RESOLUTION 18-49

RESOLUTION TO SUPPORT INITIATIVES
TO CORRECT FOR IMPLICIT BIAS

WHEREAS, the City of University Heights ("City") seeks to be a community that is welcoming to individuals without regard to race, color, ethnicity, religion, national origin, or other characteristics; and

WHEREAS, the City seeks to take all steps reasonably possible in pursuant of eradicating biases, explicit or implicit, from City decision-making; and

WHEREAS, explicit biases are generally understood and easier to identify, while implicit biases are harder to identify as they are hidden attitudes that unconsciously impact decision-making; and

WHEREAS, the University Heights Police Department ("UHPD") receives ongoing implicit bias training, and the City seeks require such training annually; and

WHEREAS, UHPD's policy manual and various state and federal laws prohibit profiling based on the above-referenced classes or classifications, except when law enforcement action relies on a specific description of suspects; and

WHEREAS, the City supports UHPD in its enforcement of speed restrictions based, at least in part, on data related to fatality rates that show incremental speed increases for vehicles that strike pedestrians drastically increases fatalities; and

WHEREAS, higher vehicle speeds also result in more vehicle collisions (and more serious collisions) in general, and the City seeks to be a safe community for motorists, pedestrians, and bicyclists alike—speed limit enforcement is one way to slow down vehicles; and

WHEREAS, the City's enforcement of speed restrictions may catch out of town drivers off guard, as many municipalities do not enforce speeding restrictions as rigorously as UHPD; and

WHEREAS, a widely recognized benefit of having a police department in a town of approximately 1,000 citizens, is its recognition of criminal activity and deterrence of criminal activity, which may cause out of town guests to feel unwelcome, despite the City's goals and intentions; and

WHEREAS, the City seeks to receive reports from all who believe they have received police contact due to explicit or implicit biases; and

WHEREAS, the City recognizes that collecting data and comparing it to proper established benchmarks is another tool to monitor whether explicit or implicit bias impact police contacts and charging decisions; and

WHEREAS, the best practices in community policing will result in reduced crime and safer communities; and

WHEREAS, those best practices are routinely followed by well-trained and well-equipped law enforcement personnel and are in keeping with the legitimate expectations of the public; and

WHEREAS, discriminatory policing/profiling that leads to illegal pretextual stops is contrary to those practices; alienates the communities that are being served; damages the relationship between citizens and police; violates the rights and freedoms of individual citizens; compromises public safety; and has no place in the City.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of University Heights, Iowa, as follows:

1. It is the intent of the City Council to prohibit the use of explicit or implicit biases, especially in relation to profiling/discriminatory policing practices, and to create a safe community for all, provide for the collection of pertinent data, set forth best practices that the public is entitled to expect from the City and the University Heights Police Department.

2. A Citizen's Review Board shall be created to review complaints of profiling/discriminatory policing practices, should any be alleged. The details of such a board are set forth in Ordinance 235. The Council is not providing funding for the board, as it will be a volunteer board that will not have independent legal counsel. It is anticipated that legal fees will be incurred in relation to the board activities.

3. UHPD shall obtain the ability to collect data in relation to police contacts consistent with the data capabilities of the Iowa City Police Department. In order to fund the data collection software, $1,800.00 shall be allocated from the general fund to pay for the data upgrades. The intended use of the data is set forth in greater detail in Ordinance 235.

4. In order to properly analyze the data, the Council agrees that $5,000 shall be allocated from general fund to obtain benchmarks and insight into the analysis of the data.

5. In order to reduce the likelihood that out of town drivers are unequally stopped for speeding on Melrose Avenue, the Council agrees that $3,000.00 shall be allocated from the general fund to pay for an LED speed limit sign that monitors drivers' speed with radar and posts the vehicle speed.

6. The UHPD Chief of Police shall receive training and provide training to officers on issues related to the prohibition on profiling/unlawful discriminatory policing practices and educate UHPD employees on data collection reporting methods. The Council is not providing additional funding for the classes at this time, as UHPD has already received implicit bias training locally. If this training would become unavailable in the future, it is

expected that additional funding for training would be required, as such classes may only be held out of the area.

Upon motion by _____Miller_____, and seconded by _____Quezada_____, the vote was as follows:

	AYE	NAY	ABSENT	ABSTAIN
Herbold	✓			
Maher	✓			
Miller	✓			
Moore	✓			
Quezada	✓			

Upon Roll Call thus recorded, the Resolution is declared adopted this 11th day of December, 2018.

Louise A. From
Louise A. From, Mayor

ATTEST:

Christine M. Anderson
Christine M. Anderson, City Clerk