

Westminster Inclusivity Board

6:00-7:30 p.m., Wednesday, January 14, 2026, Hybrid Meeting

MISSION: The mission of the Inclusivity Board is to work with City Council to advocate for all voices within our community and to ensure everyone is treated with fairness, dignity, and respect.

VISION: The Inclusivity Board envisions a diverse community where everyone understands the city belongs to them and their participation matters.

Meeting Agenda

- **Attending:** Steve Brachman, Rich Chamberlain, Donna Johnson, Cody Morgan, Alan Farb, Jillian Hodge
 - **Staff present:** Amy Rodda, Chief Norm Haubert
- **Review and Approve Minutes** – Steve motioned, Donna second. Approved.
- **Welcome new board member**
 - Cody Morgan
- **City Council Report**
 - Councillor Amber Hott - absent
- **New Business**
 - Presentation from Westminster Police Chief Norm Haubert
 - Has been Police chief for 3 years. Crime has been headed down over last 5 years. For a period, Colorado was auto theft capital of US. Property crime and bank theft were also high. Going into 2026, numbers across the board are down. Business burglary and retail theft still seem to be an issue. Homicides and violent crimes are down. Reduction in auto theft (1/2 are considered preventable as keys are left in car.) Have done PSA's across the city as well as distribution of clubs to help reduce auto theft. Hate crimes are also down, must meet specific state definition. Police Department is being proactive –part of Action against Hate – AAPI. Also working with Jewish community on antisemitic actions. Being transparent and working with community. Engagement activities like Coffee with a Cop, National Night Out (1st Tuesday in August), Citizen Police Academy, Public Safety Open House. If you want to have your neighborhood involved in National Night Out, you can reach out to Chief Haubert. Chiefs Community Advisory Panel, a cross-section of the community (business owners, religious leaders, men, women), meets on 2nd Tuesday evening on even months. Tackles hot issues like police pursuit, panel members can ask questions and dive into the topic. Allows Chief to understand different community perspectives and what is important to this community, has been a very rewarding experience. Citizen Review Board, for internal affairs investigations. Investigated by officers and then share evidence with the review board. Consists of a 3-level supervisor review and then goes to Citizen Review panel. Opportunity to be transparent and engaged with community. Under state law, do not participate with ICE. Do collaborate with FBI and DEA if needed in this jurisdiction but not ICE. Established liaison officers for underrepresented communities (Spanish, Hmong, LGBTQ). Some

bilingual staff, access to language line if needed. Recruitment efforts to make sure police department represents community. Focused recruiting like military bases, division I school sports teams, Future Forward (Adams 12 school district). Just started police cadet program – currently have 13 kids (ages 14-20). May open for 6 more. Also part of 30 by 30 initiative – national initiative to have 30% of police workforce be female by 2030. Hires since 2023 have been 30% female, 20% non-white.

Questions: Asked about bilingual staff. Number of bilingual staff has increased in last several years. Looked at universal translator equipment as well as using google translate, app for universal sign language.

Question about relations with immigrant communities. Always room for improvement. If aware of community that might be hesitant, will reach out to that group as well as work with current networks. Question about if ICE comes to Westminster and 911 calls are coming in for such scenes. Hope that the work doing now will help prevent escalated situations. Will ask whether they have proper warrants. Can be liaison to ICE and community. Help with communication. PD has responsibility to uphold constitutional rights such as peaceful protests and lawful assembly. Some conflicts between state and federal law. Question about why auto theft is down. Colorado Metro auto taskforce – larger investigations on crime rings. Bring in highly sought after car, then watch and identify what happens. Under previous law, lower value auto theft misdemeanor. In 2023, state law changed, also assigned more detectives to auto theft.

- Election of Secretary – Question about whether Cody might consider. Will revisit in February.

- **Old Business**

- Building Community/Outreach

- **Community Report**

- What's Happening in the Community?

- **Future Meeting topics**

- Date TBD: City Engineering – Heath Klein - Sidewalk Plowing and Walkability
- Other topics: Youth Advisory Panel – February 11, 2026

- **Closure/Reflection**