



**CITY OF OAKLAND  
COMMUNITY POLICING ADVISORY BOARD  
REGULAR MEETING**

**Meeting Agenda  
Wednesday, August 5, 2020  
6:00 PM  
Via Teleconference**

**Committee Membership:** Chairperson Ravinder Singh (Dist. 4), Paula Hawthorn (Dist. 1), Colette McPherson (Dist. 2), TBD (Dist.3), Jorge Lerma (Dist.5), Donald Dalke (Dist. 6), Kirby Thompson (Dist. 7), Jennifer Tran (At Large), Nancy Sidebotham (NW), Geraldine Wong (NW), Daniel Ettlinger (OUSD), Ericka Parker (OHA), Creighton Davis (Mayoral), Yonas Gebremicael (Mayoral)

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**Pursuant to the Governor's Executive Order N-29-20, members of the Police Commission Selection Panel, as well as City staff, will participate via phone/video conference, and no physical teleconference locations are required.**

**PUBLIC PARTICIPATION**

The Oakland Police Commission Selection Panel encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

**OBSERVE:**

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/81808404780> at the noticed meeting time.

Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled “Joining a Meeting”

- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the following Webinar ID: 818 0840 4780

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

**PROVIDE PUBLIC COMMENT:** There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Tonya Gilmore @ [tgilmore@oakland.ca.gov](mailto:tgilmore@oakland.ca.gov). Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.

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- By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”

- By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“\*9”) to request to speak when Public Comment is being taken on a eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

If you have any questions about these protocols,  
please e-mail Tonya Gilmore, at [tgilmore@oaklandca.gov](mailto:tgilmore@oaklandca.gov).

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*Each person wishing to speak on items must raise their hands via ZOOM  
Persons addressing the Community Policing Advisory Board shall state their names and the  
organization they are representing, if any.*

- 1. Open Forum (6:00-6:05)**
- 2. Approval of July Minutes (6:05-6:10)**
- 3. Oakland Police Department Updates (6:10-6:20)**
  - a. Oakland Police Department**
  - b. Neighborhood Services**
- 4. Discussion of reporting from OPD and Neighborhood Services (6:20-6:30)**
- 5. Reimagining Policing in Oakland Taskforce (6:30-7:00)**
- 6. CPAB Chair nominations and election (7:00-7:10)**
- 7. Committee Reports and Discussion (7:10-7:40)**
  - a. Ad Hoc – Complaint Process**
  - b. NCPD Resource Committee**
  - c. Program and Services Committee**
  - d. Fund Development Committee**
- 8. Discussion of CPAB Proposed Goals and Action Plan (7:40-8:00)**
- 9. Discussion of possible CPAB Retreat (8:00-8:10)**
- 10. Chair’s Report (8:10-8:20)**
- 11. Staff Report: Scheduling Ethics Training (8:20-8:25)**
- 12. September Agenda Building (8:25-8:30)**
- 13. Next Meeting - September 2, 2020, 6:00pm**
  - a. TBD – Virtual Meeting Option**

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [tgilmore@oaklandca.gov](mailto:tgilmore@oaklandca.gov) or call (510) 238-7587 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a [tgilmore@oaklandca.gov](mailto:tgilmore@oaklandca.gov) o llame al (510) 238-4756 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 [tgilmore@oaklandca.gov](mailto:tgilmore@oaklandca.gov) 或 致電 (510) 238-4756 或 (510) 238-2007 TDD/TTY.



**CITY OF OAKLAND  
COMMUNITY POLICING ADVISORY BOARD  
REGULAR MEETING**

**Community Policing Advisory Board  
DRAFT MEETING MINUTES - Wednesday, July 1, 2020  
Via Teleconference**

**PRESENT:** Chairperson Ravinder Singh (Dist. 4), Paula Hawthorn (Dist. 1), Colette McPherson (Dist. 2), TBD (Dist.3), Jorge Lerma (Dist.5), Donald Dalke (Dist. 6), Jennifer Tran (At Large), Nancy Sidebotham (NW), Geraldine Wong (NW), Daniel Ettlinger (OUSD), Ericka Parker (OHA), Creighton Davis (Mayoral), Yonas Gebremicael (Mayoral)

**ABSENT:**

Kirby Thompson (Dist. 7)

**1. Open Forum:** 2 Minutes each

Speakers –

Assata Olugbala – Productivity of NCPC's, NSC's and CRO's & CRT's – would like a clear idea of their productivity. What is being done that leads to results in Community Policing.

Mary Foute – Beat 35x & 34X – Disagrees with the proposed move of Neighborhood Services from OPD. Concerned about CRO's and their being able to work on Beat priorities.

Jasmine Glasper - CPAB Summer Intern

**2. Approval of Minutes:** March 4, 2020 - Motion made by Board Member Sidebotham, 2<sup>nd</sup> by Board Member Ettlinger - All Approved

**3. Oakland Police Department Updates:**

Oakland Police Department – DC Armstrong Chief Manheimer named as interim on April 6, 2020 and expected to serve for 6 months. Search for permanent Chief is pending. 733 officers of 794 authorized strength. Neighborhood Services has been moved to the City Administrator's Office under the Joe DeVries – Director interdepartmental Operations. OPD will maintain relationship with Neighborhood services and NCPC's and CRO's will continue work on Beat Priorities. All City Services will be available to NSC's. COVID 19 protocols are in plan and NCPC meetings are still being held. Shooting crime is on the rise and Ceasefire is active. Masks have been provided to the community (5000). All CRO positions are filled.

