



**Police Review Board**  
**ACTION MINUTES**

Thursday, May 26, 2022

**5:30 pm-Private Briefing**

Anaheim City Hall- 7th Floor Conference Room  
200 S. Anaheim Blvd, Anaheim

**6:00 pm- Public Meeting**

201 S. Anaheim Blvd  
Gordon Hoyt Conference Room-Second Floor

**Chairperson:** Jason Khoo

**Vice Chairperson:** Daisy Chavez

**Board Members Present:** Mayra Gomez, Diana VanKirk, Ryan Wagner, Daisy Chavez, Steve Valencia

**Board Members Absent:** None

**Staff Members Present:** Lylyana Bogdanovich

**OIR Group Members Present:** Michael Gennaco, Stephen Connolly

- **Call to Order – 6:20 p.m.**  
Chair Jason Khoo called the meeting to order at 6:20 p.m.
- **Introduction of Board Member Valencia, District 2**  
Chair Jason Khoo introduced Steve Valencia as a new board member, representing District 2.
- **Approval of Minutes – March Police Review Board Meeting**  
MOTION: Member Diana VanKirk requested to approve the minutes as presented. Second by Member Mayra Gomez.
- **Public Comments**  
*Public Comments on any agenda items or subject matter within the scope of the Police Review Board. Please note: Individual audience participation is three minutes per speaker.*

Mark Richard Daniels commented on fentanyl abuse in the area.

Bryan Kaye shared his opinions about APD and City government.

Art Castillo mentioned a recent experience he had with APD officers. He also shared his opinions on APD and City government, as well as his concerns with drivers running red lights at intersections. He requested data on how many accidents have been caused by running red lights.

Donna Acevedo Nelson shared details about the death of her son and expressed her opinions on APD and City Government. She also shared details about a recent police-involved incident in her neighborhood, as well as details regarding a recent experience with Be Well. Ms. Acevedo Nelson also shared about a local resource for Narcan training and asked if APD or the City could host a training for the public in the future.

Vern Nelson asked that more information be made public about the most recent officer involved shooting. Mr. Nelson read a statement on behalf of two Rancho La Paz residents regarding an alleged theft in the neighborhood.

**Presentation by Lt. Shawn Hill, Santa Barbara Police Department, Intergroup relationships, given as follows:**

- Lt. Shawn Hill introduced himself as an employee of the Santa Barbara Police Department and a PHD student at the university of California, Santa Barbara in the field of Communications, specifically intergroup communications.
- Today Lt. Hill will speak about the Intergroup Intervention model, which was created to help law enforcement officers engage with local communities, especially with difficult topics.
- The Intergroup Intervention model is an evidence based model, tested by researchers. Santa Barbara PD has used this model for several years.
- Intergroup Contact Theory is the idea that humans interact based on a set of social categories, or groups.
- Humans identify themselves and others as members of certain groups. People tend to unconsciously favor their own groups over other groups. This is known as implicit bias.
- Intergroup interventions were designed with the goal of creating equal status, shared goals, cooperation and support by all groups involved.
- In order for a successful Intergroup Intervention, both groups must feel a sense of equality in terms of power.
- This can be challenging between law enforcement and community members. Simply because law enforcement is armed, in uniform and has the power to arrest or cite individuals. For successful interventions this sense of power must be neutralized to a degree.
- In order for success, shared goals must be reached between the groups and an unspoken social contract should be created.

- Ideally, members of the community would be partners with law enforcement and have a say in how police departments operate.
- Intergroup Contact Theory was co-developed in Santa Barbara, by the community and local law enforcement agencies.
- A neutral, professionally trained facilitator that is not a part of either group, is selected to guide discussion.
- An intervention, also known as a dialogue, is then scheduled between the groups. The community group selects the location for this discussion, where everyone can feel safe and comfortable.
- Preparing for this interaction is the most important part of the process. Extensive care must be put into creating optimal conditions for all parties involved.
- Lt. Hill shared several anecdotal stories about successful interventions in the Santa Barbara community.
- Interventions have been evaluated by researchers and have been proven to improve empathy and trust between law enforcement and community members.
- Officers have reported an increased understanding on how cultural differences can influence interactions with the public.
- Officers also reported learning that there are mixed emotions about the police in the community, but these emotions do not generally reflect on the officers personally.
- Officers reported feeling more supported by the community after this type of dialogue. Officers feeling supported by their communities, leads to improved morale and resilience which in turn, leads to healthy officers who can be better at their jobs.
- Community members mentioned being able to humanize officers after the interaction by learning about things they had in common with officers.
- Community members also reported higher levels of trust toward officers.

