



**CITY OF OAKLAND
REIMAGINING PUBLIC SAFETY TASK FORCE
(REGULAR MEETING)**

Meeting Minutes (Draft)

Wednesday, February 17, 2021

6:00 PM

Via Teleconference

1. Roll Call and Determination of Quorum

Co-Chairs Council President Bas and Councilmember Taylor.

The meeting began at 6:03pm.

Task Force members present: Anne Marks, David Kakishiba, Antoine Towers, Brooklyn Williams, Mariano Contreras, Keisha Henderson, Reygan Cunningham, James Burch, Pat Kernighan, Gus Newport, John Jones III, Brenda Roberts, Carol Wyatt, Nikki Dinh, Ivan Garcia, and Losaline Moa.

Task Force members absent: Member Ginale Harris was absent at the time of roll call, Member Harris joined the meeting during Item 3.

2. Opening Remarks

Co-Chairs Council President Bas and Councilmember Taylor, and Co-Facilitator David Muhammad provided opening remarks.

3. Update on Community Outreach and Engagement

Co-Facilitator Anand Subramanian with PolicyLink provided an update of the community outreach efforts, including partnering with 11 base-building community organizations and coalitions to conduct a 4-month online survey, five online listening sessions, and hosting technological discussion spaces to gather community feedback about reimagining public safety in Oakland. A total of 577 respondents completed the community survey, and Co-Facilitator Subramanian shared high-level results of the survey including the level of support for different alternatives to policing, organized by Council District. A link to the complete survey results will be provided on the Reimagining Public Safety Task Force [website](#). The first three community listening sessions occurred on November 5th, 2020, December 8th, 2020 and January 9th, 2021, and the final two listening sessions are scheduled for Thursday, February 18th at 6:00pm and Tuesday, March 9th at 6:00pm, the links to participate in these sessions are posted at www.oaklandca.gov/reimaginesafety.

Representatives from two of the base-building community partner organizations, Young Women's Freedom Center and Urban Peace Movement, presented about their respective community engagement processes and the outcomes and findings of that work. Young Women's Freedom Center partnered with the Oakland Chapter of the Sister Warriors Freedom Coalition to hold 90-minute focus group sessions with more than 30 participants over a six-week period, discussing topics such as gender-based violence, public safety in Oakland, participant's past experience and interactions with police, and possible alternatives to policing. Young Women's Freedom Center is also conducting a COVID survey amongst youth ages 15-25, with 187 respondents to date and the goal to reach 250

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respondents by February 19th. Through the focus group discussions, participants shared recommendations pertaining to topics including financial resources, guaranteed basic income, homelessness and gender-based violence, transportation and gender-based violence, and police and gender-based violence. Participants also recommended creation of a trafficked youth response team, partner violence peer advocates program, and mental health triage team. Urban Peace Movement shared the results of their survey and focus groups centered around the experiences of Black men living in Oakland, particularly the flatlands of East and West Oakland. The surveys launched on January 4th and received a total of 241 respondents, 179 respondents were from East Oakland and 62% were between 19-35 years old. The survey questions related to participant's experience with police and previous police interactions, many participants (68%) stated that they felt unsafe in Oakland, and the top three safety concerns were gun violence, getting robbed and housing instability. Urban Peace Movement also conducted two focus groups, one with nine young black men and the other with eleven – the focus groups discussed safety and what safe communities look like, the findings will be detailed in a report and include providing more mental health services, support for mental health and drug treatment services and organizations working to eliminate racial injustice, education programs and opportunities, creating a network of ambassadors with street credibility to mediate and intervene in situations of violence and conflict, more housing and housing placement, and more festivals and block parties to bring the community together.

4. Presentation and Discussion of Draft Recommendations

Representatives of the Advisory Boards presented a selection of recommendations developed by their Advisory Board; following each presentation the Task Force members shared comments or asked the Advisory Board representatives questions about the recommendations.

Advisory Board member Omar Farmer presented on behalf of the Oakland Police Department (OPD) Organization and Culture Advisory Board a subset of twelve recommendations, including creation of a crowd control ordinance, changing OPD's uniforms and taking other steps to de-militarize OPD, creating a law enforcement mutual aid plan for the 21st century, evaluating officer candidates for implicit and explicit bias, and achieving compliance with the Negotiated Settlement Agreement.

