

**RFP Committee Process to Date & Background:** The Teton County Board of County Commissioners expressed interest in further exploring recent community conversations about the existing and potential interplay between law enforcement, human and social services, and public safety response to community incidents and individuals in crisis. The RFP committee was tasked with identifying the problems, information, questions, and outcomes a related future effort might focus on and using that information to draft an RFP and associated SOW.

The RFP Committee met four times. Summary of those meetings below.

- The first meeting was largely about procedure and learning about committee members. It was decided at that meeting to add two new Committee members, to diversity representation- two Latinx members joined the group.
- The second meeting focused on Committee members sharing thoughts on the problems/challenges that exist in the local community, and what information to gather/questions to ask/who to be involved in a larger process. It was decided at this meeting that the local press should be invited to future meetings, to provide transparency. This was a sensitive topic and one that people agreed to, but with concerns about how press being present might impact the conversation/process.
- The third meeting started with a presentation from Jake Jacobs of The Illumination Project, offering ideas for what processes have looked like in other communities. The focus was then on Committee members discussing & starting to frame a future SOW. Components discussed: Project Purpose; Project Overview; Project Scope; Project Management; Recommendations for what agency(s) should release the RFP and take the lead on future work. One of the two new Latinx members resigned after the second meeting so did not attend the third meeting.
- A subgroup met between meetings 3 & 4 to draft a proposal.
- The Committee met for a final time on February 11<sup>th</sup> to finalize the proposal. Strong committee consensus to invest in a continued project.

The RFP Committee recommendations for a Statement of Work are shared below. First steps recommended are:

- Identify lead organizations/individuals to provide support and resources (money, time)
- Create guardrails for the scope of power & authority within this process
- Identify/refine the Project Management Team
- Hire a facilitator\* see the final bullet on this document under “Additional Notes”

## **1. Project Lead**

The RFP Committee discussed at length which organization(s) or governing body should own/lead a future project. The general consensus is that some combination of the below organizations would be a good collaborative group to lead this project.

- County Commissioners
- Town Council
- Sheriff's Office
- Police Department
- Fire/EMS
- 1-2 Representatives from the Human Services Council
- Hospital Staff
- Teton County School Staff
- \*Latinx Representation strongly advised/imperative?

Specific ideas & concerns raised during this conversation:

- Ensure there is DIVERSE (racial, ethnic, gender, etc.) representation on the leadership team for this project
- Too many organizations leading this could be problematic, so potentially create a structure where a few organizations "lead" and other organizations are stakeholders
- (Some) leaders on this project should have positional authority/influence to implement the recommendations that are the deliverables from this process
- Keep people without institutionalized power involved in the effort.

## **2. Project Purpose**

An opportunity for our community and our local Law Enforcement (LE) to:

- Gather, listen to and share individual experiences with LE
- Create safe spaces that provide opportunities for open dialogue between LE and individuals, to share their unique experiences in order to humanize, discover and own implicit prejudice and/or bias, and promote healing as needed
- Educate community members on current LE/social services collaborations, best practices, programs, and areas in development.
- Review existing LE data
- Facilitate strengthening of collaboration of LE and social service

With an outcome that provides community discovery, education, dialogue, & strengthens LE best practices.

- Trust, transparency, cooperation and broad community involvement are key to the project's success

