

Notes for HREC Working Meeting of October 11, 2023

Dashboard update: After working with IPD tech person, Tarun reported that entering racial and gender data is subjective to the officer conducting the traffic stop. There are too many biases in the data, and they are not able to clean the data to a level that allows presentation to the public. The purpose was to make sure IPD was conforming to the revised Mission. It appears that is happening. Tarun will continue to work with Public Safety to collect and monitor the data to see if any red flags pop up. Dashboard is on hold until further notice.

It may be possible try to organize the traffic stop data, not through gender, racial, etc. lens, but through the lens of citation/criminal codes? Tarun will continue to monitor this idea with IPD tech person. Will report back in 3 months.

What can be done or communicated to the public?

- We could request space on the city's website for use in raising awareness of public safety accomplishments/activities.
- Perhaps we could have Ironwood Tourism Council (ITC) highlight a community service monthly in its newsletter or dedicate some of its social media assets to this.

Is there a way to continue bias training? Perhaps look for grant opportunities to develop an ongoing training program for the community. This would be developed by HREC.

5th member of HREC: We are aware an application has been submitted to the City Commission for review at their October meeting. Will await notification from the commission.

Survey update: Flyers have been distributed at various businesses and will continue to be distributed throughout the community to encourage participation. Some examples include: library, SuperOne, brewery, coffee shop. Will make an effort to ask the school about having it at games. It will take continued effort to find good places for feedback.

Hiawatha update: Language to be displayed on a tri-panel at the statue has been drafted by Carol. HREC members will provide their input. Will reach out to Michael Myers for input.

- Gerry hasn't heard back from the tribes he's established contact with. No substantive update on tribal input regarding the statue.
- Carol and Gerry will continue to try to reach out to tribes for their input.
- Carol will reach out to person who originally requested HREC work on this project.

Ordinance Revision due to Section 2-191: No need to revise.

Followup on City Ordinance Revisions: Followup will take place at December Quarterly meeting, with the hope that a timeline for acceptance can be established.

Action items

- Tarun will continue to work with Public Safety to monitor traffic stop data to identify any issues regarding race, gender, etc.
- Raise public awareness for city departments and IPD
 - Request Changes to city's website for this space
 - Collaborate with Community Development and maybe ITC for this project to increase awareness of diversity – banners, women who saved Mem Bldg, etc.

- Develop implicit bias training
- Pursue grants for funding
- Join a national DEI organization (will need to fundraise for dues)
- HREC will continue to reach out to tribes for their input regarding Hiawatha statue
- Carol will reach out to Ironwood Chamber for their input on the Hiawatha statue
- Continue to monitor progress of city ordinance updates