



The City of
OKLAHOMA CITY

2021 MAR 23 AM 11:31
OKLAHOMA CITY CLERK

Human Rights Commission Task Force

AMENDED AGENDA

--Special Meeting--

Thursday, March 25, 2021 - 6:00 p.m.

During the COVID19 pandemic, no physical location will be provided for this meeting. The meeting will instead be live streamed from remote locations as allowed by SB 1031, 25 O.S. Supp. 2020 §307.1(C). (As an ad hoc task force that is not supported by public funds or entrusted with the expending of public funds, the Human Rights Commission Task Force is not subject to the provisions of the Oklahoma Open Meeting Act, and therefore will continue to meet virtually.) Instructions on how to join the meeting can be found on the second page of this agenda.

TASK FORCE MEMBERS:

Councilwoman Nikki Nice (co-chair)	Lt. Miguel Baez	Anna Harman	Ayanna Najuma
Maurianna Adams (co-chair)	Maj. Vashina Butler	Rabbi Vered Harris	Cyndi Nguyen
Dr. Andrea Benjamin (co-chair)	Maj. Tink Collins	Melvin Harris	Thuan Nguyen
Councilwoman JoBeth Hamon	Valerie Couch	Dr. Marsha Dempsey Herron	Sache Primeaux-Shaw
Councilman Todd Stone	Raven Crisp	Dr. Quintin Hughes, Sr.	Seth Rott
Councilman Mark Stonecipher	Rev. Larry Crudup	Deborah Jenkins	Adam Soltani
State Rep. Chelsey Branham	Brandi Davis	Jessica Rose Johnson	Angelica Villalobos
Cpt. Bruce Alexander	Day'Quann Ervin	Laura Lang	Stan West
Sharda Allen	Cynthia Garcia	Gabriel Morales	Dr. Angel Wilson
Tasneem Al-Michael	David Hall	Ebony Muhammad	

STAFF CONTACTS:

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Phone: 1-346-248-7799 (cell phone)
Toll Free: 1-888-475-4499 or 1-877-853-5257 (land line)
Webinar URL: <https://okc.zoom.us/j/93244357472>
Webinar ID: 932-4435-7472
All members will be attending via Video Conference

Oklahoma City Human Rights Commission Task Force Participant Instructions

The City encourages participation in the public meeting from the residents of Oklahoma City. All participation in the meeting will be by Zoom. Below are instructions on how to access to the meeting, request to speak on certain agenda items, and how to request to speak under Comments from Citizens.

- To participate in the meeting via ZOOM, go to **Webinar URL: <https://okc.zoom.us/j/93244357472>**
- When prompted, enter Webinar ID: **932 4435 7472**
- To participate in the meeting by cell phone, call 1-346-248-7799.
- To participate by land line toll free, call 1-888-475-4499 or 1-877-853-5257.
- To speak on a certain agenda item, you must call your request in advance of the meeting to 405-297-1501 or email jane.abraham@okc.gov. Include your name, the agenda item number and the reason you would like to speak.
- **Please submit your request prior to the beginning of the meeting to avoid receiving your request after your item has been considered.** City staff will attempt to submit requests received during the meeting to process them to the Committee. If you are calling in press *6 to speak when recognized by the Committee Chairs.

The Chairman will announce at the beginning of the meeting that if connections are lost, the City will attempt to restore communications for a maximum of 15 minutes and if communications cannot be restored, the meeting will reconvene at a certain date, time, and place. If you are disconnected, please try again before calling 405-297-1501.

SPECIAL MEETING AMENDED AGENDA

THE CITY OF OKLAHOMA CITY HUMAN RIGHTS COMMISSION TASK FORCE

**Thursday, March 25, 2021
6:00 PM**

- I.** Call to Order (Councilwoman Nikki Nice)
- II.** Welcome (Co-chairs)
- III.** Discussion of Hate Crimes Report (Steve Krise)
- IV.** Items for Discussion and Vote:
Does the Task Force want to recommend to council the re-establishment of a Human Rights Commission? If yes, then Frameworks:
 - a. Prior OKC HRC ordinance
 - b. Plan based on the Task Force Survey Responses
 - c. Plan based on Policy and Legislation Working group
- V.** Members to Be Heard
- VI.** Public Comment
- VII.** Adjournment

Further explanation of the OCPD Hate Crimes Report:

The information provided is what will be published by the OSBI in OCPD statistics. Reporting years 2019 and 2020 were subjected to conversion by the OSBI and their results were not in OCPD control.