(BM) Dalke asked about NSC training. Will training be continued with the move to the CAO – training is prepared but was delayed due to the Shelter in Place. Will not be affected by the move to the CAO, will work with Director DeVries.

(BM) Ettlinger asked about transition to CAO – timeline and how the CPAB can support the transition. With budget approval it is approved today. NSC Supervisor position may be unfrozen with the move.

(BC) Singh noted that Director DeVries is familiar with the CPAB and if board members have recommendation, they should send them to the Board staff person.

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(BM) Davis asked about the assessment of the use of crowd dispersants. Investigation underway, as per protocol. Operational period is still under way and 180 days is the normal response time Police Commission has requested a faster timeline and OPD is working to comply. A Court order is also in effect and OPD is address the issues.

**Neighborhood Services Updates:**

Neighborhood Services – Ana Martinez – ongoing support of NCPC’s and residents – ZOOM meetings are being held, there have been issues and they are working to resolve. Translation is difficult as Oakland has very diverse language population – via NextDoor services and food sources have be made available to neighbors who made need assistance. They have also provided information on firework safety.

(BM) Dalke – working on a 2019 Annual Report status, will copy be provided to the CPAB – will look into the status.

(BM) Davis – NCPC’s chair email addresses completion of the spreadsheet and the Gmail use agreement. Use agreement is with the City Attorney and will check with Ms. Verdin on the status of the spreadsheet. Will contact staff on timeline.

**4. Chair’s Report (Ravinder):**

Spoke about the Summer Intern Jasmine Glasper – (BM) Davis noted that Jasmine has spoken with an NSC and has been exploring the topic of Community Policing.

Nomination for a Chair – (BM) Dalke requested to open the nominations for Chair, (BC) Singh noted that he was willing to serve as Chair through his term which ends in 2021. (BM) Dalke noted that if the Board re-opened the nomination, that (BC) Singh would be a good resource for a new Chair. (BM) Lerma asked for clarity on the vote or reconfirmation of the Chair or a new candidate. (BC) is open to any motion. (BM) Ettlenger asked for nominees to speak on their vision for the Board. (BC) Singh agreed. (BM) Dalke made a motion to approve accept nominations for Chair. 2<sup>nd</sup> made (BM) Gebremicael.

2 No’s – Wong – Sidebotham, 1 abstain (audio unclear) - Majority approved.

(BM) Dalke nominated (BM) Davis as Chair. (BM) Wong nominated (BC Singh). Election will be held in August.

Ad Hoc Committee on Complaints – 1 complaint filed; work of the committee is ongoing. (BC) Singh has met with Ms. Robinson and (BM) Sidebotham and they have agreed to work together. Additional complaint filed by J. Delgado and is under review of the Ad Hoc committee.

**5. Committee Process and Charge: (7:00 to 7:20)**

Chair Singh noted that the Board has 3 standing committees: Programs, Resource and Finance. Nominations were made at the March meeting.

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**Finance Committee**

Ettlinger  
Hawthorn  
Parker added to the Committee  
Singh added to the Committee

**Resource Committee Nominees**

Dalke  
Wong  
Sidebotham

**Program Committee Nominees**

Lerma  
McPherson  
Dalke  
Davis  
Tran added to the Committee  
Gebremicael added to Committee

Chair of each committee held off till a new Chair is determined in August.

Ad Hoc Complaint Committee members – McPherson, Dalke, Hawthorn, Wong

(BM) Ettlinger asked for background info on the Finance Committee – (BC) Chair joined the Finance Committee to provide historical knowledge

**Program Committee – Lerma - No Update**

**Resource Committee – Sidebotham - No Update – (BC) Singh asked about the status of 30 Y, (BM) Sidebotham noted that they are still working on their bylaws.**

**Finance Committee – No Update**

Committee members should understand the work of the committees, new members have requested education on the work of each committee. In the committee meetings charge of the committee should be discussed and goals set. Asked to meet in in July and report in August on what they plan to work on.

**6. Discussion on Format for monthly reports from OPD and Neighborhood Services:**  
Standardized reports and a template to be provided for consistency of reporting.

2 Speakers – A. Olugbala – discussed the institutionalized racism in the city.  
S. Robinson – in the midst of a dual crisis – Covid 19 and Racial injustice.

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(BM) Lerma suggested that the topic of the August meeting to discuss the change in the world. (BM) Davis discussed CPAB support of the NCPC's and a need to have a clear line of communication with the NCPC's. Email contact and report template will help with that. (BM) Dalke noted that connection with NCPC's to elevate issues is a way for CPAB to make change.

Public comment opened – S. Robinson – thought that the idea of reformatting the Committees to focus on the current crisis is a good way to make a difference.