Task Force member Ginale Harris flagged that most of the recommendations or topics shared by Mr. Farmer had been considered or approved by the Police Commission.

Task Force member Anne Marks requested that the recommendation(s) related to the Oakland Black Officers Association's (OBOA) recommendations should include a link to view OBOA's recommendations in their entirety. In addition, Member Marks asked if a draft of the Officer-Involved Shooting Policy can be shared by OPD with the Task Force and Advisory Boards for feedback.

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OPD Chief Armstrong responded that the Policy will be publicly available once it is brought forward to the Police Commission for consideration, likely at the end of March.

Task Force member Brooklyn Williams shared that when the Youth Advisory Board was developing its recommendations, it received feedback that the language around “incentivizing” police officers to behave or perform in certain ways was problematic and triggering and that officers shouldn’t need incentives to conduct their work properly. Member Williams asked if the OPD Organization and Culture Advisory Board had received similar feedback or considered this when developing their recommendations. Advisory Board member Omar Farmer responded that his Advisory Board did struggle with the same thoughts and would continue to grapple with this question.

Task Force member Antoine Towers asked if the recommendations from this Advisory Board are only for OPD or if they apply to other departments as well. Advisory Board member Omar Farmer responded that some of the recommendations may involve other departments or require assistance from other departments in order to implement, but the majority are related specifically to OPD.

Representatives from the Budget Data and Analysis Advisory Board provided a pre-recorded video presentation about a subset of their Advisory Board’s recommendations. The Advisory Board examined the City’s budget and identified where re-allocations and increases should be made to make greater investments in community services and greater community safety measures, and drafted a City Budget Analysis Report which describes the process for developing the recommendations and justification for their budgetary proposals and recommendations. The Advisory Board worked with Bradley Johnson of the City’s Finance Department to evaluate the other Advisory Board’s recommendations and matched each recommendation to a department. The group then created a budget for each department based on its allocation of recommendations and associated costs. The OPD Budget/Staffing Workgroup of the Budget Data and Analysis Advisory Board developed recommendations in three areas: 1) how to make the goal of 50% or \$150 million in reductions to the OPD budget, 2) how to center impacted voices while increasing transparency and accountability, and 3) a recommended process, tools and resources to support reduction and reorganization. Recommendations include renegotiating the Oakland Police Officers Association’s Memorandum of Understanding with the City, reducing the number and cost of sworn officers, reorganizing current functions done by sworn staff to be done by non-sworn staff, reducing overtime, hiring additional facilitators/partner organizations for the second phase and continued work of the Reimagining Public Safety Task Force and City Council, and streamlining and making public multiple forms of data from OPD budget and staffing. The Budget Data and Analysis Advisory Board created three tools for review of budget and 911 call data: 1) OPD Budget Explorer Tool, 2) OPD – Call Data Budget Analysis, and 3) Decision Matrix Tool. The Role of State, Local and Federal Partners Working Group produced a research report with the following major findings: 1) seeking out and utilizing all funding sources possible for social services that are upstream to policing is a means of promoting racial justice, 2) implementing alternatives to policing and addressing root causes of

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violence is best accomplished via partnerships with the County, 3) there are both direct and indirect ways that partnering with the County can reduce OPD calls for services, 4) Task Force members should consider how the Advisory Boards' recommendations may rely on, or can leverage, non-Oakland funding sources, especially for behavioral health and homelessness, and 5) for state grant programs that both Alameda county and Oakland are eligible for, Task Force members/Oakland residents should encourage *both* entities to apply for funding that can serve Oakland.

Task Force Member Brooklyn Williams asked about future phases of the Task Force process, such as an implementation phase, and whether recommendations are being assessed and prioritized based on their implementation timeline. Advisory Board member Maureen Benson responded that if additional missing data is shared by the City, the second phase would allow for more time to assess this data and continue to refine the recommendations, the implementation timeline can be developed based on the readiness of each recommendation – those that require additional data and analysis would be implemented at a later time.

