

**Training Committee Meeting  
Police Accountability Board  
March 8, 2022 at 7:30 PM  
Conducted Over Zoom**

**Attendees**

Board Members: Setel, Wilson, Nickoloff,

Staff: Pacheco-Walker, Campbell

Guests: PAB Board Member Dr. Robert Harrison III, John Pavlack – Coordinated Care Services Inc. (CCSI)

Item	Details	Vote	Time
Start of Meeting	<u>Welcome &amp; Introductions:</u> Committee Chair Setel brought the meeting to order.	N/A	7:34PM
Meeting Discussion	<p>Committee Chair Setel explained that the agenda for the meeting would be reviewing Board training topics, timetables for trainings, instructors, updates on staff training, and additional new business.</p> <p>Setel explained that PAB’s consultants from SMK outlined 5 of the most important topics that the Board must cover to begin their work: RPD policy and procedure, investigations of police misconduct, analyzing PAB investigative reports, application of the disciplinary matrix, and anti-bias/implicit bias training. Setel further explained that she listed the topics in the order that she believed would be received. Setel asked other committee members if it made sense as the first four topics are needed in order to begin hearing cases and noted that the bias training is ongoing.</p> <p>Pavlack stated that SMK consultants will be administering the trainings mentioned except for the bias trainings. Setel noted that she is unsure who will administer the application of the matrix training but assumes it will likely be a combination of SMK consultants and PAB staff. Pavlack replied that he can work with the instructors for the Staff anti-bias training and ask them to create a curriculum for Board members that will fit in the timetable outlined. Setel responded that the training does not necessarily have to fit in that timetable, believes that the first 4 topics must be covered first, and that 10 hours to do so may be optimistic. Further noted that she would like to see the bias training split because some of it can be done in conjunction with PAB staff trainings, but the other trainings should be conducted together as a Board.</p>		

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	<p>Nickoloff asked if bias training needed to be completed prior to hearing cases pursuant to the Charter. Setel answered that she is unsure but will refer the question back to PAB attorneys and to SMK. Also noted that some of the educational programming that the Board has completed could be considered as bias training. Pacheco-Walker offered to follow up and ask.</p> <p>Setel agreed and asked Committee members if the schedule was okay with regard to the skills training. Nickoloff agreed. Wilson agreed noting that she wished to have the Board at large engaged with this as soon as possible.</p> <p>Wilson asked if Board members will be receiving any booklets or paperwork related to training, especially on the bigger topics. Setel replied that she assumes there are training materials but agreed it was a good question to ask the SMK consultants.</p> <p>Setel proposed that Board members use the alternating Thursdays where there are no board meetings (second and third Thursdays and the 5<sup>th</sup> Thursday of March) to hold trainings and suggested 2 hour sessions from 6:30PM to 8:30PM. Culmination of proposed dates to equal 10 hours.</p> <p>Setel suggested bringing the schedule to the Board at large for their input. Wilson agreed, and asked if the trainings are being held at the new PAB headquarters or via ZOOM. Pacheco-Walker answered that trainings will be held in a hybrid format, in-person with the option to attend via ZOOM. Also noted that training sessions will be recorded. Setel to email Board members to notify them of the potential schedule.</p> <p>Setel stated that there were plans to hold some trainings with the staff and that she had been told it would be a great way to connect with staff, but has concerns that trainings will need to be duplicated as there are Board members who will not have availability for trainings during the day. Further suggested keeping Board members together as a Cohort for ease of tracking. Wilson noted that some Board members have strict time constraints and suggested making accommodations for those members, further noted that if there is sufficient notice given there should not be an issue.</p>		
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	<p>Setel noted that cut-off times had been established for Board meetings but that training is different and that it must be made a priority. Nickoloff agreed.</p> <p>Wilson asked Setel if she intended to discuss this at the next regular Board meeting.</p>		
End of meeting	Member XXX moves to adjourn meeting All members in favor. Meeting adjourned.	9-0	7:27PM