(BM) Gebremicael noted that structure and emotion are not exclusive. Infrastructure is important to the board. The emotion can lead to structure. (BM) Tran - time spent should be used wisely to advance justice and equity. (BM) Dalke suggested that CM Taylor be invited to the August meeting to discuss the CPAB. (BM) Davis has a document to share with the board as a tool to spark discussion. Will be discussed during agenda building. Can be discussed in the Program Committee and (BM) Dalke requested that (BM) Hawthorn submit suggestions, she directed the board to the March minutes.

1. # of NCPC's meeting held each month
2. # of attendees
3. Major problems discussed
4. Successes

**7. Committee to review Grievance and Complaint policies and procedures:**

Discussion of how Board handles process of complaints made against Board members  
No update due to time, steady progress, a process is being reviewed.

**8. Staff Report: (Tonya) Staff Liaison to the Board - No report**

**9. Agenda Building: (Board):**

- a. Ettlinger – Wrap up reporting templates – Extend meeting time
- b. Tran – Retreat
- c. Dalke – Invite Loren Taylor
- d. Assata Olugbala – outreach to youth
- e. Singh – Chair election
- f. Hawthorn – What is Community Policing? What works and what could change (audio unclear)
- g. Davis – Proposed goals and action plan for the CPAB
- h. Wong – Access to the Police Commission Auditor's report.
- i. Singh – motioned to schedule the August meeting from 6:00pm to 8:30, 2<sup>nd</sup> by Ettlinger. Tran asked if meeting could start earlier and requested it be discussed at the Retreat. All approved.

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**Next Meeting – September 2, 2020, 6:00pm  
TBD – Virtual Meeting Option**

# OPD Monthly Report

In an effort to ensure more effective data-gathering and more efficient use of CPAB meeting time, the CPAB has created a process by which you will submit, on a monthly basis, updates from your community policing projects and strategies. These updates will be reviewed and discussed by the CPAB and will offer an avenue for more targeted and efficient dialogue. Please submit your responses to the questions below.

\* Required

1. Full Name and Title \*

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2. Relevant OPD Crime Statistics with Explanation \*

Please provide the crime statistics in the format you typically recite in CPAB meetings. These statistics and the explanation of them should indicate general trends, increases / decreases in occurrences of particular crime and targeted responses to the trends.

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3. Community Policing Projects and Updates

Please indicate the specific community-oriented policing strategies you implemented in the past month, the work you have engaged in with community organizations and partners and the progress / outcome of these strategies and partnerships.

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- 4. Please provide data on the number of non-emergency 911 calls that were successfully diverted to community partners or alternative first-responders.

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- 5. Please indicate areas in which the CPAB can support, and engage NCPCs and block-level ambassadors in supporting, community policing strategies and initiatives.

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- 6. Please feel free to share any other updates, areas of progress, concerns or complaints.

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# NSC Monthly Report

In an effort to ensure more effective data-gathering and more efficient use of CPAB meeting time, the CPAB has created a process by which you will submit, on a monthly basis, updates from your community policing projects and strategies. These updates will be reviewed and discussed by the CPAB and will offer an avenue for more targeted and efficient dialogue. Please submit your responses to the questions below.

\* Required

1. Full Name and Title \*

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2. NCPC / Beats in your Jurisdiction \*

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3. NCPC Meeting Information

For each of your NCPCs, please indicate (1) whether they had a meeting in the past month and (2) the date of such meeting.

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4. NSC Progress Updates

For each of your NCPCs, please indicate (1) the work you have engaged in over the past month, (2) the steps you have taken in relation to their priorities and (3) the status of those priorities.

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5. Block-Level Ambassador Outreach

Please indicate your progress on identifying block-level ambassadors and steps you are taking to identify block-level ambassadors.

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6. Block-Level Ambassadors Updates

Please provide any updates on block-level ambassadors already identified and projects you are working on with them.

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7. NSC Partnership Updates

Please indicate (1) the community partners you have engaged over the past month, (2) the areas in which these community partners can help / are helping in addressing NCPC priorities and (3) community partners you plan to engage in the next month.

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- 8. Please indicate areas in which you need general support or ways in which you would like the CPAB to support your work.

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- 9. Please indicate any questions, concerns, issues or areas of improvement for the CPAB, NCPs, NSCs or block-level ambassadors

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# NCPC Monthly Report

In an effort to ensure the voices of your community are heard and the issues, ideas, and concerns you have are addressed, the CPAB has created a process by which you will submit on a monthly basis updates from your NCPC meeting. These updates will be reviewed and discussed by the CPAB and will offer an avenue for increased participation and transparency. Please submit your responses to the questions below.

**\* Required**

1. Full Name \*

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2. NCPC Name / Community Policing Beat Number \*

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3. Date of NCPC Meeting \*

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*Example: January 7, 2019*

4. Number of Attendees (In-Person and Virtually) \*

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5. Was your NSC present? \*

*Mark only one oval.*

Yes

No

- 6. Please share any major updates, issues, concerns or complaints that were discussed in your meeting.

