really upsetting that whenever a protest happens, that there are snipers on rooftops to deal with protesters who are largely unarmed, and it's a waste of taxpayer dollars. Why are we doing that?

I would like to see us move away from this differential treatment that we are giving to law enforcement. I understand this is a conservative state. However, we do not precursor every conversation that we have about those in the medical field with I respect them I know their job is difficult, which I will wager their job is way more difficult than law enforcement, and they do not get a pass to kill people. But with those main points, I really want to make sure that we are specifying in the laws the consequences for disobeying because right now, there's these laws and law enforcement is finding ways to circumvent it and then the communities are left without recourse. And so, for example, **if an officer kills someone twice on the job, that should be an immediate firing**. How many dead bodies do we have to have under one officer's name before we say enough is enough? Things like that **shouldn't be left up to individual departments or counties** to determine whether or not or how to deal with their officers. But that's just to be statewide, legislative, if this happens, this many times, and this is the consequence, and it's out of the hands of the chief, it's out of the hands of, of the department. We don't play favorites, the laws, the law, and then if it's not applied that way, we as a community have recourse to, to hold those departments accountable. Thank you.

**Jason Perry:** Thank you, Josie. Our next speaker is Tre Barnes, a community organizer.

**Tre Barnes, Community Organizer:** Hello guys, I'm kind of new in the community. My name is Trey Barnes. So my degree is in communications with an understanding sociology particularly focused and socio-economic classes, as well as right race and minorities. I'm the leader of Solidarity for Justice. We put on the Juneteenth marching festival that went on where we asked state legislators to make some moves. And I'm glad to see this coming about with everyone out there putting pressure on. Now on top of that I'm a black man and that's honestly probably all the qualification you want in regards to discussing police reform in this state.

Now no one from my organization hates the police. Let's get that out of the way. Nor do I think anyone on this call does. They're an essential service yet we need to **reimagine our current structure** when it comes to policing. Our current approach to policing is like bringing a hammer to a jobsite that doesn't require a hammer. Now when it comes to fixing a problem in our own homes, we have an entire bag of tools that we use it to sink in leaking we use a plumbers, pipe cutters. We don't look in the bag and go "oh a hammer," I guess I'll use that and then smash the same to pieces we use the right and most effective tool to complete the job. Now when there are calls placed right now for simple domestic issues out there in the community or for some who's undergoing a mental health crisis which the majority are,

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we right now we're reaching into the tool bag and pulling out a hammer to address a situation that could have been resolved more effectively with another tool and most of the times, bringing a hammer the situation results in serious damage or death that could have been prevented if we use the proper tool in the first place.

Now can you legislators see the issue, police see themselves as a hammer. Every problem conflict engagement looks like a nail. The current response to mental illness calls is jail jail jail. 75% of women and 63% of men in local jails have mental health diagnosis. This is why the formation of **mental crisis units within police departments is essential throughout our police departments and the entire state.** And the only way to achieve this is with funding from the state and reallocation of individual department budgets. So, here's a novel and radical idea. Let's treat people with mental illness, instead of criminalizing and incarcerating them. And don't say it's impossible because San Antonio has been able to partner with their health department and their state to make it happen since 2008, the formation of there has diverted 100,000 people from jail to treatment. Can you imagine how many police shootings that would avoid here in the state of Utah?

Now the goal of society as well as policing is to create a social, economic and educational environment that requires less policing to deal with everyday societal ills that are not crime related. Now on top of that, from a statewide approach through POST, where is the **crisis intervention training**? The national average for **crisis intervention training is six hours. San Antonio requires 40 hours** for every employee dedicated solely to crisis intervention training. So don't stand up at a mic and tell me we have the best officers in this country because if our POST isn't hitting 40 hours of training specifically dedicated to crisis intervention training, then you're lying and can say that Texas has definitely got better officers than us.

