

About the work: logistics and management

Current Ad Hoc composition

- + 3 Commissioners
 - + 12 Community advisors
 - + 3 OPD representatives
- Total: 18 members

- **Suggestion:** create a subgroup focused on the research and editing of the policy. Later, we'll convene a subgroup to brainstorm and design pilot models for restorative justice
- This broader Ad Hoc group would serve as general committee providing the space to bring ideas, share revisions and progress, elevate challenges and short-falls for the group to solve through

Track 1 (Aug - Oct/Nov)

Policy Revision + Redesign

- Suggested sub-group make up (Policy editors - 5 max)
- + ACLU/Bar Assoc. (legal advisors specifically familiar with police policies, legislations and policy language)
 - + OPD
 - + Members of the public/community prepared to take the pen

Track 2 (Sep/Oct onwards)

Policy Enablement + Design Pilot Approaches

- Suggested sub-group make up (XXX)
- + District/neighborhoods reps
 - +
 - +

Track 1: Policy revision

About this track

The stated purpose of Oakland's Community Policing Policy 15-01 is to "reduce crime, enhance public safety and to improve quality of life through police and community partnerships" with a focus on solving problems in collaboration with the community.

Partnership, collaboration and problem-solving with the community, however, can only be built on a foundation of trust. Despite department-wide improvements in policing, trust remains at a sizable deficit as a result of the trauma from past practices and more recent or ongoing events that have negatively impacted community members.

Objectives

- + Review and revise OPD's Community Policing Policy and shape it and its implementation to rebuild trust and improve relationships with community members,
- + Suggest clear guidance for OPD, community groups and members of the public to engage and develop trusted relationships
- + *What else?*

Activities (suggested [policy tracker](#))

- + Reviews related OPD materials (policies, strategies, data)
- + Collect sentiments and ideas more generally (town halls, surveys, stakeholder interviews)
- + Collects and reviews national best practice
- + Line edits policy and provides suggestions and recommendations
- + Prepares presentation to full Commission ahead of a vote
- + *What else?*

Open questions/parking lot

- + Do we have all the right docs from OPD (including other policies that either affect 15-01 or vice versa)
- + What other jurisdictions have a stellar community policing policy
- + What's the latest thinking around community policing
- + Who else is in this space
- + How do we ensure that this policy revision enhances, supplements, or complements (actual or envisioned) Track 2, the Neighborhood Empowerment Model
- + Revise and support policy through labor negotiations / commission edits as needed

Track 1: Policy revision

Suggested timeline (rough, maybe too tight)

Wks 1 + 2 (9.4 - 18) Research + synthesis	Wks 3 + 4 (9.25 - 10.2) Discovery + input considerations	Wks 5 + 6 (10.9 + 16) Policy design	Wks 7 + 8 (10.23 + 30) Iterations + vote
<p>Activities: Group lands on shared language/ definition, objectives and editing subgroup composition</p> <p>Researches best practice, collects ideas and creates material repository</p> <p>OPD weighs in with related materials, and shares what is and isn't working + policies from other agencies worth considering</p> <p>Identify topics/sections to edit, omit, include</p>	<p>Activities: Create moments and spaces for broader public engagement: + Explain the policy in layman's terms + Redesign the web page (+ Konveio?) + Hold town halls (similar?) to hear perspectives and ideas</p> <p>Group reviews findings and starts to consider language edits to the policy</p>	<p>Activities: Subgroup convenes to make language edits to the policy</p> <p>Broader group considering implementation implications and community awareness campaigns</p> <p>Identify partners and SMEs to weigh in and maybe present to full commission</p>	<p>Activities: Subgroup presents final document to full group and reviews and accepts final edits</p> <p>Prepares for Commission presentation and vote</p>
<p>Outcomes: Clear understanding of current and ideal state and can start to think about the journey</p> <p>Material repository of best policies, other practices</p>	<p>Outcomes: Oakland communities are aware this is happening, and feel like their voices can be heard and included</p>	<p>Outcomes: Policy is shaped to capture the sentiments and innovative approaches sources and discussed</p>	<p>Outcomes: Edited document ready for full Commission review and vote</p>

Track 2: Policy enablement (IN PROGRESS)

About this track

The current neighborhood model, amended 25 years ago by Resolution 79235, centers community policing as the philosophy that animates the relationship within our neighborhoods and among our neighbors. The term “community policing”, however, possesses negative connotations of enforcement and vigilantism that can discourage engagement from a broad swath of residents. Community policing as a model for our neighborhoods can be seen as enforcement-driven and law enforcement-led rather than community-led.

Objectives

- + Revised neighborhood model that is community-led should consider focusing on two overarching goals: increasing broad and diverse **community engagement** in the neighborhood council and block structure and **empowering residents and neighbors** through:
 - training and resources to address and impact neighborhood issues through community-led projects
 - (training and support on how to seek non-law enforcement-led assistance for issues by leveraging City departments, community organizations or neighborhood-led dispute / conflict resolution processes
 - training and resources to develop and improve neighbor-to-neighbor relationships (e.g., through block gatherings or events, community projects, etc.).

Activities

- + XXX
- + *What else?*

Open questions/parking lot

- + Can we design a pilot with one or two neighborhoods?
- + How do we partner with accredited crisis facilitators to convene community and OPD in a safe space that begins to heal trauma and rebuild trust (is this even a viable option?)