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- 7. Please indicate (1) the SMART, "root cause-focused" objective your NCPC is currently working on, (2) the steps taken towards meeting such objective (3) the Community Partners you have collaborated with and (4) the progress you have achieved in meeting that objective (e.g., 40% progress towards meeting (x) objective).

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- 8. How can the CPAB support the resolution of any issue, concern or complaint, or provide assistance in meeting your objective?

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- 9. Please feel free to share any other updates, areas of progress, concerns or complaints.

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- 10. Please indicate the date and time of your next meeting.

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*Example: January 7, 2019*

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Item #5



# Reimagining Public Safety

Operationalizing the Oakland City Council's Commitment to Enhancing Public Safety Through More Appropriate, Efficient & Equitable Allocation of Resources

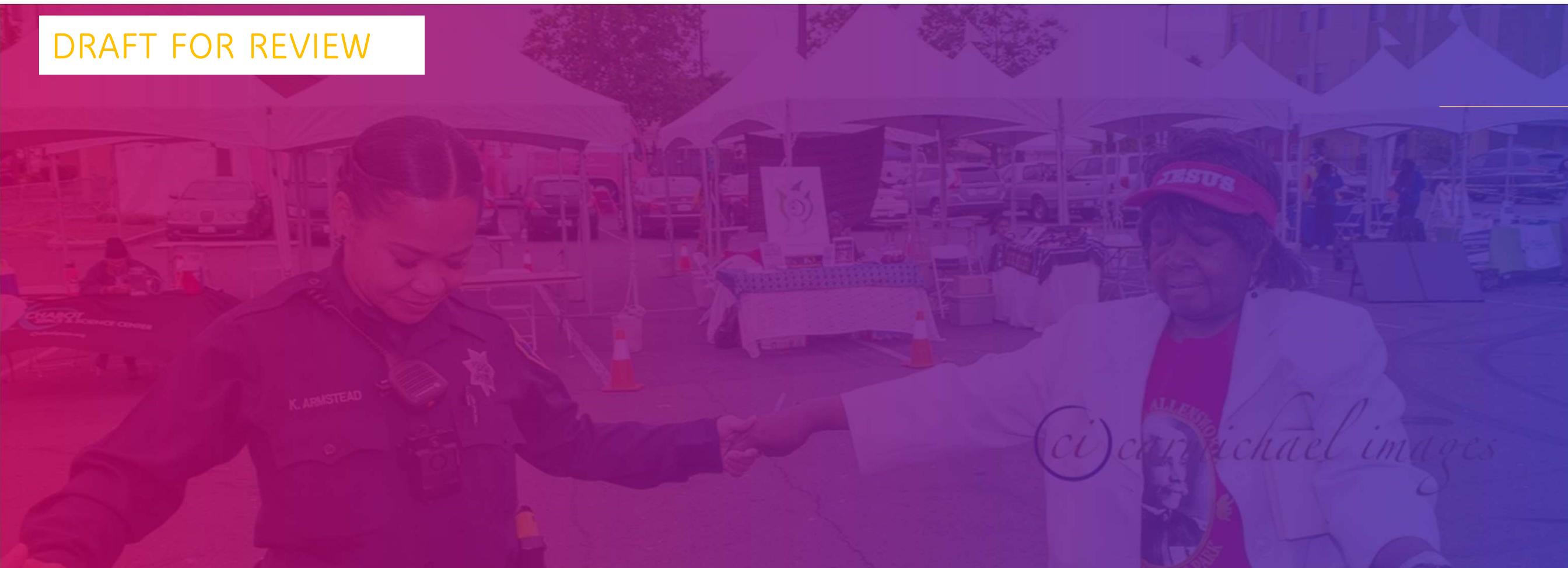
7/21/2020

Submitted for Council and Community Review/Feedback By  
Councilmembers Loren Taylor and Nikki Fortunato Bas

# CONTENTS

- Background/ Context
- Operationalizing The Taskforce
- How You Can Get Involved
- Next Steps

DRAFT FOR REVIEW



# Background/ Context

# The Problem: Our Public Safety System Doesn't Work for All

- **INADEQUATE SERVICE LEVELS**
  - Current Response Times and Service Levels are inadequate
  - Many residents feel less safe in the presence of OPD
- **INEQUITABLE OUTCOMES**
  - Oakland scored 17.3 of 100 on equity scorecard for Public Safety
- **INAPPROPRIATE TYPE OF RESPONSE**
  - Police and Community members agree that many of the calls police respond to are best answered by an alternative response team (e.g., homelessness, mental health, etc.)
- **INESCAPABLE PAST**
  - After 17 years under the Negotiated Settlement Agreement, OPD still has 7 of 51 tasks that are in complete
  - Police Commission is helping improve accountability, but must continue to be supported
- **INEFFICIENT SPENDING**
  - Significant investment is being made into less effective Punitive Enforcement versus more effective Community Empowerment & Crime Prevention