OCPD was also in a transition period with the change over from Summary Reporting (UCR) to Incident Based Reporting. Stats as collected by OCPD from April, 2019 to present were collected in IBR and then converted back to UCR by the OSBI - Therefore the 2019-2020 should be comparable in collection method and reporting.

The OSBI is scheduled for full implementation of IBR in 2021 ~ and they will not be running conversion of OCPD IBR data back to UCR. OCPD statistics and reporting of Hate Crimes may look substantially different from 2021 forward.

**SIBRS--Data Quality Review B
Oklahoma City Police Department
January 2020 to December 2020**

2020 OCPD Hate Crimes—(printed from SIBRS website on 03/03/2021)

INCIDENT #	OFFENSE CODE	BIAS MOTIVATION INDICATOR	DISPOSITION
2020-0002304	13C-Intimidation	Bias Mot—12-Anti-Black	Investigation Pended
2020-0003210	290-Vandalism	Bias Mot—22-Anti-Jewish/43-Anti-LGBT	Investigation Closed
2020-0007473	13C-Intimidation	Bias Mot—51-Anti-Phys Disability	No Follow-up Report
2020-0007552	13C-Intimidation	Bias Mot—12-Anti-Black	Not enough SU info
2020-0008800	520-Weapon Law Viol	Bias Mot—12-Anti-Black/32-Anti-Hisp	Weapons Charge
2020-0027905	13C-Intimidation	Bias Mot—12-Anti-Black	DA Decline (E-Cleared)
2020-0045200	290-Vandalism	Bias Mot—12-Anti-Black	Investigation Closed
2020-0048988	13C-Intimidation	Bias Mot—12-Anti-Black	Investigation Pended
2020-0070644	13A-Aggr Assault 520-Weapon Law Viol	Bias Mot—11-Anti-White Bias Mot—11-Anti White	Hate Crime Charge 21-850. Also Pointing Firearm and Possessing Firearm after Conviction
2020-0071602	120-Robbery	Bias Mot—71-Anti-Transgender	Investigation Closed Insufficient Evidence
2020-0074534	290-Vandalism	Bias Mot—11-Anti-White	Juveniles—VI was satisfied talking to the parents of SU's (E-Cleared)

WORKING HATE CRIMES

In RMS generate a Report for Hate Crimes:

Reports > Report Server > Investigations > LFR Hate Crime Incidents (Edit & Update the dates, open, and save report)

This generates a report of all incidents that have been routed to an investigative unit.

Using eCopy PDF Pro Office, open this report to update changes made to incidents. [example below]

Incident #	Hate Crime Box checked	Offense	Bias indicated
2020-0094625	RMS-0040063 ASSIGNED	UNK	UNKNOWN
2020-0097665	RMS-0040744 ASSIGNED	UNK	UNKNOWN
2020-0099018	RMS-0041062 CLOSED	UNK	UNKNOWN
Total	3		BIAS NOTED IN NARRATIVE. HOWEVER, INV INDICATES VI INSTIGATED THE ASSAULT.

In SIBRS portal pull the DQRB report for a list of Hate Crime incidents being reported.

<https://sibrs.osbi.ok.gov/Login.aspx?ReturnUrl=%2f>

Report Center > DQR > Report Name: DQRB > Check OKC box > Select your Dates

This generates a list of reports that have a Bias Indicator other than NONSUS, even reports that have not been sent on to investigations but have been closed in Records. Hate Crimes will be the second section.

Compare these lists to ensure all Hate Crime reports are being inspected.

Steps to working a report on the list:

1. REVIEW OFFENSES AND CHECK BIAS MOTIVATION
2. CHECK FOR ARREST INFORMATION
3. REVIEW NAMES TAB
4. READ NARRATIVE
5. INVESTIGATED?
6. NOT ALL BIAS MOTIVATIONS ARE UCR HATE CRIMES
7. TRACK REPORTED HATE CRIMES MONTHLY BY INCIDENT # AFTER NIBRS CONVERSION

An officer will indicate in the narrative if he/she has information on a potential Hate Bias. Not all notations of Bias will indicate whether a crime is a Hate Crime, see manuals for more information.

