

Tracey Harty

Thank you for running for the Salt Lake City Council,

This survey was developed by a group of community members who want to see change and improvement in the law, policy, culture, and practice of law enforcement in Salt Lake City.

We appreciate your willingness to answer these questions and thank you for your attention to each important issue presented. We assume you will answer in any method you deem appropriate. Feel free to elaborate, and to ask questions during this process. We will share the results with Salt Lake City voters through social and traditional media, and may take other actions in response. We ask for your response by October 1.

As you are aware, in addition to many Utahns, much of the nation is in a state of protest over entrenched systematic abuses within our country's Law Enforcement and Criminal Justice institutions. It's time for deep, significant changes in these institutions.

Salt Lake City, our capitol, is Utah's most progressive and educated city. As is our well-established tradition, we expect Salt Lake City to lead even while the state might lag behind.

We are committed to these and similar changes. We hope this will be the beginning of an effective, dynamic and impactful conversation through this election cycle and beyond.

Sincerely,

The Community Summit for Law Enforcement Accountability (CS4LEA)

## Transparency and Accountability

**As a community we give law enforcement personnel significant power and authority, but we also need to ensure that it is being wielded in a just and humane way, and that law enforcement personnel are held accountable to the community they serve. Greater transparency and accountability will also help to build greater trust and respect in the community for law enforcement personnel. Publicly available data about law enforcement activities will help us understand where systemic problems exist.**

I believe there are several areas where we as a community must find more robust solutions to current problems with police policy, especially where human life and excessive force are concerned. While I am not an expert in the area of law enforcement, I do know individuals, families, communities and law enforcement are hurting. Together we are not doing our best to connect and work together to create an equal, safe and open community. The trustworthiness of our police and fire officials is paramount, and as I have said throughout my campaign, our entire community needs to have the opportunity to learn more about the facts of what is happening with police and fire policy, and along with the SLC CRB, and your group, join in offering actionable solutions.

Like New York City, we need to strictly track the use of police force and require our officers to intervene if they see another officer using excessive force. Officers must also call for medical attention when requested. Disciplinary consequences for failure to act accordingly will need to be put in place. For the benefit of both police and citizens alike, it is time that our community clearly understands who is being investigated and why.

I will also want to investigate options for establishing a public safety auditor.

Will you require officers to report all uses of force to a public database and also use this to inform an early intervention system that retrains and disciplines officers with repeated uses of force or civilian complaints?

The questions in this area are addressing police department policy, transparency, profiling, and excessive force. Because you have been meeting for months now, you have had the opportunity to work together to form ideas that address excessive force. I support efforts to proactively change police policy that will reduce unfair/targeted treatment of individuals and/or groups. As District 6 Council representative I will not be able to single handedly make changes. I will work with your group and others, including the Civilian Review Board, to proactively advance police department and city policy that makes demographic and police action available. Without this type of action, we will not be able to have a safe city for all people.

Would you make available all data about incidents involving use of force (deadly and less than lethal)? **Yes**

Would you make available demographics of people stopped by SLCPD? **Yes**

Would you make available demographics of people arrested by SLCPD? **Yes**

Would you make publically available footage from body cams in situations involving use of force? **Yes**

Will you partner with local research institutions to field a regular survey of community perceptions of the police and use this information to guide officer evaluations as well as department policies and practices? **Yes**

Would you be willing to institute a model system where people stopped by the police are immediately given a card by the officer, with their name and badge number, what the stop was for, and how to file a complaint, should they chose to? Maybe, and my hesitation is not knowing if officers can take the time to fill out the card before speaking with the person.

BODY CAMS ETC. Will you propose and support an ordinance or revise police department policy to require police officers use technology that collects audio and visual data of police interactions (including body cameras) and develop clear policies governing their use, storage and accessibility of footage in consultation with activists and community organizations? This should include policies that:

- Record all interactions with civilians (except where a civilian opts not to be recorded, notification of the option not to be recorded should be required upon first contact)
- Allow civilians to review footage involving them or a relative and require this information be released to the public
- Prevent officers from reviewing footage of an incident before completing initial reports or statements
- Secure the privacy of the citizen during all processes

You have good idea here. I will want to meet with you and hear more from the broader community on your ideas. I believe all Salt Lake City citizens need to have an opportunity to learn more from your group, enter the dialogue and help decide.

Will you openly affirm the right of the public to record the police by video and audio, without fear of having their devices confiscated or damaged? **Yes**

### **Reducing Unnecessary Police Actions**

**Many daily problems in our city can be resolved through means less forceful and expensive than law enforcement. For example, addiction is a health issue, and is more effectively handled by health professionals and other means.**

Would you seek to reduce interactions with law enforcement by using non-sworn personnel as first responders to work with people who have substance abuse challenges, mental health challenges, are homeless, or are at risk for domestic violence?

