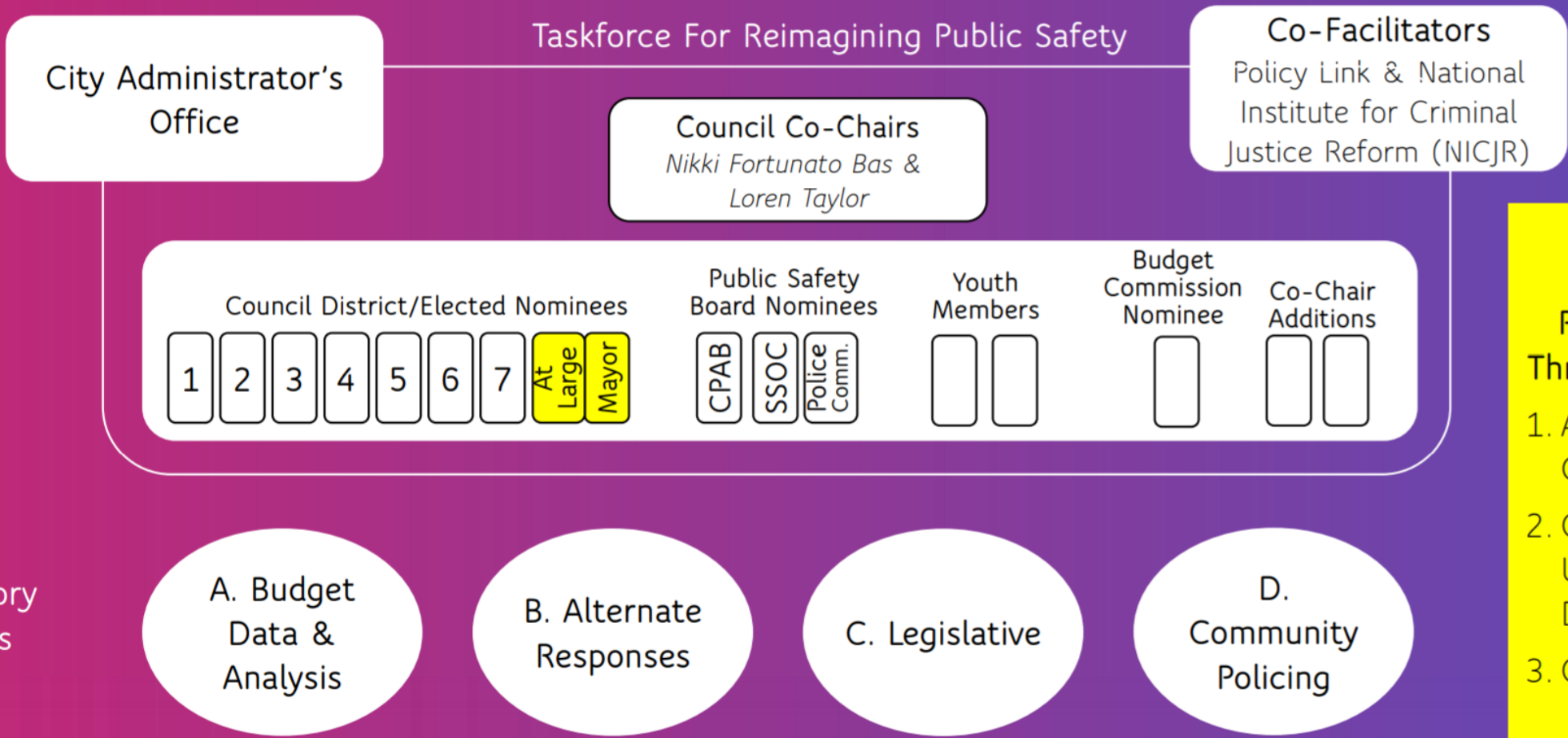


FRAMEWORK FOR REIMAGINING PUBLIC SAFETY



CITY OF OAKLAND

Proposed Team/Advisory Group Structure



- Critical Partnerships Through Process**
1. Alameda County
 2. Oakland Unified School District
 3. Others - TBD

www.oaklandca.gov/reimaginesafety

Five Areas of Focus

1. What activities/functions should OPD do less of or no longer do? What should OPD specifically continue to do/where are officers' time best spent?

For example:

- ✔ No longer respond to non-criminal calls
- ✔ No longer respond to cold calls (non-violent crime occurred more than 24 hours before the call)
- ✔ No longer respond to calls re the homeless and homeless encampments
- ✔ Focus attention on violent crime
- ✔ Improve investigations

2. What community based services or other government agency programs should be implemented specifically to replace or be an alternative to the reduced or eliminated police services?

For Example:

- ✓ MACRO: Oakland's replication of CAHOOTS

3. What other community services and assets do we want or need that do not necessarily replace a police function, but helps create neighborhood safety, peace, and healing?

- ✓ For example: More mental health services, employment, housing, violence intervention, etc.