Now currently Basic POST mission statement says to provide professional law enforcement training utilizing progressive adult learning concepts, innovative technologies in research to meet the needs of Utah's law enforcement community and the communities they serve. Now, if you go on the websites of basic training, firearms training, emergency vehicle operations, canine training, defensive tactics, physical fitness, curriculum development. Where is the **mental health crisis training**? Where's the emphasis on the **de-escalation training** proposed in service training courses they require 40 hours of training a year. Of the 34 courses I counted today that are available to POST in service training, I could find a weapons training, or vehicle operations, yet nothing about crisis intervention training. Now let's dial back the weapons training as some of the people in here have mentioned demilitarization and increase sociology, psychology communication training. Being a police officer is a people centered profession, is it not? These skills and knowledge cannot be achieved in a four hour workshop. That's not enough. I'm not going to accept that. The heavy emphasis should be on the de-escalation training, not on weapon tactics. If you want all that weapon training, you go join the military. If you legislators really want to fix the violence and crime issues in the state then provide lower socio economic community with alternatives Give them the opportunities they need to rise. Justly and equitably distribute budgets, invest in our communities invest in our people. Fund our schools, fund our hospitals, and fund our social services. Thank you.

**Jason Perry:** Thank you Tre. Our last speaker will be Floyd Murray, a former mayor and community organizer.

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**Floyd Mori, former mayor and community organizer:** I was a kid who grew up in the South County on a farm and the minority community was something I didn't understand. I didn't know about it, because there wasn't one. I went away after graduating from BYU to California where I did serve as a mayor. I did serve in the California State Legislature and interestingly as a mayor I used to take the opportunity to ride around with the chief of police on duty once in a while and in the state legislature, my responsibilities included overseeing the law enforcement of California, the attorneys general as well as the California Highway Patrol. So I've had some experience with law enforcement.

I think as we look at law enforcement today probably the major issue that is on in most people's minds is the issue of **use of force**. This is what we see and we hear about why people have been killed, you know? I think in terms of law enforcement the sanctity of life should be the foremost in the back of people's mind. So, to reduce injury to reduce death, I think should be something that all of our policies should aim towards. **Anytime a gun is used, it should be a reportable use of force.**

In our firearms training, we shouldn't just learn how to use a gun but certainly there should be training on alternative use to face an issue at hand. So, you know, most everybody has talked about some of the reforms that we need. As a minority living in Utah and an old minority, when I was a kid going to California where I was part of the gang so to speak. Then becoming part of the political gang so to speak, things have given a different perspective of what we need to do here in Utah. I came back here to Utah.

You know, I don't see a lot of change in terms of attitude and competency in terms of understanding the cultures. I think in law enforcement this is probably one of the foremost things that we're missing in Utah, is **understanding culture**. It's just, you know, hit him over the head and put them in jail and you know, that's the solution to the problem. There are lots of cultural issues that police men and women have to be aware of their enforcement of law. And policemen themselves need to be accountable for what they do. And then it's been mentioned over and over that **there needs to be a body that is able to hold police accountable other than another policemen**. We need to have a strong citizens task force here in the state of Utah that **enforces policemen and their competency and their use of force**. So, there's a lot of things that we can do. I'm not really familiar with the bills that are on the table currently. But I hope they're addressing some of these issues that will help us to have a more competent Police Force, one that is sensitive to the different cultures that are here now, compared to what it used to be. Unfortunately, we kind of think like we used to think, and we need to adjust that part of our Utah culture. So we appreciate the legislators for listening and hopefully you go back develop some good solutions to the problems that minorities face Utah. Thank you.

**Jason Perry:** Thank you, Floyd. I think that we have heard from every organization that was on the agenda for today. So, before I turn over just a couple last comments to Senator Escamilla and let me just thank you all for the very thoughtful dialogue that occurred tonight. The whole time you're speaking I was thinking I wish this whole group could come speak to every one of our students at the University of Utah. We need you there's a lot of power in this group of amazing advocates. And the time tonight was well spent in particularly as it goes forward with our legislators who do want to listen, and there's a lot to learn from some consistent messages that we heard here from this great group tonight. So, thank you very much for spending some time with us. Very, very well done. Senator Escamilla last few comments before we close.

**Senator Escamilla:** Thank you Director Perry. And I'm sure many of them will be available to go and speak to your students. What I'm going to do because I know you're even part have your stuff I'm

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Natalie Tibbets is here as well, she's been very helpful from the Hinckley Institute. We're going to send an email to everyone with all that your names and emails if that's okay with you. I think, I know our legislators are want to want to know who this great individuals are and they may call you directly with ideas with the bills are going to be running to one of the things we will be doing is sharing this recording with the other hundred legislators. I mean all of the legislators will be included and law enforcement.

