

## Youth Advisory Board Public Safety Recommendations

### Community & Culture

Oakland Police Department Culture:

#### **1. Recommendation #1: Improve the culture of accountability to the community for the Oakland Police Department.**

- a. Incentivize officers who come forward with internal abuses of power and create harsher punishment for retaliation
- b. Remove Internal Affairs out of Oakland Police Department and create an external Bureau of Community Safety that includes: a retired police officer from a non OPD department; psychologist; member of a police watchdog CBO; and adult and youth community members and is responsible for managing and responding to community complaints about police misconduct, managing a performance review process for officers that includes evaluations from community members most impacted by policing, and the hiring and firing of officers.
- c. Mandate body cameras and use footage as a mechanism to hold officers accountable for implementing community-centered best practices and incentivize participation in community co-lead harm reduction restorative justice circles between residents who file complaints and the officer(s) the complaints were filed against.
- d. Mandate participation in grief circles for officers so they can take increased ownership for processing the trauma related to their job and what they experience every day so that it doesn't negatively impact their work and interactions with the community.

#### **2. Recommendation #2: Improve hiring policies and practice for Oakland Police Department.**

- a. Remove the Recruitment & Background Unit from OPD and into the Bureau of Community Safety to oversee hiring processes.
- b. Prioritize the hiring of more officers from Oakland and provide incentives for officers to stay in Oakland.
- c. Amend the 2024 Memorandum Of Understanding (MOU) between the City of Oakland and Oakland Police Management 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.
- d. Direct the City Administrator's office to investigate the establishment of a pipeline between California State University, East Bay (CSU East Bay) and the Oakland Police Department (OPD), and the Peralta Community College system and the OPD.
- e. Mandate that OPD's hiring panel accurately reflects Oakland's racial and geographic diversity.
- f. Expand the Oakland Police Commission's duties to concurrently review OPD's hiring process through an equity lens

- g. Mandate that prospective officers receive a written recommendation from any member of the community they hope to serve, excluding a family member or close friend.
- 3. Recommendation #3: Engage youth to train officers on how to interact and support youth in the community in a strength-based trauma-informed way that considers adolescent brain development and uses restorative justice practices.**
  - 4. Recommendation #4: Hold community building circles with officers in plainclothes and residents in their respective neighborhood assignments on a monthly basis.**
  - 5. Recommendation #5: Create an OPD youth police commission to act as advisors and youth advocates to support the department in improving their practices in engaging and supporting youth.**

Community Services:

- 1. Recommendation #1: Renovate and provide more funding to public service programs such as the library, county social services, and community activity centers.**
- 2. Recommendation #2: Create more free opportunities and funding for low income families to get access to applying to jobs, getting small businesses started, and support and education around sustaining a small business.**
- 3. Recommendation #3: Allocate more funds toward social safety net programs to support low income families to meet basic needs like food, healthcare, and housing.**
- 4. Recommendation #4: Improve the physical conditions of the city including fixing streets and sidewalks, building more parks, and creating opportunities for more community driven art like murals.**

**Alternatives to Policing**

Homelessness

- 1. Recommendation #1: Invest in upstream root causes of homelessness including affordable housing, substance abuse treatment, legal support for tenants, tighter rent control policings, and transitional housing that partners with job programs.**
- 2. Recommendation #2: Develop a homeless alternative response team made up of social workers, substance abuse counselors, and violence interrupters that responds solo to non-violent incidents and responds in partnership with police to violent incidents with the response team taking the lead.**

Substance Use & Mental Health

- 1. Recommendation #1: Increase investment in the Mobile Assistance of Community Responders of Oakland (MACRO) under the Department of Violence Prevention (DVP).**
- 2. Recommendation #2: Create more community spaces that are physically and emotionally safe for people managing mental health and substance use challenges to connect with each other and access community resources.**

#### Gender Responsive Services

- 1. Recommendation #1: Develop a more responsive non-police approach to supporting Commercially Sexually Exploited Children (CSEC) survivors including as it relates to legal advocacy, case investigation, resource connection and trauma healing.**
- 2. Recommendation #2: Develop an alternative response to domestic disputes that is gender responsive and creates increased safety for survivors who may be undocumented.**

#### School Safety

- 1. Recommendation #1: Take police and armed security guards out of all Oakland schools and replace them with counselors, violence interrupters, and social workers that respond to overall health and wellness needs of students including teaching them how to cope with stress and trauma in nonviolent ways.**
- 2. Recommendation #2: Allocate more funding to support schools in building out a more comprehensive restorative justice approach to deal with conflict and bullying.**

#### Non-Violent Incidents

- 1. Recommendation #1: Create a civilian team to deal with noise complaints, misdemeanors, non-violent traffic violations, and investigate post-incident when the threat of harm is gone to reduce unnecessary contact with the criminal justice system.**
- 2. Recommendation #2: Design a more equitable accountability system for non-violent incidents that includes a warning for the first offense, an income-based fining approach, and meaningful community services opportunities to restore justice to the community.**

#### Early Intervention

- 1. Recommendation #1: Create more diversion programs for youth to prevent further entwinement in the school-to-prison pipeline.**

- 2. Recommendation #2: Invest in more restorative justice circles and other community gatherings to build trust, safety, and belonging within neighborhoods.**

### **Youth Programs**

#### Youth Engagement Activities:

- 1. Recommendation #1: Invest in more free after school programs with extended hours to 8pm that provide opportunities to youth to have positive peer engagement and build skills in areas that interest them.**
- 2. Recommendation #2: Invest in more mentorship and internship opportunities for youth that include stipends to incentivize youth to invest in their development.**
- 3. Recommendation #3: Continue funding sports activities that already exist in addition to creating more opportunities based on youth interests.**
- 4. Recommendation #4: Hold youth community fairs that bring more awareness and access to youth resources and programs.**

#### Civic Engagement & Social Justice Education:

- 1. Recommendation #1: Create more collaborative opportunities between schools and community based organizations to bring in civic engagement and social justice curriculums into the school day including curriculum that engages school-to-prison pipeline theory.**
- 2. Recommendation #2: Partner more closely with schools to hold space for conversations about community systems and violence prevention and collaborate with students on violence prevention and intervention strategies.**
- 3. Recommendation #3: Integrate and encourage more civic engagement activities for students during the school day, including creating processes for students to do civic engagement activities in the community with adult allies.**

#### Jobs & Career Pathways:

- 1. Recommendation #1: Hold a biannual youth career fair in the community to bring together job and career resources to middle school and high school youth including community leadership opportunities, internships, mentorships, college support, and career training.**
- 2. Recommendation #2: Sponsor and promote a youth career week that aligns with the career fair where middle school and high school students have access to a career workshop every day that week during the school day.**
- 3. Recommendation #3: Create and encourage more collaborative partnerships between schools and youth organizations that focus on career development.**