The full presentation is available at <http://www.anaheim.net/PRB>.

The Board asked a number of questions regarding the presentation.

Member VanKirk asked how organizers pick a neutral mediator. Lt. Hill explained that it is necessary to get a professionally trained facilitator. Many times these can be found through a local university or another academic institution.

Member Valencia asked about how officers in Santa Barbara have interacted with the LGBTQ+ community. The speaker mentioned that police practices are informed by department policy which is different at every department. Sometimes policies can be adjusted after a community dialogue.

Member Wagner asked about the size of the groups. What is the largest group that would work for an effective intervention? According to Lt. Hill, interventions are most successful when there is an equal number of officers to community members. Anywhere from 10 people total to 30 participants total. Ideally 20 participants would be the maximum for an effective dialogue.

Vice Chair Chavez asked what “voices” stands for in the PowerPoint presentation. Lt. Hill explained that “voices” within his presentation does not stand for anything, but refers to the voices of the community members, as in their opinions and viewpoints on matters.

Vice Chair Chavez also asked how long Santa Barbara PD has been implementing this type of community intervention. Lt. Hill mentioned that the department has been doing this since 2017 and the program continues to be evaluated by internal and external entities.

Vice Chair Chavez asked how often Intergroup Interventions take place. She also asked if it was challenging to get officers to participate. What was the process like? Lt. Hill explained that every graduating police academy class in Santa Barbara must participate in an Intergroup Intervention. Interventions are also used after a critical incident. Most of the department has been supportive of these interventions because they are evidence based models.

Member VanKirk inquired about how the interventions are organized after a critical incident. Lt. Hill mentioned that Santa Barbara PD has partner organizations throughout the community that represent most of the underserved community members in the area. Usually a community partner will contact the PD to initiate an intervention.

Member Valencia asked if any data is collected during interventions. Lt. Hill explained that no data is collected. The purpose of these meetings is to make sure that all individuals can feel heard, understood and supported.

Vice Chair Chavez inquired about how the PD creates partnerships with local organizations. Lt. Hill explained that partners must be willing to work with PD and they are willing to work with any groups that want to work with them.

Vice Chair Chavez asked how officers are selected to participate in an Intergroup Interventions. Lt. Hill explained that ideally, Santa Barbara PD plans to rotate their entire department to participate in interventions at some point. Command staff and managers do not usually participate, so that officers can feel comfortable sharing their opinions and feelings. Officers are also encouraged to wear civilian clothing, in order for all participants to feel equal.

Member Wagner asked how officers can be effective participants in an intervention that is held directly after a critical incident, especially when specific details cannot be discussed due to an ongoing investigation. Lt. Hill does not recommend that an intervention take place immediately after a critical incident. The dialogue should take place as part of the “repair” portion of the timeline, after the initial investigation is complete. The time that an intervention takes place is determined on a case by case basis. Community partners help to determine when this should happen. The goal of an intervention is not to analyze a critical incident. It is about building relationships between law enforcement and the community. Information disclosure about a critical incident takes place during press briefing, statements, video, etc. and is handled by the PD communications team.

Chair Khoo asked how success is measured for Intergroup Interventions. Lt. Hill explained that this is a qualitative inductive process. Academic researchers interview participants before and after an intervention and identify common themes throughout the process.

Chair Khoo asked if any other agencies have asked to replicate this program. Lt. Hill shared that he has presented this modality both nationally and internationally. There are several department across the country who are currently considering utilizing this program.

Member VanKirk asked how police departments define “peer reviews”. Lt. Hill explained that this theory has been published in peer reviewed academic journals as well as professional journals. He believes that both forums are important. Peer review journals are academically evaluated to make sure that the research is done correctly. Professional journals are publications aimed at particular industry groups. Professional journals are effective for reaching practitioners.

Vice Chair Chavez asked if Santa Barbara PD is currently the only agency using this modality. Shawn Hill mentioned that he has presented this to many different agencies. He is currently working with five other departments that are interested in incorporating Intergroup Interventions.

Chair Khoo asked if Lt. Hill could provide any action items for the Anaheim Police Review Board to consider, as a liaison between the public and APD. Lt. Hill encouraged the

board to look at what APD is currently doing to address current conflicts in the community. He also encouraged the board to hear the police officer's point of view.