**3. Project Overview**- Key components identified by the RFP committee for a successful community process:

- *An active voice in this process from diverse audiences within our community. Examples named:*
  - Latinx, African American/Black, Moldovan, Romanian, and Asian representatives. Educators, public servants, faith communities, business leaders, LE, community services, disabled, J1 students, members of the judicial system, immigration lawyers, offenders, previously incarcerated, victims of crime.
- *Information gathering & data analysis. Key aspects:*
  - Map the issues within this community & between various populations
  - Define a set of clear questions, with data and the authority to seek it out for the public interest. Examples:
    - What is going well? What are the problem areas? Are they being currently addressed?
    - Types and frequency of interface between law enforcement and marginalized populations?
    - What are the inequities in JH to be addressed?
  - Do a harm audit
    - Use Social Determinants of Health as a part of data gathering process
  - Ensure a safe space to hear and elevate marginalized voices
    - Focus groups with trained facilitators? One on one conversations? Other?
- *Community education of current LE practices, Social Service collaboration, etc.*
  - Educate the community about current LE and Social Service collaborative strengths & existing/developing programs for the betterment of the community
- *A willingness to engage the community in difficult conversations about racial dynamics in a way that supports learning and uncovers potential prejudices that may exist*
  - Agreement that this is a key component of this work, with a continued need by the project management team to identify the best way to do this
  - Acknowledge the context of “historical barriers” in consideration of inviting minorities into a majority white space
- *A diverse project management team committed to building and maintaining a compassionate and respectful environment, that has authority to gather data & make recommendations*
  - Clear direction & guard rails for the project management team around their power/authority.
  - Ongoing work by this team to further develop & lead the process
- *Support of County Commissioners & Town Council*
- *A process framework that can continue to be customized by the project management team to best meet the evolving needs of our unique community*
- *A project facilitator*
- *Combination of public/private funding*

#### **4. Project Deliverables**

- Honest, compassionate, respectful, vulnerable conversations that lead to meaningful accountability and subsequent willingness to alter policy to address shortcomings
- A clear summary/map of the issues this community faces & the scope of the problem.
- Final report/action plan with recommendations for change and improvement that are forwarded to elected officials and the public at large
- Better understanding, knowledge, access, transparency, training with regards to LE
- This group is an ongoing part of the community, maintaining a safe environment for open lines of communication between the community, elected officials, and public employees.
- Relationship between LE & social services strengthened and how they most efficiently serve the community as a whole with the focus upon those most affected
- Continuous education and training
- Trust building

#### **5. Project Scope & Project Management**

- Comprehensive involvement and representation in considering and determining solutions
- \$25,000- \$75,000 budget proposed
  - Suggestions for County, private and grant funding
- Compensation for public members who participate in any part of the project
- Facilitator is hired to help the process
- A project leadership structure that considers:
  - Diverse membership -- (racial, ethnic, gender, etc.)
  - Size of team- 6- 10 suggested as ideal
  - Combination of leadership membership on this project- some members who have positional authority/influence to implement the recommendations combined with other members lacking institutionalized power but are key voices
  - Current RFP Committee members interested in carrying out the project will be given consideration as members by lead agencies
  - LE and Social Service representation
- Suggested meeting locations are cultural gathering centers such as places of worship.
  
- Potential Phases:
  - Phase 1: Project Management Team Further refines process- whose involved, how information will be gathered & by whom (neutrality component), define questions to be asked, how community education will happen
  - Phase 2: Gather data/information & community education component- TBD by Project Management group
  - Phase 3: Community, County LE, Social Services deliberates and comes up with policy proposals

- A "topics approach" to this work was suggested
  - Potential topics could include: First Contact; The Hispanic Community's Relationship to Law Enforcement; Jailing Practices; The Counseling Community Perspective; and other topics to be suggested and added to this list at any time.
  - A working committee—participants would commit ahead of time to bring their expertise, relevant information and perspective to the group as a whole and offer actionable recommendations.
  - Facilitation would be helpful, especially if the person in that role works closely with the presenters. There'd be a lot of interest in focused topical discussions, so some of the worries expressed about inclusion would be offset by the open uninhibited public press-covered dialogue that a topics-based approach encourages, and even demands.
  - The RFP Committee expects roughly a six- month timeline for this work
  
- Potential Project Limitations Identified:
  - Getting the right people at the table & creating a space where they will speak up
  - Press involvement - desire for transparency v impact of press present and what individuals will be comfortable speaking to
  - Funding/budget/staffing- general capacity
  - Who takes the lead?

## **6. Additional Notes:**

- RFP Committee "Community at Large" Members Babbs Weissman, Bill McPeak, Ivan Jimenez, Cinthya Benavides, Ben Read & Katie Mannen all expressed interest in continued involvement with this process.
- The RFP Committee facilitator, Allison Bergh of Leadership at Play, recommends that someone with equity/inclusion expertise is involved in the next phase of work. One potential local resource is the DEI Collective -- <https://www.jhdei.com/>