4. What improvements/reforms are needed from OPD?

For example:

- ✓ Updated Use of Force policy to increase criteria for when force is used, especially deadly force (Police Commission working on this already)
- ✓ Greater accountability measures
- ✓ Training: Procedural justice, bias-free policing, de-escalation, Constitutional policing, etc.
- ✓ Recruitment and retention of guardian police, not warrior police

5. What do we want from the County, especially: Behavioral Health Care Services, Public Health Department, Social Services Agency (which includes Child Welfare) Probation, and Sheriff?

- ✓ For example: Greater investment in Oakland community based services that result in improved public safety.

RPSTF Advisory Boards

Budget Data and Analysis *(facilitated by NICJR)*

Advisory Board Tasks:

This working group will help the Task Force make recommendations by gathering and assessing data, including, but not limited to:

1. OPD Calls for Service studies
2. OPD's budget, including overtime, to determine areas that can be reduced in the near term
3. OPD's annual attrition rate and how much money would be saved each year if hiring was frozen and vacant positions were eliminated
4. Other City agency budgets to determine funds that can be invested in alternative responses and community services
5. Other data, as needed, to help the Task Force and other Advisory Boards make recommendations

RPSTF Advisory Boards

OPD Organization and Culture (formerly *Community Policing*) (facilitated by NICJR)

Advisory Board Tasks:

This working group will help the Task Force make recommendations by:

1. Recommending new accountability measures to hold officers accountable and dismiss officers who should no longer be on the force due to consistently poor performance or egregious incidents
2. Determining new policies and trainings needed to vastly improve/transform what remains of OPD
3. Developing a perspective on OPD's approach to community engagement and role in a reimagined public safety system
4. Leveraging the knowledge of the CPAB, including a review of the NSC/NCPC system

RPSTF Advisory Boards

Alternate Responses, Programs, and Investments (formerly *Alternate Responses*)

(facilitated by PolicyLink)

Advisory Board Tasks:

This working group will help the Task Force make recommendations by gathering and assessing data about alternatives to policing that increase safety, including:

1. Emergency responses to, e.g., mental health crises, intimate partner violence, incidents in schools, people who are unsheltered
2. Areas that may be suitable for decriminalization, such as quality of life and other non-violent infractions
3. Community-based programs that can replace and/or civilianization of a police function, such as transformative justice circles, community care pods, and violence interrupters
4. Overview and operation of emergency and non-emergency phone numbers
5. Targeted community investments to address root causes of poverty and violence, including investments in programs that prevent crime (e.g., job creation (youth/adults), housing, education, and recreational activities)

RPSTF Advisory Boards

Legal and Policy Barriers and Opportunities (formerly *Legislation*) (facilitated by *PolicyLink*)

Advisory Board Tasks:

This working group will help the Task Force make recommendations by gathering and assessing data about legal and policy barriers and opportunities related to Task Force goal, including:

1. State and local laws, e.g., POBOR, labor laws, Oakland Measure Z
2. Court orders and contracts, e.g., Negotiated Settlement Agreement, OPOA contract
3. Oversight Board: Police Commission, Community Policing Advisory Board (CPAB), and Safety Services Oversight Committee (SSOC)

RPSTF Advisory Boards Roadmap

Meeting One (All ABs will have their first meeting the week of October 19th-22nd)

Advisory Board Tasks:

- Set scope for advisory board and create working groups as needed
- Identify second co-chair
- List out needed research/work
- Brainstorm additional research questions and assign to working groups/individuals
 - Assess gaps and identify plan to fill gaps
- Brainstorm additional data requests

RPSTF Advisory Boards Roadmap

Meeting Two (See timeline and calendar for meeting dates)

Advisory Board Tasks:

- Working group/individual report-backs to share what's been learned, any challenges, and what's still on tap
- Begin to distill learnings into potential recommendations

RPSTF Advisory Boards Roadmap

Meeting Three (All ABs will have their third meeting the week of Nov 30th-December 3rd)

Advisory Board Tasks:

- Develop slate of recommendations/considerations to be presented to Task Force

RPSTF Advisory Boards Roadmap

Meeting Four (All ABs will have their fourth meeting the week of January 11th-14th)

Advisory Board Tasks:

- Finalize draft recommendations report and prepare to present feedback on recommendations to Task Force

Community Engagement Key Elements

1. Partner (through subgrants) with base-building organizations and coalitions who:
 - build power in most-impacted communities;
 - have been organizing to reimagine safety;
 - represent young people (at least 1-2)
 - can stipend individuals who participate
 - are aligned with goals of the task force
2. Conduct three online listening sessions

Community Engagement Key Elements (cont.)

3. Online survey open for 6-8 weeks
 - Address digital divide by offering locations to submit/participate
4. Promote to most-impacted residents through traditional/social media, flyers, etc.
5. Offer creative technological discussion spaces
6. Ensure comprehensive youth engagement
7. Public comment at Task Force/City Council meetings