There has been a lot of meetings with law enforcement. Many of you participated in those meetings. And I think we will be sharing this with them as well. And you're included in that recording will be your names and organizations, you're representing and your emails. And then we can all have this and I'm sure some of our legislators that are already working on some of these fields may connect with you pretty soon. I know. Just to give an example, because I spend a lot of time with **Representative Romero**. **I know she is working on a very comprehensive de-escalation training** that will address some of the concerns. You have **Representative Mark Wheatley with the statewide civilian review board at the state level**. So, I mean really, I can see Lex is so excited, really exciting stuff happening because you care, because we because the time is right. I think some of you mentioned that it's about time among different communities, we need to thank you because you did give this perspective and Darlene with a history, we can't forget about the history because we wouldn't be here if it wasn't centuries of history of oppression, and how we can change this. And again, I just want to thank my colleagues, especially the senators that jumped into putting this together with Senator Iwamoto with Senator Anderegg, Senator Vickers, because we, you know, it's a delicate topic and we want to be very respectful of everyone's time and commitment. Just know that we're here because we care, and this will be shared with others and thanks again to my other colleagues. Thank you everyone and we will end you know, in again will be sending all your emails and the recording of this meeting or listening in a meeting again, thank you for your time. Have a wonderful evening, everyone.

# NLC Equity Glossary

## Overview

This Equity Glossary standardizes equity- and inclusion-related terms across NLC's work and daily functions. This Glossary accompanies REAL's "Root Cause Analysis Tool" and should be used in tandem with that resource. We intend for you to use this Glossary first as a learning tool and then continuously as a reference document. The entries serve as standalone definitions for use in all your future work. You will notice a series of footnotes that lead to links and references to useful sources. Additional terms will continuously be added.

This Glossary emphasizes people-first language to humanize persons and communities that are historically marginalized in North America.

This includes:

- Using "people experiencing homelessness" or "people who are homeless," not "the homeless."
- Using "people with varying levels of ability", or "people with disabilities," not "the disabled."
- Using "people who are incarcerated," or "people who were formerly incarcerated," or "people with justice system involvement," not "felon," "criminal," or "convict."

The Diversity Style Guide provides additional help with specific racial language accuracy, tone, and sensitivity as well as grammatical formatting and style.

## Terms:

**Ability** – Performing an activity in the manner or within the range considered "normal" for a human being.

**American Indian** – Indigenous peoples of the area that is now the continental United States of America.

We advise that you use a specific tribal name(s) whenever possible. Otherwise, we advise "indigenous peoples." "First Nations people," or "American Indian" over "Native American"

**Anti-Black racism** – Supporting racist policy through actions or inaction or expressing a racist idea with the specific intention to destroy, erode, and dictate the humanity of Black people.

**Anti-Blackness** – A system of beliefs and practices that destroy, erode, and dictate the humanity of Black people.

**Anti-racism** – The work of actively opposing racism by advocating for changes in political, economic, and social life.

**Bigotry** – Intolerance toward those who hold different opinions from oneself.

**Black** – A member of any of various dark-skinned peoples from across the globe; African American.

**Class** – Relative social rank in terms of income, wealth, education, status, and/or power.

**Coded Language** – The use of words that include layers of meaning; substituting terms describing racial identity with seemingly race-neutral terms that disguise explicit and/or implicit racial animus.

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Color-blindness – The claim not to “see” color – i.e. not to see racial difference and racism. Because racism is the status quo, failing to “see” and account for race and racism inherently perpetuates racism and racial inequities

Cultural Competence – The ability to understand, communicate with, and effectively interact with people across cultures. Grounded in the respect and appreciation of cultural differences. Demonstrated in the attitudes, behaviors, practices, and policies of people, organizations, and systems.

Disability – Any restriction or lack (resulting from a physical, sensory, or mental impairment) of ability to perform an activity in the manner or within the range considered “normal” for a human being.

EXAMPLE: physical, mental, emotional, behavioral, learning.

We advise the use of “people with varying levels of ability” or “people with a disability” not “the disabled,” which erases the humanity of disabled people.