The officer has the option to select a Bias Motivator, found under the offense tab.

Check for arrests, charges indicating Hate Crime.

Case Management will indicate if a detective is working the incident, whether they have filed charges and if the investigation is still open or has been closed out.

Note (in red) on the LFR Hate Crime report changes made, RMS # if it's been assigned, if it's been Closed, etc.

Once you have worked the reports and added notes, you can run another report and save as the final total of reports on the list as Hate Crimes or Possible Hate Crimes. These will be collected and saved in the UCR Processing folder on SharePoint.

Hate
Crime

This is an internal indicator for Hate Crime. Whether checked or not this does not affect how an incident is reported to OSBI/FBI. This is found on the main Incident module, near the middle of the screen. We leave this box up to officers and detectives, we do not change whether this is marked or not.

Bias
Motivation 1
UNK

This field, found under the Offense tab, is how an incident is reported as a Hate Crime to the OSBI/FBI.

Based on reporting procedures we may update this as follows:

UNK – officers will use too often

If the crime has no relation to BIAS if there is no mention of BIAS update to NONSUS.

NONSUS – when no BIAS is indicated or when Detective reports there has been no Hate Crime

UNK – to be used when narrative mentions BIAS but has not been investigated/ pending investigation

BIAS MOTIVATOR / ANTI- To be used when narrative mentions bias and a detective has concluded this is a Hate Crime. How to know when a detective has concluded this is or is not a Hate Crime:

The report has been closed out

The narrative specifies bias or no bias

Charges for Hate Crime are present

[At times, it may be necessary to email a detective for clarification.] *

If the BIAS MOTIVATION field is anything other than NONSUS it will be noted as a possible Hate Crime.

UNK indicates a pending possibility of a Hate Crime.

Any other option notates and submits as a Hate Crime.

SIBRS OKLAHOMA TRAINING MANUAL / NIBRS TRAINING MANUAL

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Data Element 8A (Hate/Bias Motivation)

The Hate/Bias Motivation data element is used to indicate whether or not the offense was motivated by bias and, if so, what kind. Records Management Systems usually default the Hate/Bias Indicator to “None.” Because of the difficulty of knowing the offender’s motivation, the Hate/Bias Indicator should be reported only if investigation reveals sufficient objective facts to lead a reasonable and prudent person to conclude that the offender’s actions were motivated, in whole or in part, by bias against race, religion, disability, ethnicity, gender, gender identity, or sexual orientation.

Hate/Bias Motivation is not a separate crime or IBR offense code. It is an indicator that one of the traditional IBR offenses was motivated by the offender’s hate/bias.

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Note: Unless the bias for a hate crime falls into one of the bias categories, the agency should report zero hate crime data (leave the Hate/Bias Motivation data element on the default “88 = None”). Incidents involving ambiguous facts (i.e., where some facts are present but are not conclusive) are to be reported as “99 = Unknown.” The agency should make every effort to update this information if later investigation reveals a specific Hate/Bias motivated the incident, or if no bias was found.

[examples can be found on this page of the manual]

UCR HATE CRIME DATA COLLECTION GUIDELINES & TRAINING MANUAL VERSION 2.0, 2/27/2015 3

6.2.4.3 Second Level Judgement Officer’s / Unit’s Responsibilities:

**It is important to note that only after the second-level judgment officer/unit has made a decision that the crime was bias motivated should it be reported to the FBI UCR Program.

***There’s no stamp-of-approval from detectives that give us a clear indication.**

Hate Crimes are defined as:

- Offenses committed against persons, property, or society that are motivated, in whole or in part, by the offender's bias towards a race, ethnicity, ancestry, religion, sexual orientation, disability, gender and gender identity.
- Hate itself is not a crime—and the FBI is mindful of protecting freedom of speech and other civil liberties.
- Due to the difficulty of ascertaining the offender's subjective motivation, bias is to be reported only if investigation reveals sufficient objective facts to lead a reasonable and prudent person to conclude that the offender's actions were motivated, in whole or in part, by bias.

