

Nate Salazar

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.

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?

I would hesitate supporting this requirement and would really want to understand the other contributing factors, neighborhood, and density of poverty and crime rates. I worry that this type of requirement could actually deter officers from working the harder patrols, where they could be effective. I would be more in favor of a whistle blower system for cops to report bad behavior.

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

Again, I have hesitations. I feel like there are issues of privacy and safety at play here, for those who report the incident and especially for the privacy and safety of the victim and those closely related to the victim.

Would you make available demographics of people stopped by SLCPD?

Absolutely.

Would you make available demographics of people arrested by SLCPD?

Absolutely.

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

Again, I have hesitations here regarding victims and if there is an ongoing investigation. If the footage want to be aired by a group or family, or the victim I would defer to the legal system and have the legal representation court order for release of the said footage.

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?

Absolutely.

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?

I would support this once the officer deems the situation is safe. However, if the officer is an un-uniformed, on-duty officer I would be willing to explore the described model system.

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

I would support the recording of all interactions with civilians and would hesitate to support the opt-out option, especially if the interaction between the civilian and the officer is related to a crime or an investigation. Again, regarding a civilian reviewing the recording involving them I would support, but would not require the recording to be released to the public, unless the victim and the family wish to do so. I would not support the officers not being able to review footage of an incident before completing initial reports or statements, I believe that the information on the recordings is just as valid as taking notes and should be used to inform reporting that is transparent.

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?

Absolutely yes, as long as the public civilian is not interfering with an arrest, or crossing evidence lines they have every right to record said interactions.

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?

My first question is what the definition of non-sworn personnel is, as well what kind of training would this position require? Otherwise, I would hesitate putting a non-sworn and un-trained individual at risk. Depending on what type of training non-sworn personnel are receiving, I would be willing to explore what options would be available for non-sworn personnel to accompany law enforcement while on calls that involve the populations listed and intervene.

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

Without understanding the specific details regarding the role and duties of non-sworn personnel and how they are employed or appointed, I would not support funds earmarked for law enforcement to fund non-sworn personnel.

Reducing Violence

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

Absolutely yes, and whatever the existing policies are, they are going to need to be evaluated for effectiveness.

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

Absolutely yes, use of force should not be used for talking back. However, running away is a crime. Once this has happened law enforcement is required to stop anyone who absconds, but in this circumstance use of force should be commensurate with the crime and no more.

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.)?

An overwhelming yes! There has to be recognition for good behavior in law enforcement. I would be more willing to allocate funds for positive recognition and the training that is needed to acquire the skills necessary in order to work with the populations described in the question.

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 and 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! There is a volunteer position in the Salt Lake Police Department and works as a liaison with the LGBT community and the police department, as well as law enforcement representatives from Unified PD and Unified Fire. I have publicly stated my support for making the existing voluntary position sustainable and attaching funding.

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

Absolutely!

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

Absolutely!

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

Absolutely!

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

Absolutely!

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?

Absolutely!

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?

I am hesitant to support this until I had a more clear understanding of who would be conducting the independent investigation. My hesitation exists due to questions of logistics, feasibility, privacy and the handling of evidence. We have to be careful in regards to evidence, if the chain of custody regarding evidence is broken; evidence can be easily dismissed in the court system making it difficult to convict or punish the offender. With that said there is incredible value in independent investigations, it's just a matter of who and logistics for me.

Would you take steps to expand, improve, and innovate regarding the membership of the CRB? Would you prohibit members that are current, former, or family of law enforcement or employees or contractors of criminal justice institutions? Would you seek to make it a paid position?

Again, I hesitate with this, like judges, these elected positions would have to be impartial and not have to worry about re-election and campaign funds. I also would struggle with supporting the prohibition of members that are current, former, or family of law enforcement or employees or contractors of criminal justice institutions. This prohibition would exclude me from running or serving on an entity like the CRB. As a Social Worker, former employee of the state of Utah Juvenile Justice Services, I believe I have unique insights that would be valuable in the review processes the CRB handles. Furthermore, as a family member of many law enforcement officers, I would be harder on officers in

circumstances where use of force occurs because of the expectations I have for my family who are officers, law enforcement overall and the community.

Will you insure a new and improved CRB has the independent power to investigate, subpoena, and discipline officers?

I would support the power to investigate, not act as the independent review agency, subpoena witnesses and make recommendations. But I feel like discipline is outside the purview of a CRB.

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?

No, a prosecutor that is not affiliated with an agency is not held to the same standards as prosecutors, which could help protect and actually prosecute offenders. This raises concerns with me regarding liability, logistics and feasibility.

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! This is a subject that I have studied and been a part of for years. One of the reasons I have always wanted to be involved in public service is to influence the policies that directly influence and persist the number of folks in prison and the demographic discrepancies that exist.

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

Absolutely, I have dedicated my life to working with our most vulnerable populations. I earned both my bachelors and masters in social work with a strict emphasis on working with youth who are incarcerated and a practice specialization in community based practice in order to not only understand the needs of those who are incarcerated but as well as understand and influence the systemic issues that contribute to; poverty, lack of education, neighborhoods/communities with high densities of poverty. I want to be a part of our city's legislative branch to address these issues, and also be liaison between the city, organizations like yours, the police and more specifically communities who are disproportionately affected by incarceration rates.

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.

Yes, we are in an era where "tough on crime" is ending and an acute focus on mental health services and drug rehabilitation are going to be used instead of jails and prisons. Last year the state passed criminal justice reform legislation that is supposed to save the state approximately \$500 million dollars in the next decades to come, Salt Lake County, just last week passed a Housing Levy that is going to generate \$9.5 million a year, all

geared towards looking at treatment as opposed to jail and incarceration. I have publicly been supporting these initiatives and will continue to do so.

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.

Foremost, I believe in transparency and I know that there will be times when we disagree. I also believe that I don't know what I don't know and that if there are disagreements they will not deter me from seeking to understand and work in collaboration towards meaningful resolution. As a potential leader in Salt Lake with the lived experiences I have as a minority, along with the relationships I have with law enforcement and hopefully the relationships I have with your organization, I want to work as a convener and facilitator with everyone to work towards resolving the concerns we all have. Working in isolated silos is an old notion to me when I compare it to the potential true partnership and collaboration can have in influencing social change. The work we have to share will not be easy, I know this and I am up to the task.