**Yes**

Would you take funds that would otherwise go to law enforcement to fund non-sworn personnel in these efforts?

Funding sources need to be investigated more thoroughly. This may, or may not be a solution.

### **Reducing Violence**

**Police presence should ALWAYS decrease the chance of violence taking place.**

As Mayor will you modify police department use of force policies to require officers use minimal force and de-escalation tactics, carry a less-lethal weapon, and intervene when another officer uses excessive force (See LVPD policy)?

Will you ensure police policy prohibits officers from using force on a person for talking back or as a punishment for running away?

Would you build a performance evaluation system that rewards, and values effective interpersonal skills (de-escalation, effective work with people who have mental health and substance abuse challenges, and countering bias, etc.)?

### **Encouraging Excellence in Law Enforcement/Improved Training**

**In order to improve the relationship between law enforcement personnel and the community they serve, we need to ensure that officers are well trained in interpersonal and de-escalation skills. Officers need to know how to identify and work appropriately and humanely with people who have mental health and substance abuse challenges. Officers need to understand and respect the challenges people of color face in our community. They need to understand how their implicit bias might cause harm, and how to control these.**

Would you require training for law enforcement officers to help them understand how bias works, and how to counter it? Would you require and incentivize law enforcement personnel to maintain these special social skill sets? **Yes**

Would you implement training on how to appropriately engage with youth, LGBTQ individuals, people with mental illness, addicted people, and non-English speakers?

**Yes**

Would you implement new policies aimed at rewarding and retaining officers who reduce violence? **Yes**

Would you work to increase the number of women and people from ethnic and minority groups hired by the SLCPD? **Yes**

Would you improve community connections with community forums on a regular basis? **Yes**

Would you conduct special outreach with minority communities including well-publicized community meetings with ample notice? **Yes**

Would you conduct an assessment of what kind of training is most effective in terms of helping law enforcement personnel to achieve these goals, and then implement it? **Yes**

#### **Improving the Civilian Review Board (CRB)/Independent Investigations and Prosecutions**

**The Salt Lake City Civilian Review Board is one of the main direct tools community members have to hold Salt Lake City's Law Enforcement personnel accountable to the community they serves. While it is good that the SLC CRB exists, and over the years it has been given more authority and tools to work with, it is time to make it even better. This civilian oversight structure must have the power to investigate police misconduct, subpoena, and discipline police officers.**

Do you support an independent investigation of cases in which a police officer employed by Salt Lake City kills or seriously injures a civilian? **Yes**

Would you take steps to expand, improve, and innovate regarding the membership of the CRB? **Yes** Would you prohibit members that are current, former, or family of law enforcement or employees or contractors of criminal justice institutions? **Yes** Would you seek to make it a paid position? I'm not sure. I need more data on that idea.

Will you insure a new and improved CRB has the independent power to investigate, subpoena, and discipline officers? I'm not sure. I need more data on that idea.

Will you require an independent and external prosecutor, separate from the City or County prosecutor's office, or any other government agency, to manage the proceedings following independent investigation? I'm not sure. I need more data on that idea.

I will immediately want the CRB to be able to join in interviewing and selection of appointed police and fire officials. Outreach is another important area that we need to address. I support funding public education and information about the CRB. If citizens do not know that it exists, and what it does, they cannot use it. People need to know how to exercise their rights and how to file complaints.

Another reason people need to engage with the CRB process is because the SLC CRB has the opportunity to recommend police policy changes. Hearing from the public through its activities allows the SLCPD CRB to make changes, like recent changes it recommended following the death of citizen that no single officer on scene has the authority to call off back up and it's recommendations for de-escalation training.

### **Alternatives to Incarceration and the Vote to Build a Prison in Salt Lake City.**

**The United States incarcerates the highest percentage of population of any modern country on Earth. There are active nationwide campaigns seeking to reduce the prison population by half. The state legislature recently made a start at reform in what is known as HB348. We are concerned that the reform efforts in that bill remain unfunded (lack of Medicaid expansion and other deficits) while what could easily be a Billion dollar project to build a prison remains funded.**

**The Federal Government has multiple tools at its disposal to stop the project due to its proximity to the Great Salt Lake and other logistical and environmental concerns.**

**We understand that both campaigns have committed to fight placing the prison in Salt Lake City.**

Would you include arguments about reducing prison populations in your discussions with the public and the federal government about prohibiting the prison in Salt Lake City? **Yes**

Do you think serious reforms should be in place before we expand our prison system? **Yes**

Will you implement alternatives to incarceration as a model for our county and state governments? What are your ideas for reducing our ruinous incarceration rates? Please elaborate. I am interested in learning about alternatives to incarceration.

Is there anything else you would like us to know? We appreciate your attention to these serious matters which so deeply affect the lives of so many.

I have been participating on police ride-alongs during my campaign to get a better understanding of situations in our City.