## Oakland's Equity Scores Related To Public Safety

Topics	Scores	Indicators	Scores
<b>Incarceration</b>	<b>1.0</b>	Adult Felony Arrests	<b>1</b>
		Jail Incarceration	<b>1</b>
		Prison Incarceration	<b>1</b>
<b>Law Enforcement</b>	<b>18.3</b>	Police Response Times	<b>48</b>
		Stops	<b>6</b>
		Use of Force	<b>1</b>
<b>Staffing</b>	<b>48.3</b>	Representation	<b>45</b>
		Attrition from Academy	<b>63</b>
		Attrition from Field Training	<b>37</b>
<b>Community Stressors</b>	<b>1.7</b>	Domestic Violence	<b>3</b>
		Homicides	<b>1</b>
		Juvenile Felony Arrests	<b>1</b>

SOURCE: Oakland's 2018 Equity Indicators Report  
 (<https://cao-94612.s3.amazonaws.com/documents/2018-Equity-Indicators-Full-Report.pdf>)

# Oakland City Council Is Initiating A Taskforce To Reimagine Public Safety

## Taskforce Purpose & Goals

The purpose of the reimagining public safety taskforce is to rapidly reimagine and reconstruct the public safety system in Oakland by developing a recommendation for Council consideration to increase community safety through alternative responses to calls for assistance, and investments in programs that address the root causes of violence and crime (such as health services, housing, jobs, etc), with a goal of a 50% reduction in the OPD General Purpose Fund (GFP) budget allocation.

# Other Complementary Efforts Outside of Taskforce's Scope

How do we stop negative, deadly, and inequitable outcomes that result from police interactions (e.g., use of force, abuse of power, loss of life, etc.)?

1. Addressing State policies and legislation to improve Police Officer Transparency & Accountability (including POBAR) - State Legislators
2. Enhancing Oversight & Accountability for Police Officer Misconduct - Oakland Police Commission
3. Establishing Alternative Response Models to Armed Law Enforcement - MACRO Working Group, Alameda County Health Department, and Other Community Based Organizations
4. Increasing investment into prevention and community empowerment - Department of Violence Prevention, Human Services Department, Oakland Parks, Rec, and Youth Development, OFCY Partners, and other Community Based Organizations
5. Improved selection and training of first responders - Oakland Police Department Leadership, Others

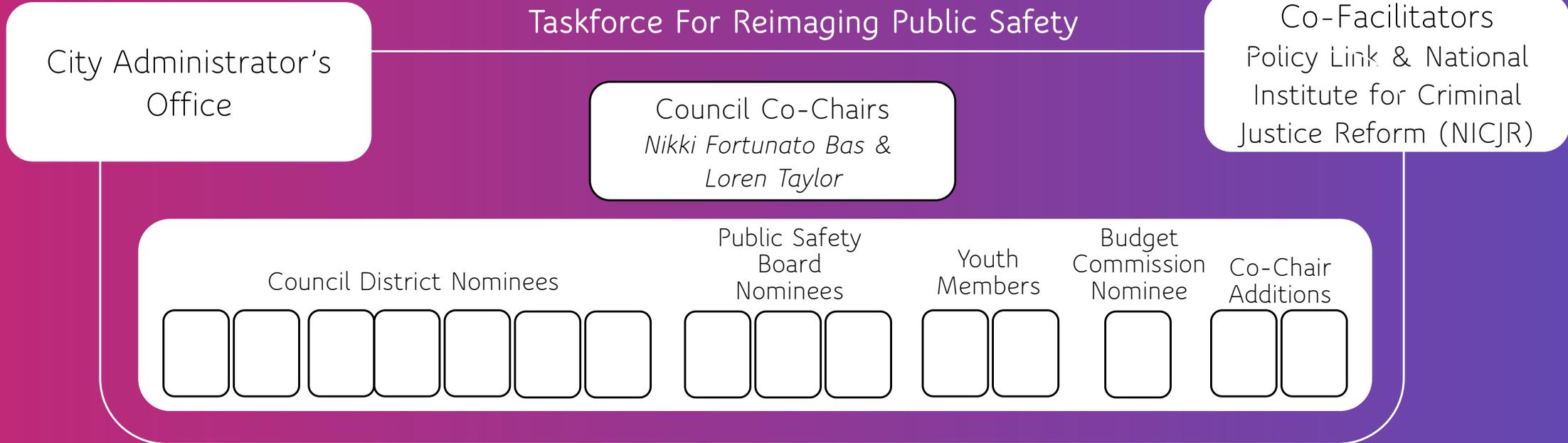
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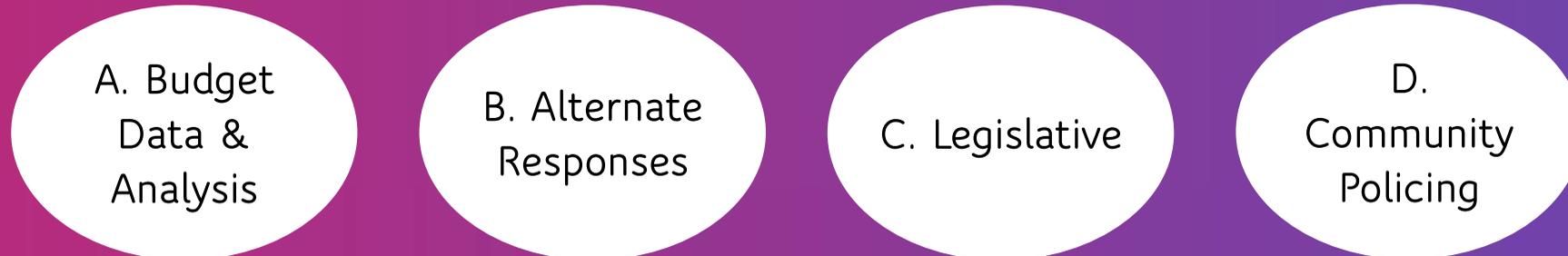
# Operationalizing The Taskforce