Victims are targeted because of:

- Race/ethnicity/ancestry bias
- Religious bias
- Sexual-orientation bias
- Gender identity bias
- Disability bias

Offenses by Crime Category are classified as:

- Crimes against persons:
 - Murder
 - Rape
 - Aggravated assault
 - Simple assault
 - Intimidation
- Crimes against property:
 - Robbery
 - Burglary
 - Larceny-theft
 - Motor vehicle theft
 - Arson
 - Acts of destruction/damage/vandalism
- Crimes against society:
 - Gambling
 - Prostitution
 - Drug violations

Valid Data Values

Race:

- 11 = Anti-White
- 12 = Anti-Black or African American
- 13 = Anti-American Indian or Alaskan Native
- 14 = Anti-Asian
- 15 = Anti-Multi-Racial Group
- 16 = Anti-Native Hawaiian or Other Pacific Islander

Religion:

- 21 = Anti-Jewish
- 22 = Anti-Catholic
- 23 = Anti-Protestant
- 24 = Anti-Islamic (Muslim)
- 25 = Anti-Other Religion (Buddhism, Hinduism, Shintoism, etc.)
- 26 = Anti-Multi-Religious Group
- 27 = Anti-Atheism/Agnosticism
- 28 = Anti-Mormon
- 29 = Anti-Jehovah's Witness
- 81 = Anti-Eastern Orthodox (Greek, Russian, etc.)
- 82 = Anti-Other Christian
- 83 = Anti-Buddhist
- 84 = Anti-Hindu
- 85 = Anti-Sikh

Ethnicity:

- 31 = Anti-Arab
- 32 = Anti-Hispanic or Latino
- 33 = Anti-Other Ethnicity/National Origin

Sexual Orientation:

- 41 = Anti-Male Homosexual (Gay)
- 42 = Anti-Female Homosexual (Lesbian)
- 43 = Anti-Mixed Group (LGBT)
- 44 = Anti-Heterosexual
- 45 = Anti-Bisexual

Disability:

- 51 = Anti-Physical Disability
- 52 = Anti-Mental Disability

Gender:

- 61 = Anti-Male
- 62 = Anti-Female

Gender Identity:

- 71 = Anti-Transgender/Transsexual
- 72 = Anti-Gender Non-Conforming

None/ Unknown:

- 88 = None (No Bias)
- 99 = Unknown (offender's motivation not known)

Additional Info.

[email from Carol Hargraves]

"We need to make sure on the questionable Incidents, we give Investigations time to work the case before reporting the Hate Crime. Also, if you see no bias in the report...change it to NONSUS. Investigations shouldn't be bothered to review these for Hate Crime purposes.

You need to decide if these should report prior to investigation or prevent them from being reported until determined to be a Hate Crime. Be sure to look at any arrests to see if Hate Crime charges are included. If so, these are ready to report. Also, not all Hate Crimes will result in charges being filed. Just make sure you are comfortable with the decisions you have made!

Remember, UCR is full of snapshots for the moment. It is sometimes difficult to erase these images after they get reported. The CCR (OCPD report only—does not go to FBI and OSBI) which reports only the index crimes is a good example of this."

"After Incidents are reviewed by UCR, any Incidents remaining on the LFR Hate Crime Report will be forwarded to the Investigative Unit for review.

To prevent reporting as a Hate Crime, remaining Incidents on LFR Hate Crime Report will require the "BIAS MOTIVATION" indicator be changed to "UNKNOWN" prior to NIBRS Conversion by OSBI and/or until Investigations authorizes the Incident to be reported as a Hate Crime and appropriate indicator selected. If Incident is determined to not be a Hate Crime, the Investigative Unit will need to change the "BIAS MOTIVATION" indicator to "NONE SUSPECTED."

If there is a question regarding whether it needs to be reported as a Hate Crime, email the Detective assigned under Case Management. Format:

Subject: 2020-0094131

This incident came across my desk down here in Records. My job is to cross the T's and dot the I's. When checking the reporting Hate Crimes in the system I noticed this one is on the FBI list to be submitted as Anti-Bisexual.

I also noticed that you've concluded your investigation and a citation was signed by the VI. However, I found no indication that you have in fact concluded this was a Hate Crime. Would you like to continue reporting this incident as an Anti-Bisexual Hate Crime?

If you believe there is indication of a Hate Crime, ensure all possibility of it being reviewed by a detective before updating to NONSUS. That is not a decision Records Department makes, but one we leave up to detectives. If need be, email the detective assigned for clarification and document the email. There are very few incidents that are in fact Hate Crimes.