Task Force member Brenda Roberts stated that the second phase will be critical to ensure that the recommendations continue to have momentum. In addition, the OPD Budget Explorer Tool, OPD – Call Data Budget Analysis, and Decision Matrix Tool can be used by City departments to make their operations more efficient and effective and by the public to track the performance metrics of departments.

Representatives from the Alternate Responses, Programs and Investments Advisory Board presented a subset of recommendations developed by their Advisory Board. The recommendations centered on topics such as decriminalizing homelessness and poverty, investing in expansion of comprehensive and temporary transitional housing, repealing the City's homelessness ordinances, dissolving OPD's Homeless Outreach Unit and reinvesting those funds into mobile street outreach teams, and continuing launch of the MACRO pilot and provide the resources needed to scale-up the program appropriately. Additional recommendations from this Advisory Board include creating a civilian traffic enforcement unit in the City's Department of Transportation (OakDOT) and moving several basic traffic functions to OakDOT as well, advocating for State law changes that expand the City's ability to implement traffic calming measures on busy streets, begin growing a restorative justice web of support including creation of Restorative Justice Centers and community healing spaces starting in Council Districts 3, 6, and 7, invest in programs, services and spaces that support youth as restorative justice leaders and peacekeepers, provide comprehensive reentry support to formerly incarcerated community members, increase funding to gender-based violence response services, expand flexible funding for survivors of gender-based violence, adequately fund gender-based violence prevention through investing in proven protective factors from violence, revitalize commercial corridors in Oakland, and transform unused vacant land into safe spaces for community-led activation.

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Task Force member Carol Wyatt stated that there should be greater enforcement against unused, vacant property, often owned by individuals who do not live in Oakland. Vacant properties can attract dangerous and illegal activity that has a negative impact on neighbors.

Task Force member Anne Marks asked if there's been discussion of prioritization of the recommendations; Member Marks also mentioned that she didn't understand the difference between recommendations #57 and #60, and that she had questions about the background and other details of other recommendations.

Task Force member Brooklyn Williams stated that the vacant lot and commercial corridor recommendations are related to recommendation #98 and would like to connect these groups offline to discuss.

Representatives from the Legal and Policy Barriers and Opportunities Advisory Board presented a subset of recommendations developed by their Advisory Board. This Advisory Board examined past and current laws that create racism and inequities in the community, qualities of equitable and trauma-informed policies and laws, and ways to reduce criminalization and leverage existing structures to prioritize safety. Recommendations from this Advisory Board include to amend the next memorandum of understanding between the City and Oakland Police Officers Association to mandate that officers either possess a college degree or are at least 25 years of age in order to serve on the police force, mandate that OPD's hiring panel accurately reflect Oakland's racial, geographic and age diversity and expand the Police Commission's duties to concurrently review OPD's hiring process with an equity lens, mandate that prospective officers receive a written recommendation from a member of the community they wish to serve, excluding a friend or family member, reexamine the purpose of the existing volunteer boards that address public safety, mandate that authorities overseeing OPD align on the key performance indicators of the department and its staff, improve the selection panel process for police commissioners, strengthen the Police Commission and make it more equitable by increasing the number of supporting staff and providing a monthly stipend for commissioners, to create a police budget auditor position that reports directly to the Police Commission and specifically focuses on police overtime and financial practices of OPD, to implement changes to OPD's Discipline Matrix, and require supervisors and managers to utilize aggregate data on their staff's searches, arrests, uses of force, etc. to compare with demographic information and eliminate any racial disparities, through disciplinary measures if necessary.

5. Public Comments

There were six (6) speakers for Public Comment.

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6. Approval of Meeting Minutes

The draft meeting minutes of February 3, 2021 were approved by: Anne Marks, David Kakishiba, Brooklyn Williams, Mariano Contreras, Keisha Henderson, Reygan Cunningham, James Burch, Pat Kernighan, Gus Newport, John Jones III, Brenda Roberts, Carol Wyatt, Ginale Harris, Nikki Dinh, Ivan Garcia, and Losaline Moa.

Absent: Member Antoine Towers was absent at the time of the approval of meeting minutes.

7. Adjournment

The meeting adjourned at 10:36pm.