# Proposed Team/Advisory Group Structure

## Taskforce For Reimagining Public Safety



### Advisory Boards



# Taskforce Membership

## KNOWLEDGE, EXPERIENCE, & EXPERTISE NEEDED ON TASKFORCE

- Active Members of Oakland Community (Required of all)
- Formerly incarcerated individuals
- Victims of violent crime and their family members
- Immigrant community
- From Community Impacted by police violence
- Historically underrepresented populations
- Health/ Public Health Professional
- Membership in union that represents city workers
- Law Enforcement Background

	Who Nominates?	Additional Criteria	Total Positions
1	Each Councilmember	Representative from each district	7
2	Each of three public safety related citizen commissions <ul style="list-style-type: none"> <li>• Community Policing Advisory Board (CPAB)</li> <li>• Safety Services Oversight Committee (SSOC)</li> <li>• Police Commission</li> </ul>	Knowledge of Oakland’s Public Safety System	3
3	Budget Advisory Commission	Knowledge and Familiarity with Oakland City Budget	1
4	Youth Advisory Commission	Youth Voice	2
5	Taskforce Co-Chairs (Bas & Taylor)	Knowledge/expertise/ experience not already represented by other nominees	2
<b>TOTAL MEMBERS</b>			<b>15</b>

# Taskforce Member Responsibilities

## Active Membership & Participation Required of Selected Taskforce Members

- *Thorough preparation for and active participation in all taskforce meetings*
- *Active participation in at least one Advisory Board (Each Advisory Board to be co-chaired by a taskforce member)*
- *Participate in and support community engagement efforts*
- *Other?*

# Facilitator Selection

## Possible Criteria:

- **Facilitator that builds confidence in the process** - Facilitator who has the experience and values to advance the goal of shifting policing resources from enforcement and punishment to prevention and wellness; who values transparency and accountability; and who is able to engender the trust and confidence of diverse stakeholders from those who have been impacted by police violence to law enforcement.
- **Oakland Knowledge and History** - with knowledge/ experience/ relationships here that will be leveraged to ensure greater impact
- **Proven History of Deep Community Engagement/ Collaboration** - Experience/expertise leading difficult conversations and engaging large, broad, and diverse stakeholder groups
- **Open to Something Novel** - someone who is not stuck in one way of thinking, but instead open to new possibilities to come out of the process. Analysis around why punitive policing and incarceration is not always the answer and a belief that investing in root causes rather than just police will achieve safety. Working knowledge of alternative models as well as a grounding in transformative justice.
- **Public Safety System** - knowledge of the history of policing in Oakland, but not a current sworn officer

## Possible Facilitators

- *National Institute of Criminal Justice Reform - David Muhammad (CEO)*
- *PolicyLink - Michael McAfee (CEO), Anand Subramanian & Marc Philpart*

# Key Activities & Timeline

Date	Deliverable
July 28, 2020	<ul style="list-style-type: none"> <li>Council vote on authorization of Taskforce</li> </ul>
September 29, 2020	<ul style="list-style-type: none"> <li>Introduction of Task Force to Joint Meeting of Community Policing Advisory Board (CPAB), the Public Safety Services Oversight Commission (SSOC) and the Police Commission</li> </ul>
December 31, 2020	<ul style="list-style-type: none"> <li>Draft Task Force Recommendations Presented to City Council, after discussion at Public Safety Committee</li> </ul>
March 31, 2021	<ul style="list-style-type: none"> <li>Final Task Force Recommendations Presented to City Council, after discussion at Public Safety Committee</li> </ul>
June 30, 2021	<ul style="list-style-type: none"> <li>Final Day for City Council Adoption of FY2021-2023 Budget</li> </ul>

**Community Engagement To Occur Throughout Process and To Include:**

- Open Meetings
- Town Halls
- Open Data Access
- Citywide Surveys
- Quarterly Updates/ Newsletters
- Other?

DRAFT FOR REVIEW



# Moving Forward

- Interest in participating as member of the Taskforce or Advisory Board?
- Interest in staying informed on the latest developments related to the taskforce and effort to reimagine public safety?