**Human Rights Commission Task Force
Comparison Table
Commission Framework**

Question Presented	1988 Human Rights Commission A	Survey Results B	Recommended HRC (by the Policy and Legislation Work Group) C
Will there be an Oklahoma City Human Rights Commission (HRC)?	The 1988 Commission was disbanded by ordinance in 1996.	Yes, by inference.	Yes.
How many members will an OKC HRC include?	9	9	No less than fifteen (15) members, not to exceed twenty-one (21)
How often will an OKC HRC meet?	At least every other month	At least monthly	At least monthly
Will there be subcommittees? If so, what kind, how many, and what will be their duties?	Yes. The Human Rights Commission was empowered to form committees to address Human Rights issues. The Commission established as many committees as it deemed necessary to review concerns, and adopt policies as they related to individual racial, religious or minority group interests. Committee members were appointed by the Commission, with at least one Commission member serving as chairperson of such committee. The Committees met on regular dates as established by the Committee.	Discrimination investigations and review committee, advocacy and education committee.	As many committees as it deems necessary to address Human Rights issues, review concerns, adopt policies, or further establish the prevention and resolution of human rights complaints as they relate to individual racial, religious or minority group interests. All Commissioners shall serve on at least one (1) committee. Committee members shall be appointed by the Chair of the Commission, are not required to be Commissioners, and the majority shall consist of minority groups. At least one Commissioner serving shall serve as chairperson of any committee established by the Commission. The Committees shall meet on regular dates as established by the Commission and comply with the Open Meeting Act, as applicable.

Question Presented	1988 Human Rights Commission A	Survey Results B	Recommended HRC (by the Policy and Legislation Work Group) C
Will there be forums? If so, how many, what kind, and how often?	Yes. Human Rights Commissioners were empowered to participate in forums designed to educate the public regarding the Human Rights concerns of racial and other minorities.	Yes, by inference.	Human Rights Commission Members shall participate in forums designed to educate the public regarding the Human Rights concerns of racial and other minorities. The Human Rights Commission shall participate in no less than one (1) forum and/or educational event or strategy per fiscal year.
Will there be term limits? If so, how long will the term be?	Yes. Members of the 1988 Human Rights Commission were appointed for a term of office of two (2) years or until a successor was appointed and confirmed, except that initially, those members appointed from odd numbered wards or at-large, served a term of two years and those appointed from even-numbered wards served a term of one year. Thereafter, all terms were for a period of two (2) years. Each member of the Commission was subject to removal from office by order of the Mayor, upon approval of the City Council.	2- 3 years, staggered.	Two and three years, depending on ward, initially, then all appointments shall be for three years.
How many members will need to be present to establish a quorum for purposes of calling a meeting to order?	One half or more of the Commissioners currently serving shall constitute a quorum. Action taken at any meeting will require a majority vote. The term "majority vote" shall mean at least (5) votes or a majority vote of those present at the meeting, whichever is larger.	(Question not in survey).	Three-fourths (75%) of the members currently serving shall constitute a quorum. Any action taken at any meeting shall require a quorum.

Question Presented	1988 Human Rights Commission A	Survey Results B	Recommended HRC (by the Policy and Legislation Work Group) C
How many members of the Commission will be required for a majority vote?	Action taken at any meeting required a majority vote. The term "majority vote" meant at least five (5) votes or a majority vote of those present at the meeting, whichever was larger.	(Question not in survey).	A majority vote of the quorum present shall be required for any action to be taken. Fifty percent plus one (50% +1) of those present shall constitute a majority vote.
How should HRC members be selected?	The Commission shall include handicapped, older Americans, women, and at least a majority selected from racial and religious minorities and other person who have demonstrated an interest in human rights.	Representation by wards, representation of specialties or expertise (i.e. legal), representation of minority groups, special populations, etc.	Current service on an HRC subcommittee established by the HRC; appointed by the Mayor, with the consent and approval of the Council, with one member appointed from each ward. A majority shall be selected from racial and religious minorities who have demonstrated an interest in human rights. To ensure equitable representation, persons who identify with populations which have historically been underrepresented in governing bodies or are not currently represented on the Commission shall have preference to fill any and all remaining vacancies, as at-large members. The Commission shall include at least (1) person who practices law or is appropriately educated in law, as determined by the Chair of the Commission or Mayor.