

HANOVER TOWNSHIP DIVERISTY AND ENGAGEMENT TASK FORCE
MINUTES of the MEETING
April 15, 2021

The meeting was called to order by Trustee Gino Martinez at 6:30 p.m.

Roll Call: Amin Haider, Syed Haq, Ray Alvarez, Jagan Bukkaraju, Jeff Petros, Gupreet Singh, Melissa Perez, Trustee Martinez, and Trustee Moinuddin. Also, present Kristin Vana, Assistant Township Administrator; Hailey Matich, Administrative Assistant; Maja Stachnik, Community Affairs Intern; Kasia Cawley, Hoffman Estates Acting Police Chief.

Approval of the Agenda: Motion to approve the agenda was made by Mr. Alvarez, seconded by Mr. Haq. The motion was approved by unanimous vote.

Public Comment: None

Presentation from Hoffman Estates Police Department: Acting Police Chief Cawley began the presentation by providing the racial breakdown of Hoffman Estates residents- 42.5% White, 25.2% Hispanic or Latino, 23.2% Black, 7.1% Asian, 2% other. She also provided statistics on resident education levels, opioid overdoses, and the racial breakdown of traffic stops and arrests. Acting Police Chief Cawley then gave an overview of the department's use of force procedures that are utilized whenever a use of force incident occurs, which would be any physical interaction between an officer and civilian that involve more than handcuffing. When a use of force incident occurs, reports are filed by the officer involved and the on-duty supervisor. These reports are given to the Use of Force board where they are investigated and discipline, if determined necessary, is decided. Acting Police Chief Cawley also explained the department's complaint process. Complaints can be received by any supervisor in person, by phone, email, or in writing. After receiving the complaint, the Investigations Commander will decide if a formal or informal investigation is necessary and decide the necessary discipline after the investigation. Sustained cases and disciplinary actions are all a matter of public record. Supervisors also keep a log entry, that can only be viewed by supervisors, logging any inappropriate officer behavior, so behavior patterns are documented and can be identified. Acting Police Chief Cawley also explained that new legislation will change the complaint process so sworn affidavits by the complainants are not required and anonymous complaints may be filed. The Hoffman Estates Police Department also has several programs to engage the community including a Citizen's Police Academy, the Ride Along program, Junior Citizen's Police Academy, National Night Out, and the Police Explorer Program.

Trustee Martinez asked if the Police Department finds more residents or non-residents are arrested and stopped for traffic stops. Acting Police Chief Cawley explained that it is close to even due to the ease of highway access throughout Hoffman Estates.

Mr. Haider asked why they recruit outside of Hoffman Estates in an effort to increase diversity, if Hoffman Estates is already fairly diverse. Acting Police Chief Cawley explained that even though Hoffman Estates is diverse they still try to cast a wide recruiting net to explore all options.

Ms. Perez asked Acting Police Chief Cawley to explain more about the officer wellness opportunities the department offers. She explained that the department offers an Employee Assistance Program to all officers, the department is also able to provide recommendations to several anonymous services, and should officers be severely struggling the department will ensure they are not asked to be on the street.

Acting Police Chief Cawley also discussed the use of a social worker on the force. Previously, the department employed a social worker, but several years ago eliminated the position as the department felt there was not a significant need. Over the last year, the need for social services has increased and the department may begin to look at the hiring of a social worker in the future.

Unfinished Business: None

New Business:

Approval of Regular Meeting Minutes of March 18, 2021: Motion to approve the minutes was made by Mr. Alvarez, seconded by Mr. Bukkaraju. The motion was approved by unanimous vote.

Review and Discuss Hoffman Estates Police Department Presentation: Discussion ensued. Mr. Alvarez commented that he thought the Junior Citizen's Police Academy and the Police Explorer programs are a great way to involve and connect with youth in the community. He also suggested that the Police Department make diversity a strategic priority in these programs as many of the youth participants are interested in policing and in some cases later become officers. Trustee Martinez noted that although the Hoffman Estates Police Department gave an excellent presentation and does provide good services, it seemed that the other departments the Task Force have heard from have more robust programs and systems in place. Assistant Administrator Vana noted that the Village of Hoffman Estates is undergoing several transitions including recently hiring a new Village Manager as well as seeing their longtime Chief of Police retire.

Review and Discuss Diversity and Engagement Task Force Report: Assistant Administrator Vana gave suggestions of different items to be included in the report and explained that a first draft of the Task Force report will be available at the next meeting on May20 for the members to review.

Other Business: None

Adjournment: Mr. Alvarez moved to adjourn the meeting. Mr. Haider seconded the motion. Motion was approved. Meeting adjourned at 7:36 p.m.

Respectfully Submitted,

Gurpreet Singh
Secretary