Email [district6@oaklandca.gov](mailto:district6@oaklandca.gov) or [district2@oaklandca.gov](mailto:district2@oaklandca.gov)

## Community Policing Advisory Board Proposed Goals and Action Plan

The spirit of Oakland's community policing framework is rooted in themes of participation, inclusion, empowerment and collaboration. However, in order for the Community Policing Advisory Board ("**CPAB**") to fulfill its mandate as a representative, oversight body and advocate for community policing, we should heed the calls for action in this moment and revitalize a framework that holds significant potential in addressing some of the issues that impact our neighborhoods and communities. The final product of this revitalized framework, and what I propose we work towards through the roadmap provided in the goals below, is a community support framework in Oakland that actually reflects both the intent and vision of Resolution 79235 and the calls for reform in this moment. So, what would that look like?

It might look like a Neighborhood Crime Prevention Council ("**NCPC**") that actually reflects the community with school leaders, community- and faith-based organizations, business owners, educators, young people, unsheltered and displaced individuals, mental and public health experts and criminal justice advocates (collectively, "**Community Partners**") all engaged in the discussion and development of strategies that address a specific priority that is (i) formed through SMART principles, (ii) focused on impacting a "root cause" issue rather than just symptoms and (iii) conceptualized within a restorative justice, harm-reduction, collaborative model of problem-solving. The actual work towards achieving that specific priority is not then automatically assigned to a Community Resource Officer ("**CRO**") working in the background but, rather, is led and directed by the very individuals and groups mentioned above (with help from CROs and Neighborhood Service Coordinators ("**NSCs**") acting as liaisons to NCPCs and city agencies) through a coordinated and collaborative approach that leverages the expertise of each group and capitalizes on some of the work each already engages.

The outcome is a community framework that has buy-in and real representation from its constituent parts, is empowered to assume the responsibility of solving *community* problems rather than shipping them off to a CRO with limited bandwidth or calling 911, and is working in a coordinated fashion rather than in silos. This work requires "community organizing" and methodical capacity building from the CPAB and NCPCs that begins with addressing small priorities and slowly builds, victory by victory, gaining momentum and expertise. To achieve this vision, please consider this proposal, which includes immediate action steps in Part II, aimed at the achievement of five overarching goals.

### Part I

#### Overview of Proposed Goals

The five goals below *are not my ideas alone but are the product of countless conversations* with fellow CPAB Board members, NSCs, NCPC Chairs, representatives of community organizations and criminal justice experts and leaders. These goals are broad in nature and *build on one another* but are meant to serve as an *iterative* roadmap for our planning, strategy and work. I think the CPAB's value-add lies in creating the infrastructure, processes and conceptual framework for collaboration and coordination to occur on the neighborhood and block level.

## Five Goals

1. **Implement Transparent, Organizational Processes Driven and Informed by Data.** In order for the CPAB to function as a more effective body, external procedures and guidelines that create clear pathways for communication, sharing of information and collaboration between the CPAB, NCPCs, Block-level leaders and NSCs.
  - a. *Please see specific ideas / action items for the implementation of this goal in Part II.*
  
2. **Significantly Increasing the Participation of Diverse Groups.** The CPAB should assist in organizing and leading a city-wide campaign that encourages and actively connects NCPCs to Community Partners. CPAB members can leverage their own networks and individual areas of expertise to increase participation from these groups while also assisting NCPCs by:
  - (i) providing lists of organizations active in their district and in NCPC beats;
  - (ii) engaging in coordinated outreach and relationship building with such organizations; and
  - (iii) creating the space for these conversations to occur through district-wide NCPC / community organization town halls or small meetings.

By increasing participation among key stakeholders, we can increase the legitimacy of this framework, get the experts involved, both on the block and in the offices, in order to organize and collaborate collectively to impact “root cause” issues. Oakland has some of the highest numbers in the country of non-profits per capita but gaps remain in impact due to the silos in which individuals and organizations are working.

*The CPAB can create the space, frame the discussion and encourage the participation that develops into effective and more robust collaboration on the block and neighborhood level.*

- a. **Why?** In order to be a relevant and impactful framework, participation and buy-in must *significantly* increase amongst the groups listed above. Currently, NCPC meetings, although better attended than in the past, still do not reflect the participation of many key groups. Without their participation, we cannot build the critical mass necessary to ensure meaningful progress.
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3. **A Vision Rooted in Restorative Justice.** The CPAB should consider working to supplement and revise the existing conceptual framework by empowering and training NSCs, NCPCs and block-level ambassadors to resolve disputes and address issues through restorative justice and harm-reduction models and community-based dispute resolution frameworks.
    - a. **Why?** Many of our NCPC discussions focus on the sensationalism of crime data followed by discussion that focuses on symptoms rather than root causes. The CPAB has the “authority to establish a process” for NCPCs and that should include

more than just certification and compliance. The process should include (A) training in these models and (B) metrics within our data-collection that encourage and incentivize meeting formats that lead to “root cause” discussions and approaches to problems. The goal is to encourage and assist NCPCs in re-imagining the ways in which they approach and assess problems while giving them the tools, support and guidance to do so. Given the historical dissatisfaction with the current model, there are steps the City is taking, e.g., [the MACRO program](#), that align with this vision and goal #4 below, which may create opportunities for collaboration and success.

