



Under Section 610.015 of the Missouri Sunshine Law provides that members of the Human Rights Commission who are not physically present can 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. Therefore, members of the Human Rights Commission can elect to participate in this meeting electronically 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: April 13, 2021 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  
7799 or +1 408 638 0968 or +1 669 900 6833 or +1 253 215 8782

Webinar ID: 950 2121 9387

Passcode: 664924

International numbers available: <https://zoom.us/u/abbpmlQYZF>

**\*\*SEE THE FOLLOWING PAGE FOR THE AGENDA**



**Human Rights Commission  
Agenda  
Tuesday, April 13, 2021, 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 (March 9, 2020)
- IV. City Council Liaison Comments – Maggie Duwe
- V. Chief Administrator Comments – Russ Hawes
- VI. Visitor Introductions and Comments
- VII. Chair Remarks
- VIII. Essay Voting
- IX. Employment Initiative update
- X. Meeting Updates
  - a. Police Chief meeting
- XI. New Business
- XII. Next Meeting
- XIII. Adjourn

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

[hawesrb@kirkwoodmo.org](mailto: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**  
**March 9, 2021**  
**6:30 p.m.**

Under Section 610.015 of the Missouri Sunshine Law provides that members of the 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 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.

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

**Present**

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

**Absent**

**Council Liaison**

Maggie Duwe

**Staff Liaison**

Russ Hawes

**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 Carolyn Becker to approve the minutes of the February 9, 2021 meeting. All in favor, motion carried.

**City Council Comments**

Council Member Duwe reported that Council passed the Vision Zero legislation that has equity included.

**Chief Administrative Officer Comments**

Chief Administrative Officer Russ Hawes had nothing to report.

### **Chair Remarks**

Amanda announced her term for re-appointment is up in June and she does not want to be re-appointed.

### **Top Essay Vote**

Commissioners provided their top picks for the essay contest. The top picks were essays numbered 10, 26, 28, 46, and 62. Commissioners were asked to reread those essays and bring their top 4 selections to the April meeting.

### **Annual Report**

Motion was made by Bob Boyd and seconded by Geoff Morrison to approve the 2020 Annual Report. All in favor, motion carried.

Amanda will email the Mayor to arrange a date to report on the Annual Report to the City Council.

### **Utility Inserts**

After discussion, it was agreed to include the following on the Utility Insert:

- How to contact the KHRC
- Photograph of Roberta McWoods being presented the Denis Hart Award of Excellence with the KHRC Commissioners

Motion was made by Judy Moticka and seconded by Paul Ward to approve the Utility Insert for submission to the City, as amended. All in favor, motion carried.

### **Meeting Updates**

#### Employment Initiative

Amanda reported she spoke to Peg Weathers again regarding the Employment Initiative. Peg offered to send out a Survey Monkey to the email mailing list the Chamber of Commerce has.

Russ suggested contacting Special Business District (SBD) Executive Director Donna Poe to obtain information for SPD businesses that might be hiring people with diverse abilities to distribute stickers to be displayed at those businesses.

A discussion was held and it was the consensus that Amanda will contact Donna Poe to obtain information regarding SBD businesses and Bob offered to contact Doug Riggs regarding the Employment Initiative stickers.

### **Other**

#### Webinar Update

Carolyn Becker reported on the Human Rights Responding to Structural Discrimination and Police Violence webinar. Jeannie also included information that the United States is being

investigated by the United Nations for possible violations of the Human Rights Code that the United Nations had adopted. A preliminary report is scheduled to be released on March 18, 2021.

Geoff mentioned he received a flyer in the mail from Horizons St. Louis, which provides recreational and educational activities for children during the summer. Geoff proposed inviting Director Lakesha Robinson from Horizons St. Louis in Kirkwood to a future meeting to give a presentation about their program.

Paul Ward suggested KHRC should bring attention to the Achievement Gap with the Kirkwood School District.

Jeannie mentioned KHRC might want to work with the Kirkwood Social Justice Coalition which provides a forum for people to exchange ideas and what's going on in the community.

### **Next Meeting**

The next regular meeting of the KHRC is scheduled to be held on April 13, 2021 at 6:30 p.m., via Zoom.

### **Adjourn**

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

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Geoff Morrison, Secretary

April 6, 2021

### Quarterly meeting with Police Chief Murphy

On April 6<sup>th</sup> Commissioners Morrison, Webdell, and Ward met with the Chief to review Department demographics, citizen complaints, Taser deployments and training.

- Between 12/31/20 and 3/31/21 the total number of employees increased from 88 to 90. The additional two employees are dispatchers hired to provide additional coverage for police dispatching for the City of Des Peres as of 4/1. Male employees increased from 64 to 66 and the total number of Caucasians rose from 77 to 80 (the number of employees of color decreased from 11 to 10)
- No written complaints were received by the Department in the first quarter of the year. An oral complaint was received that a female officer was rude to a driver on a traffic stop. The officer's immediate supervisor advised the complainant that the officer's body camera video would be reviewed and the driver did not press the complaint. Subsequent viewing of the video exonerated the officer.
- There were no Taser deployments during the past 3 months. Chief Murphy did tell us that the shotguns currently in the patrol vehicles will be modified to shoot non-lethal beanbag rounds. This conversion of shotguns (they will have orange components to make them highly visible) will provide a longer range (up to 25 yards) non-lethal resource than the taser currently carried by officers. The Chief anticipates these modifications and officer training will be accomplished sometime this summer.
- Regarding training, the Chief stated that more training opportunities are beginning to open up as a result of Covid vaccinations.
- Hot Dog events normally planned for summer in City Parks have not been scheduled yet pending the decline in Covid cases. The July 4<sup>th</sup> fireworks display in the City Park as well as the Police Department's annual Open House in September are also "on hold" due to covid.
- The Police Department will soon begin to post public service videos on youtube.

KHRC Quarterly Report

	3/31/2021	12/31/2020	9/30/2020
<b>Department Demographics</b>			
Total number of employees	90	88	88
Total number of men	66	64	64
Total number of women	24	24	24
Total number of causation employees	80	77	77
Total number of employees of color	10	11	11
Total number of officers	60		
Total number of officers of color	6		
<b>Written Complaints Total</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>Resolution</b>			
Exonerated			1
Unfounded			1
Not Sustained			
Sustained			
Pending			
<b>Oral Complaints Total</b>		<b>0</b>	<b>0</b>
<b>Resolution</b>			
Exonerated			
Unfounded	1		
Not Sustained			
Sustained			
Pending			
<b>Taser Deployment</b>	<b>0</b>	<b>1</b>	<b>0</b>

**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, searches 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.

**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.



**Training**

**Reported semi annually June & Dec**

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).

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:

- 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 thinking or social intelligence.**

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 Technical Studies
- 2 hours of training in Interpersonal Perspectives
- 2 hours of training in Skill Development- Firearms
- 1 hour of Racial Profiling training (this training is not in addition to the 24 hours of training, it must be a part of the required 24 hours of training)
- 16 hours of Electives (Any of the above-listed core curricula areas)

The Kirkwood Police Department has 61 commissioned police officers and 3 reserve officers, all of which are required to satisfy the above requirements for annual recertification. All Kirkwood PD officers and reserves were compliant with the requirements for 2019. 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.