Much of the disability community prefers identity-first language (“disabled people”) to people-first language (“people with disabilities”) because their disability is inextricably linked with their identity and not something of which they are ashamed and feel a need to hide.

We advise the use of “wheelchair user,” not “handicapped” or “crippled.”

Disability Justice – Built because the Disability Rights Movement and Disability Studies do not inherently centralize the needs and experiences of individuals experiencing intersectional oppression, such as disabled people of color, immigrants with disabilities, queers with disabilities, trans and gender non-conforming people with disabilities, people with disabilities who are houseless, people with disabilities who are incarcerated, people with disabilities who have had their ancestral lands stolen, amongst others.

Disaggregation – Ensuring data is collected and analyzed with respect to, not covering up, differences across groups like race, gender, ethnicity, sexual orientation, etc. If all racial groups are lumped together in one statistic, differences across groups will be obscured. It could look like the overall population has a homogenous trend when the gap in rates between the groups may be significant and even increasing.

Discrimination – The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex; obstinate or intolerant devotion to one’s own opinions and prejudices especially on the grounds of race, age, or sex.

Disparate impact – An unfair, differential impact on one group relative to another comparable group.

Disparity – Differences in a similar measure between comparable groups.

EXAMPLE: Difference in poverty rate between Black women and White women in X city.

Disproportionality – Over- or under-representation of a group or groups in each measure relative to the percentage of that group in the total population.

EXAMPLE: Black men make up 13% of the population in X city but 75% of the jail and prison population in X city.

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Diversity – All the ways in which people differ; all the different characteristics that make one individual or group different from another.

Includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.

Equality – Providing two or more groups with the same resources or opportunities. Equality fails to account for people’s different starting points, histories, and sets of circumstances that create disparate needs.

Equity – When two or more groups are standing on relatively equal footing. Creating equity means providing all groups with the resources and opportunities they need, given their disparate histories and sets of circumstances, because of policies.

Ethnicity – Denotes groups that share a common identity-based ancestry, language, or culture. It is often based on religion, beliefs, and customs as well as memories of migration or colonization.

Explicit Bias – A belief or attitude that affects our understanding, decision, and actions, and that exists with our conscious awareness.

Gender (identity) – A person’s internal sense of being male, female, some combination of male and female, or neither male nor female; exhibiting traits in relation to this identity.

For Example: Male, Female, Transgender Male/Female, Gender-fluid, Non-Binary/Gender non-conforming, etc.

We advise the use of the singular “they,” not he/she, as it is inclusive of all gender identities

Implicit Bias – A belief or attitude that affects our understanding, decision, and actions, and that exists without our conscious awareness.

Indigenous – Defined by certain characteristics:

Most importantly, they self-identify as Indigenous peoples.

There is a historical link with those who inhabited a country or region at the time when people of different cultures or ethnic origins arrived.

They have a strong link to territories and surrounding natural resources.

They have distinct social, economic, or political systems.

They have a distinct language, culture, and beliefs.

They are marginalized and discriminated against by the state.

They maintain and develop their ancestral environments and systems as distinct peoples.

Inequity – When two or more groups are not standing on approximately equal footing. Inequities are created and perpetuated by not providing all groups with the resources and opportunities they need and not accounting for their disparate histories and sets of circumstances, because of policies.

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Intersectional equity – When two or more race-classes, race-genders, race-sexualities, or disabled BIPOC are standing on relatively equal footing. Providing all race-classes, race-genders, race-sexualities, and disabled BIPOC with the resources and opportunities they need, given their disparate histories and sets of circumstances, because of racist, classist, sexist, queerphobic, and ableist policies.

Intersectionality – The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, classism, sexism, queerphobia, and ableism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.

Latinx – A person of Latin American origin or descent. A more inclusive, gender-neutral, or non-binary alternative to Latino or Latina.

We advise the use of “Latinx” over “Latino,” “Latina,” or “Hispanic.”

Microaggression – (Racial) Microaggression – Commonplace verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile or derogatory racial slights and insults toward BIPOC.<sup>26</sup> (The prefix “micro-” minimizes the weight and intensity of this behavior. These acts, while implicit, are as harmful as explicit acts of aggression.)

Example: A White man checks his wallet as he walks by a Black man on the sidewalk.

Example: A Black woman asks a female Asian co-worker, “Where are you from?”