4. **Limiting Dependency on and Interaction with Law Enforcement.** The CPAB should consider working with NCPCs, the City Administrator’s office and key stakeholders to develop a system and framework that re-routes non-emergency calls for service to a hotline that connects the appropriate community partner or municipal agency thereby (i) limiting residents’ interactions with and dependency on law enforcement and (ii) relieving some of the burden on law enforcement, which will allow them to focus on core tasks.
  - a. **Why?** Currently, law enforcement spends a significant amount of time, up to 90%, in some cases, responding to non-emergency, quality of life or public health issues. Law enforcements tracks these calls and data. The CPAB should use this data in partnership with OPD, NCPCs, municipal agencies and Community Partners to develop a system where Community Partners and / or municipal agencies serve as the initial point of contact in response to these issues.
5. **Natural Disaster and Public Health Crisis Response.** The CPAB should work with NCPCs and key stakeholders to create a community-based, public health informed, first-response system that can be activated in a public health emergency or natural disaster.

## **Part II**

### **Immediate Action Steps for Proposed Goals #1-3**

(July - August 2020)

1. **Implement Transparent, Organizational Processes Driven and Informed by Data**
  - A. Collect e-mail addresses / contact information of all the NCPC chairs
    - i. A G-mail Use Agreement has been circulated to Ana Martinez and Felicia Verdin and is currently being reviewed by the City Attorney’s Office, however, this has been in process for months now. *We should strongly urge completion of this process.*
  - B. Create a Digital Reporting Process for NCPCs, NSCs and OPD
    - i. NCPC Monthly Report

1. Each NCPC Chair completes and submits a report that contains basic information (e.g., how many people attended, the date of your meeting, major issues discussed and progress on priorities). (*See the Google Form circulated in Tonya's e-mail*)
  2. Develop and maintain clear procedures based in data, SMART principles and a strategic approach to identifying and addressing community issues
- ii. NSC Monthly Report
    1. This report allows for us to understand whether, and how, NSCs are developing relationships with Community Partners, identifying and working with block-level ambassadors and supporting NCPC strategies and priorities.
  - iii. OPD Monthly Report
    1. This report allows for us to more efficiently digest the data historically provided by OPD in our meetings while also providing updates on specific community policing strategies and projects.
- C. Send a Letter to NCPC Chairs
- i. Introduce and describe the role of the CPAB, the goals of the CPAB and invite them to a series of district-wide zoom calls
- D. Organize District-wide zoom calls with the NCPC Chairs to discuss the following:
- i. Discuss Digital Process
  - ii. Brainstorm -- How can and should NCPCs focus on "root cause" issues?
    1. What are Best Practices and Examples of Successful Achievement of Priorities?
  - iii. Discussion on Increasing Participation and Involvement
    1. Develop ideas to Increase Participation particularly among Community Partners through a priority / action event
  - iv. Select a Priority / Action Event
    1. This event should be something that NCPCs across a district can work on collaboratively and complete at some point in the next 2 months. This does not need to be something big but should be a task that is finite and measurable. It could be something like a garbage clean-up effort, a voter registration drive, a food delivery project, etc. The purpose is to increase participation and awareness of residents, demonstrate capacity for impact and encourage individuals to participate. *We must make the case to the community that this framework warrants their participation.*
- E. Use the Data Gathered from NCPC Meetings to Inform CPAB Discussion and Advocacy on behalf of NCPCs and their Priorities
- i. The data gathered from NCPC meetings regarding the priorities and issues arising in each NCPC can (A) inform discussions in our CPAB meetings, (B)

inform our advocacy of OPD in the SARA process and city agencies, whose representatives we should also invite to our meetings, and (C) allow us to coordinate action through our relationships with a variety of organizations.

- F. Begin Process of Identifying Block-level Leaders by working with Community Partners, NCPCs and NSCs
  
- 2. **Increase the Participation of All Residents and Empower Community Voices to Collaborate in Addressing “Root Cause” Issues**
  - A. Organize, contact and engage our Community Partners in addressing and mobilizing around “root cause” issues
  
  - B. Initiate a campaign that seeks to increase participation from the groups listed below. Leverage social media, media and other tools to get the word out!
    - i. Consider alternate ways to get community participation and input:
      - 1. This campaign can begin with the Priority / Action Event mentioned above in Section 1D (iv)
      - 2. NCPC / CPAB pop-up tables
      - 3. Digital Events
  
- 3. **Develop and Execute a Vision for The Community Policing Framework Rooted in Restorative Justice, Dispute Resolution, Community Partnership and Collaboration**
  - A. Research Community Policing / Restorative Justice / Harm-Reduction Best Practices
    - i. Survey Best Practices from restorative justice organizations, harm-prevention and harm-reduction groups and successful neighborhood councils
    - ii. Utilize our Intern to research best practices and encourage young people to participate
    - iii. Brainstorm Overarching Vision for NCPCs rooted in Restorative Justice, Social Justice, Public Health and Public Safety and identify trainings in which they can participate
  - B. Conduct a Zoom training for NCPC Chairs to discuss how to identify “root cause” issues and how best to mobilize to address them