Stephen Connolly read questions submitted by the public, regarding the presentation:

1. How can you determine who should participate in an intervention as a community member?

Lt. Hill mentioned that participants always come to the community partners, and volunteer to participate. PD does not go to the public to ask if they would like to participate.

2. Are individuals given room to share their negative personal experience within the intervention group? If so, how is that handled?

Lt. Hill said yes, community members are encouraged to share any experiences they may have had with law enforcement, as long as they are comfortable sharing. The designated facilitator will make space in the discussion for everyone to share what they would like.

3. Can officer belts be made, lighter, safer and healthier?

Some departments are incorporating carriers which help to disperse equipment weight more evenly. Lt. Hill explained that every department has different uniform and equipment policies.

4. What is the timeline between an intervention and measuring increased trust or empathy in community members?

Some participants are given surveys directly after an intervention. Other times participants are interviewed up to a few weeks after, depending on logistical factors. Some studies have shown a reduction in prejudices, up to a year after an intervention. Evaluations have shown long-term sustainable reduction in prejudice among participants. However, more evaluations and research is needed to learn more about the long-term impact of interventions, in conjunction with community partners.

5. Who is in charge of creating and supervising the program as a whole?

Lt. Hill explained that he is the department liaison in charge of administering the Santa Barbara PD program.

6. How do you feel that these results translate once societal power dynamics are reintroduced?

According to Lt. Hill, when people report higher levels of empathy and understanding, they are more likely to carry those feelings through their next interactions.

Chair Khoo thanked Lt. Hill for the presentation.

- **AB481 Military Equipment Policy Update**

Lylyana Bogdanovich explained that since the AB481 Military Equipment Policy presentation during the last Police Review Board Meeting, APD has presented the policy to City Council twice. The policy was also posted on the City Website for 30 days as required by law. The policy was approved at the last council meeting. Lylyana Bogdanovich asked if the board had any follow up questions regarding this policy.

Vice Chair Chavez asked if outside agencies must abide by APD's policy, or their own policy when providing mutual aid. ~~Lt. Moody~~~~Stephen Connolly~~ explained that every local law enforcement agency in California is required to abide by the AB481 Military Equipment Policy. If the City finds themselves working alongside federal law enforcement, the federal entities would follow their own set of standards and training. Such a partnership would only happen with the approval of APD's police chief.

Vice Chair Chavez asked what would happen if an outside agency were to violate Anaheim's policy. ~~Stephen Connolly~~~~Lt. Moody~~ explained that any time a local law enforcement agency in California buys a piece of military-grade equipment, they will need to receive approval from their city council. All agencies would be held accountable by the California Attorney General's office.

Vice Chair Chavez mentioned that the policy states that at least one well publicized public meeting must be held to discuss AB481. She asked if the public requests so, may additional meetings on this topic be held. ~~Stephen Connolly~~~~Lt. Moody~~ explained that this policy must be taken to the City Council for review every year.

Vice Chair Chavez asked, how the public alert APD of policy violations. ~~Stephen Connolly~~~~Lt. Moody~~ explained, ~~that outside of a City Council meeting,~~ members of the public should contact the police department.

~~Member Wagner asked why the "Stingray" is not included on the list of AB481 military equipment. Stephen Connolly explained that he would need to look into this and get back to member Wagner. He also provided a quick overview of the AB481 policy for Member Wagner, who was not present at the last meeting.~~

- **Board Comments**

Member Valencia thanked the public for attending and participating in the meeting.

Member VanKirk thanked everyone for attending and welcomed new Member Valencia to the board.

Member Gomez thanked the public for attending and participating in the meeting. She also thanked Lt. Hill for his presentation, and congratulated him for a successful program in Santa Barbara.

Member Wagner thanked everyone for their participation. He also welcomed Member Valencia to the board.

Vice Chair Chavez shared that after the last PRB meeting, she toured BeWell OC's facilities. She also thanked Lt. Hill for his presentation. She asked if Anaheim has School Resource Officers, and if so how those officers operate at local schools. She also shared that she attended a community meeting at her apartment building recently and was appreciative that PD hosted the meeting. She also welcomed new board member Valencia.

Chair Khoo thanked Vice Chair Chavez for bringing up the topic of School Resource Officers. He welcomed Member Valencia and thanked him for joining the board. He also thanked Lt. Hill for his presentation, as well as BeWell OC for offering the tour to himself, Vice Chair Chavez and Member VanKirk. He requested that potential community organization partners present at future PRB meetings. He thanked the public for participating in the meeting.

- **Adjournment**

There being no further business, Chair Khoo adjourned the meeting at 8:00 p.m.