



Under Section 610.015 of the Missouri Sunshine Law provides that members of the Kirkwood Human Rights Commission who are not physically present are able to participate and vote on all matters when an emergency exists and the nature of the emergency is stated in the minutes.

The U.S., and the World, is in a state of emergency due to the Coronavirus--Covid-19. The Missouri Governor and the County Executive directed all citizens to limit meetings and gatherings to a few people to avoid the spread of the Coronavirus. Therefore, members of the Kirkwood Human Rights Commission can elect to participate in virtual meetings so that they are compliant with such Orders and for the public health and safety of each other and the general public.

To follow along with the Kirkwood Human Rights Commission meeting, please see the instructions below.

You are invited to a Zoom webinar.

When: Oct 13, 2020 06:30 PM Central Time (US and Canada)

Topic: Kirkwood Human Rights Commission

Please click the link below to join the webinar:

https://zoom.us/j/95021219387?pwd=b25xSmtzMmtvWTFkd2Q1OFRBRUt1dz09

Passcode: 664924 Or iPhone one-tap:

US: +13126266799,,95021219387#,,,,,0#,,664924# or

+16468769923,,95021219387#,,,,,0#,,664924#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 312 626 6799 or +1 646 876 9923 or +1 301 715 8592 or +1 346 248

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Webinar ID: 950 2121 9387

Passcode: 664924

International numbers available: https://zoom.us/u/abbpmIQYZF

**SEE THE FOLLOWING PAGE FOR THE AGENDA





Human Rights Commission Agenda Tuesday, October 13, 2020, 6:30 p.m. Location: held virtually via Zoom

- I. Call to Order Amanda Sher, Chair
- II. Roll Call Geoff Morrison, Secretary
- III. Approval of Minutes (September 8, 2020)
- IV. City Council Liaison Comments Maggie Duwe
- V. Chief Administrator Comments Russ Hawes
- VI. Visitor Introductions and Comments
- VII. Chair Remarks
- VIII. Ballot Notary Drive Update
- IX. Meeting Updates
 - a. Police Chief Meeting
- X. New Business
- XI. Next Meeting
- XII. Adjourn

Staff Liaison: Russ Hawes Phone: 314-822-5803 Email:

hawesrb@kirkwoodmo.org

Chair: Amanda Sher

Accommodation: The City of Kirkwood is interested in effective communication for all persons. Persons requiring an accommodation to attend and participate in the meeting should contact the City Clerk at 314-822-5802 at least 48 hours before the meeting. With advance notice of seven calendar days, the City of Kirkwood will provide interpreter services at public meetings for languages other than English and for the hearing impaired. Upon request, the minutes from this meeting can be made available in an alternate format, such as a CD, by calling 314-822-5802.

DRAFT KIRKWOOD HUMAN RIGHTS COMMISSION Minutes September 8, 2020 6:30 p.m.

Under Section 610.015 of the Missouri Sunshine Law provides that members of Boards & Commissions who are not physically present are able to participate and vote on all matters when an emergency exists and the nature of the emergency is stated in the minutes.

The U.S., and the World, is in a state of emergency due to the Coronavirus--Covid-19. The Missouri Governor and the County Executive directed all citizens to limit meetings and gatherings to a few people to avoid the spread of the Coronavirus. Therefore, members of Boards & Commissions can elect to participate in virtual meetings so that they are compliant with such Orders and for the public health and safety of each other and the general public.

The meeting was called to order at 6:30 p.m. by Chair Amanda Sher.

Present Absent

Carolyn Becker
Bob Boyd
Michelle Cole
Judy Moticka, Vice Chair
Geoff Morrison, Secretary
Margie Palazollo
Amanda Sher, Chair
Paul Ward
Jeannie Webdell

Council Liaison Maggie Duwe

Staff Liaison Russ Hawes (absent)

Other Kim Sansegraw, City of Kirkwood

Roll Call

Roll call was taken by Geoff Morrison with attendance reflected above.

Approval of Minutes

Motion was made by Geoff Morrison and seconded by Michelle Cole to approve the minutes of the August 11, 2020 meeting. All in favor, motion carried.

City Council Comments

Council Member Duwe updated the KHRC on the recent and upcoming public hearings coming before the City Council, including Commerce Bank and the UMB buildings.

Chief Administrative Officer Comments

Nothing to report.

Visitor Introductions and Comments

None.