Native American – A person who is of some degree Indian blood and is recognized as an Indian by a tribe/village and/or the United States. There exists no universally accepted rule for establishing a person’s identity as a Native American.

People of Color - A term that includes all Black, Indigenous, Brown, Asian, Hispanic, Latinx, and Pacific Islander racial identities.

We advise the use of “BIPOC” (Black, Indigenous, and People of Color) over People of Color, as Black and Indigenous have unique histories of oppression in the United States that could be obscured within the umbrella term of “People of Color.”

Prejudice - Preconceived opinion that is not based on reason or actual experience; harm or injury that results or may result from some action or judgment.

Race - A social power construct, based on skin color and traits associated with one’s skin color, created to uphold racism and racial hierarchy that benefits White people and disadvantages BIPOC. Race is not based in biology but in justifying systems of White supremacy.

We advise the capitalization of “Black,” “White,” and “Brown” when referring to races.

Racial equity – When two or more racial groups are standing on relatively equal footing.

Providing all racial groups with the resources and opportunities they need, given their disparate histories and sets of circumstances, because of racist policies.

Racial inequity – When two or more racial groups are not standing on approximately equal footing.

## NLC Equity Glossary

Racial inequities are created and perpetuated by not providing all racial groups with the resources and opportunities they need and not accounting for their disparate histories and sets of circumstances, because of racist policies.

**Racial Justice – The fair treatment of people of all races, resulting in equitable opportunities and outcomes for all.**

**Racial justice—or racial equity—goes beyond “anti-racism.” It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.**

Racism – A system of oppression that is based in and upholds the superiority of White people and the inferiority of BIPOC.

When we say “BIPOC” (Black, Indigenous, and People of Color) we mean – Black, Indigenous, Latinx, Asian, etc.

We advise the use of BIPOC, not “minorities” or “non-White.” This language affirms these groups’ identities positively and independently, rather than in relation to Whiteness or by setting White as the default.

Racist policy – Racist policy [structural racism/systemic racism/institutional racism] – Any measure that produces or sustains racial inequity between racial groups.

We advise the use of “racist policy” for reasons of clarity over vagueness. It addresses more clearly what creates and perpetuates racial inequity and what we need to change to achieve racial equity.

Sexual orientation – A person’s self-identity of sexual preference.<sup>20</sup> EXAMPLE: Bisexual, heterosexual, homosexual, pansexual, etc

# ULCT PROJECT GOALS & OBJECTIVES 2020

#CitiesWork

Cameron Diehl, Executive Director
DATE
December 16,2019

2020 goals to reflect the guidance that the Board of Directors provided during the strategic planning sessions

**Baseline for Goals: Attainable, Achievable, Impactful**

## Department: Training

### Goal #1

*Develop a strategic training plan for the organization to implement annually, which includes targeted training opportunities for specific audiences within the league membership (newly elected, intermediate, seasoned veterans)*

#### Objectives:

Ensure sufficient training for rural members

Ensure 101 level programming at both Midyear and Annual that focuses on Elected Officials Essentials (EOE)

Ensure 201 level courses that focus on bigger picture policy implementation

Explore 301 level courses that are both nuts and bolts and policy implementation, including options for “Muniversity” deep-dive sessions, utilization of retired experts, and partnerships with universities and other similar mission-driven organizations

Implement regular/quarterly LUAU trainings throughout the year with annual goals (promotion, course material, partners, frequency, etc.)

Explore options for regular trainings on other key topics outside of conferences

### Goal #2

*Stay fresh, efficient, and relevant on trainings, particularly at conferences*

#### Objectives:

Solicit regular feedback from the affiliate groups, board members, and general membership about potential themes and topics

Develop an annual calendar of events/timelines/internal deadlines

Streamline the process for conference idea submissions

Ensure that ULCT staff attends NLC and other relevant events to bring ideas back to ULCT

## Department: Finance/administration

### GOAL #1

*Maximize programming dollars to pivot away from expensive entertainment or other programs that don't bring a sufficient return on ULCT investment*

#### Objectives:

Re-evaluate conference entertainment costs

Evaluate the ROI of programs like the essay contest, Local Officials Day, etc.

