



**CITY OF OAKLAND
COMMUNITY POLICING ADVISORY BOARD RETREAT
SPECIAL MEETING**

**Meeting Agenda
Saturday, January 9, 2021
10:00 AM
Via Teleconference**

Board Membership:

Chair, Creighton Davis (Mayoral), Vice Chair, Colette McPherson (Dist. 2),
Paula Hawthorn (Dist. 1), Carol Wyatt (Dist. 3), Ravinder Singh (Dist. 4),
Jorge Lerma (Dist. 5), Donald Dalke (Dist. 6), Kirby Thompson (Dist. 7),
Art Douglas Blacksher (At Large), Nancy Sidebotham (NW),
Geraldine Wong (NW), Daniel Ettlinger (OUSD), Ericka Parker (OHA),
Yonas Gebremicael (Mayoral), Vacant (Mayoral)

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

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OBSERVE:

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/84544209704> 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"

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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 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. Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Board prior to the meeting.
- 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 an 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.”

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email 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 o llame al (510) 238-7587 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

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If you have any questions about these protocols,
please e-mail Tonya Gilmore, at 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 (10:00 – 10:10)
2. Oakland Board Ethics Training (10:10 – 10:50)
JELANI KILLINGS, Ethics Analyst - Public Ethics Commission
3. Getting to Know the CPAB Board (10:50 – 11:50)
 - a. Introductions
 - b. Identity Construction Training
 - c. What does “Community” and “Public Safety” mean to you?
 - d. What is your vision of community and public safety Oakland?
4. Break (11:50 – 12:00)
5. CPAB Purpose and Vision (12:00 – 12:45)
 - a. General Discussion of CPAB Purpose
 - i. What is the CPAB’s Role in Promoting Equity, Impacting Resource Scarcity and Systemic Racism and Addressing Gaps / Blind Spots in the Broad Representation of Oaklanders?
 - ii. How Can We Engage Community Partners?
 1. OUSD / OHA / OPD / NSCs
 2. Non-Profits
 3. Community Organizations
 - b. Comments to and Further Discussion of CPAB Goals Document
 - c. Vote on CPAB Goals and Purpose
6. Re-Imagining Public Safety Task Force (12:45 - 1:00)
 - a. Updates
 - b. Representation and Advocacy

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7. CPAB Board Member Responsibilities and Duties (1:00 – 1:35)
 - a. Attendance
 - b. Board Member Description
 - i. Criteria
 - ii. Skill Sets
 - iii. Qualifications
 - c. Code of Conduct
8. Plan of Action (1:35 – 1:55)
 - a. CPAB Committees and Tasks
9. Conclusion (1:55 – 2:00)

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