Chair Remarks

- Amanda asked Judy Moticka to summarize a video chat that was held with the Clayton Community Equity Commission along with the KHRC Officers and Council Member Duwe.
 - The KHRC and the CEC are a loosely related counterpart. They discussed the differences and similarities of the two groups.
 - o They discussed possibly having a symposium together.
 - Amanda Sher mentioned that when she met with the Mayor and Aldermen about the Commission last year, Clayton was leaning towards creating a body that had investigatory power. After the meeting with the CEC, the KHRC Officers learned that the current Commission reports directly to the Aldermen and makes recommendations to that body.
 - Geoff Morrison encouraged everyone to look on the City of Clayton's website to review the minutes of the Community Equity Commission meetings.

Meeting Updates

Ballot Drives

- Amanda Sher expressed interest in being involved in ballot drives. Some of the discussion follows:
 - Ballots will be mailed out beginning September 22.
 - Judy Moticka suggested joining Hands on Kirkwood with a ballot drive and has a meeting with Kirkwood United Methodist Church on September 9, 2020 to set up a ballot drive.
 - Amanda Sher has reached out to the Women's League of Voters.
 - Amanda Sher and Judy Moticka are notary publics and Carolyn Becker is in the process of getting her notary public certification.
 - Places and days/times to have the ballot drives will be determined this week.
 Some of the locations suggested are:
 - Community Center
 - Station Plaza
 - YMCA
 - Jeannie Webdell volunteered to speak to the Webster/Kirkwood Times to publish an article for the ballot drives.
 - Amanda Sher suggested publicizing the ballot drives by doing a press release, publishing it on Eye of Kirkwood, and Facebook postings.
 - Paul Ward suggested to post the information about the ballot drives on the Next Door application.

- Geoff Morrison discussed setting up an information table on Saturday, September 19 at the Autumn Outdoor Fest in Downtown Kirkwood from 10 a.m. 5:00 p.m.
 - Geoff suggested having two people work at a time and hand out information about the KHRC as well as the voting information.
 - Geoff volunteered to set up the table and obtain the brochures and handouts to be given out at the event.

New Business

a. Human Rights

Amanda Sher mentioned Chief Administrative Officer Russ Hawes approved for the KHRC to use the Zoom application to hold community meetings.

- i. Definition
 - Council Member Duwe asked if anyone had looked at the plaque at City Hall and the Community Center for a definition of Human Rights.
 - Bob Boyd reminded everyone to be sure not to omit the enabling ordinance when creating the definition for Human Rights.

Amanda asked the Commissioners their opinions on how they would like to start the discussions with community members to talk about Human Rights.

- Geoff stated he did not like the idea of doing the Zoom meetings with the
 community as he felt that with his years of experience in the police force and in
 the schools, he has a really good pulse on what people in Kirkwood think.
- Judy Moticka feels the meetings would be helpful but maybe do them after the election in November.
- Carolyn Becker was going to inquire with the volunteer group she works with at the Kirkwood Public Library to see if they are interested in meeting outdoors.
- Paul Ward questioned if the KHRC is prepared to discuss Human Rights at this time. There should be uniformity of the message delivered. He feels it is important to meet people where they are and be ready to hear what the community is going to say.
- Jeannie Webdell agrees that the Commission should have a structured conversation plan.
- Bob Boyd mentioned community conversations under moderated circumstances.

It was the consensus of the Commission to concentrate on the election activities at this time and to revisit the community discussions after the elections.

Next Meeting

The next regular meeting of the KHRC is scheduled to be held on October 13, 2020 at 6:30 p.m., via Zoom.

Adjourn

Motion was made by Geoff Morrison and seconded by Judy Moticka to adjourn. All in favor, motion carried.

Geoff Morrison, Secretary

KHRC Quartlery Report

Department Demographics	9/30/2020	6/30/2020		3/31/2020	
Total number of employees	88	87	Total number of employees	87	
Total number of men	64	64	Total number of men	64	
Total number of women	24	23	Total number of women	23	
Total number of causasion employees	77	76	Total number of causasion employees	76	
Total number of employess of color	11	11	Total number of employess of color	11	
Written Complaints Total	2	3	Written Complaints Total		
Resolution			Resolution		
Exonerated	1		Exonerated		
Unfounded	1	2	Unfounded		
Not Sustained			Not Sustained		
Sustained		1	Sustained		
Pending			Pending		
	control and a second second second control and a second se	continue and the contin			
Oral Complaints Total	0	0	Oral Complaints Total	þ	
Resolution			Resolution		
Exonerated			Exonerated		
Unfounded			Unfounded	├ ~`	
Not Sustained			Not Sustained		
Sustained			Sustained		
Pending	and a dealers and the second s		Pending		
Taser Deployment	0	–		1	