<b>Goal #2</b>	<b><i>Expand the value for sponsors and exhibitors and non-member revenue for ULCT at conferences and events</i></b>
<b>Objectives:</b>	Implement the new sponsorship program with the a la carte options at conferences
	Enhance the experience in the exhibit halls for exhibitors, sponsors, & attendees
	Enhance the ROI for sponsors year-round through publications, website, podcasts, LPCs, and other events
	Hire Strategic Partnership Coordinator to improve communication between sponsors, exhibitors, and ULCT staff
<b>Note:</b>	<i>With the shift to the Salt Palace and the changes to the sponsorship program, calendar year 2020 will be a benchmark for the number of sponsors, number of exhibitors, and amount of revenue to inform future goals and metrics</i>

**Cross-Department(s):**  
**Membership**  
**Engagement**

<b>GOAL #1</b>	<b><i>Enhance networking opportunities for members</i></b>
<b>Objectives:</b>	Expand use of receptions and community of commonality caucuses (women in local gov't, emerging leaders, similar cities, mayoral forum, etc.)
	Keep ULCT membership on state boards and commissions up to date

<b>Goal #2</b>	<b><i>Increase member participation in ULCT training programming, particularly from elected officials, rural communities, and cities who have not recently engaged</i></b>
<b>Objectives:</b>	Identify cities and towns who have not participated in the last three years and reach out to them to participate
	Explore incentives to increase conference participation, such as a sponsor-funded scholarship for rural members, early-bird discounts, group discounts, recent absence, first-time attendees, etc. (need to create an application process and timing)
	Improve tracking of ULCT member participation at all events (conferences, trainings, LPC, etc.)
<b>Note:</b>	<i>2020 will become the benchmark for attendance of members (particularly elected officials), sponsors, and exhibitors at the Salt Palace to inform future goals</i>

<b>GOAL #3</b>	<b><i>Delineate staff duties over membership engagement</i></b>
<b>Roles:</b>	Membership, communication: the personal touch, spotlight (Comm.)
	Membership, advocacy: legislative participation, leadership (leg team)
	Membership, structure/operations: Nominations, boards and commissions, Board of Directors (Nick/Abby)
	Membership, events: tracking, recruitment, strategies to increase attendance (events/training team)

**Department: Communication**

<b>GOAL #1</b>	<b><i>Enhance the visibility of ULCT officers, board members, and ULCT members</i></b>
<b>Objectives:</b>	Spotlight officers and board members in Friday Facts and on website
	Provide them with opportunities to represent ULCT publicly (editorial boards, op-eds, capitol testimony, ULCT meetings, state leaders, NLC, etc.)
	Have conference spot for President’s city, enhance the pomp and circumstance around the officer nomination process
	Promote the Brent and Jennie Taylor Service Award within and outside the organization

<b>GOAL #2</b>	<b><i>Utilize the new website and social media to communicate with members and stakeholders</i></b>
<b>Objectives:</b>	Articulate on our website what we train on and what we don’t
	Keep the new website fresh, timely, and up to date
	Have conference spot for President’s city, enhance the pomp and circumstance around the officer nomination process
	Promote the Brent and Jennie Taylor Service Award within and outside the organization

**Department: Advocacy**

<b>GOAL #1</b>	<b><i>Increase member participation in ULCT proactive advocacy efforts</i></b>
<b>Objectives:</b>	Utilize COGs/COMs/AOGs/caucuses/Midyear to brainstorm and organize priorities in the spring and summer
	Use surveys to solicit input from members about legislative priorities
	Encourage resolutions at the Annual Convention to define policy objectives
	Improve formalities and efficiencies at the Annual Business Session
	Improve efficiency of LPC (which could include improved remote participation and online voting) and focus LPC on necessary action rather than recaps

<b>GOAL #2</b>	<b><i>Improve process for prioritizing ULCT political capital during the session</i></b>
<b>Objectives:</b>	Engage the officers regularly during the session

<b>GOAL #3</b>	<i>Increase public coordination between state leaders and ULCT members and elevate city issues during the 2020 campaign</i>
<b>Objectives:</b>	Strategically invite state leaders to conferences as participants or presenters
	Coordinate with political parties to train city officials on how to run for delegate or partisan office
	Conduct video interviews (or podcast or questionnaire) with gubernatorial candidates