KHRC Quartlery Report

Comments of the Art of	Report Updates to be provious Quarterly KHRC Police Report Response Team (CERT), the	Vehicle Stop Report (VSR) The complete Missouri Ve There are 14 sections to tl Report to the KHRC the Co drivers excluding "Unknow searchers and arrests. As changes to help this tool the It is important to note the help insure our vehicle sto
	Community Service Officer Report Updates to be provided upon request regarding such topics as: Quarterly KHRC Police Report, KLAASKIDS Kirkwood-Oakland Day Out, summer Hot Dog Dayz, Updates the on the Citizen Emergency Response Team (CERT), the Chaplin Program and others.	Vehicle Stop Report (VSR) The complete Missouri Vehicle Stop Report (VSR) can be found by accessing "ago.mo.gov". There are 14 sections to the VSR report with many sections having numerous selections of additional data. For this Quarterly Police Report to the KHRC the Commission has at this time selected the total number of stops made to white and black/African American drivers excluding "Unknown, Hispanic/Latino, Asian, and American Indian/American Native; focusing on the number of stops, searchers and arrests. As the report is used and information and insights are shared with our Police Department we anticipate changes to help this tool be more helpful going forward. It is important to note the report is to be used as an additional tool, another barometer, in formulating trends to ask questions to help insure our vehicle stop process is as objective and free of prejudice and bias as possible.
	uest regarding such t 5 Kirkwood-Oakland D ram and others.	with many sections hat this time selected atino, Asian, and Ame sed and information all going forward. I used as an additional objective and free o
	topics as: ^J ay Out, summer Hot I	nd by accessing "ago.r aving numerous selec the total number of s erican Indian/America and insights are share and insights are share
	Dog Dayz, Updates the	mo.gov". ctions of additional data. For this Quarterly Polic stops made to white and black/African American an Native; focusing on the number of stops, ed with our Police Department we anticipate neter, in formulating trends to ask questions to as possible.
	on the Citizen Emerg	ta. For this Quarterly nd black/African Amorthe number of stops artment we anticipate artment we anticipate artment we are the control of the control

KHRC Quartlery Report

Officer well-being, including mental health and/or physical health awareness Fair and impartial policing practices including implicit bias recognition Handling persons with mental health or cognitive impairment issues Tactical training which must include one (1) hour or more of the following areas: de-escalation techniques, crisis management, critical training which must include one (1) hour or more of the following areas: de-escalation techniques, crisis management, critical training which must include one (1) hour or more of the following areas: de-escalation techniques, crisis management, critical training which must include one (1) hour or more of the following areas: de-escalation techniques, crisis management, critical training which must include one (1) hour or more of the following areas: The POST Commission requires the following requirements be met for annual recertification: At least 24 hours of Continuing Education in the following: 2 hours of training in Legal Studies 2 hours of training in Interpersonal Perspectives 2 hours of training in Interpersonal Perspectives 2 hours of training in Interpersonal Perspectives 3 hours of training in Interpersonal Perspectives 4 hours of training in Interpersonal Perspectives 5 hours of training in Interpersonal Perspectives 6 hours of training, it must be a part of the required 24 hours of training, 7 hours of training, it must be a part of the required 24 hours of training, 8 hours of Electives (Any of the above-listed core curricula areas) The Kirkwood Police Department has 61 commissioned police officers and 3 reserves officers, all of which are required to satisfy the above requirements for 2019. The Kirkwood Officers/Reserves participated in 4936.5 hours of training during 2019. It should be noted that the total required training hours would total 1,536 if the 64 Kirkwood Officers/Reserves completed only the minimum requirement of 24 hours of training.	The POST Commission changed the requirements for Police Officer annual recertification. On August 30, 2018, the POST Commission removed the requirement for hours in the sub-categories of:	The following information pertains to training records for 2019. I obtained the following training records from the Missouri POST Commission- Continuing Law Enforcement Education system (CLEE).	Reported semi annually June & Dec	Training	
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