

Oakland Reimagining Public Safety Taskforce
DRAFT Recommendations
2/12/21

OPD Organization and Culture Advisory Board

1. [Create an Oakland Specific Crowd Control Ordinance](#)
2. [Change the Uniforms for Police Officers](#)
3. [Eliminate all Military Titles and Ranks and Change all Job Titles to Civilian Professional Titles](#)
4. [Create a Law Enforcement Mutual Aid Plan for 21st Century Public Safety Operations](#)
5. [Evaluate Officer Candidates for Implicit and Explicit Biases](#)
6. [Eliminate or Reduce the Use of OPD's Helicopter](#)
7. [Achieve Compliance with the NSA](#)
8. [Institute New Incentive Structures that Encourage Officers to Report Misconduct and Mistreatment by their Peers](#)
9. [Train all Officers in How to Deal with the Press](#)
10. [Introduce a Process that Looks for Patterns of Bigotry and Bias when Reviewing a Candidate's Qualifications](#)
11. [Audit the Officers that Reject Diverse Candidates for Bias](#)
12. [Train Officers on the History of Black and Brown Communities in Oakland](#)
13. [Train With the Goal of Creating Equity for All Participants](#)
14. [6-Months of College Course Work Prior to Working in The Field](#)
15. [Training by Subject Matter Experts on Alleviating High Impact Noise Events](#)
16. [Using Appropriate Ethnic Group Assignment for its Respective Population](#)
17. [Promotion Packets Including an Officer's Entire Discipline History](#)

18. Promotion Packets- Discipline History.
19. Promotion Packets- Emphasis on Training
20. Implementation of Recommendations from the BPOA
21. Changes to Hiring
22. Update OPD Promotion Process
23. Community Audit of Civilian Police Academy
24. Requirements for Diversity Based Training
25. Revising Officer Requirements for CIT Training
26. Focused Effort to Increase Gender and Racial Diversity
27. Revise the OPD Risk Assessment System
28. Track the incidences of misconduct
29. Analyze Military Veteran Officers
30. Remove Officers with Incidents of Misconduct
31. Transfer most of IAD to CPRA
32. Update Manual of Rules & Discipline Matrix
33. End Qualified Immunity to Keep Officers More Accountable
34. Serve Special Populations Adequately by Changing OPD Structure
35. Update Policies Regarding Special Populations
36. Restructure Oakland Department of Public Safety
37. Institute Cross Functional Team to Approach Crisis Response
38. Suspend or Transfer the Paramilitary BearCat Armoured Vehicle
39. Fully Staff/ Train Neighborhood Services

40. Increase Community Engagement & Community Sensitivity Training
41. Reorganizing OPD's Internal Structure
42. Cease Usage of Equipment Banned in Proposed Ordinance
43. Demilitarize Police Department
44. Renegotiate OPOAs MOU in 2021 instead of 2024

Budget and Data Analysis Advisory Board
45. Implement a Youth Centered Participatory Budgeting Process
46. Investment in Early Literacy (3rd grade and Below)
47. Implementing a Second Phase of Reimagining Public Safety
48. Hiring Additional Facilitators/Partner Organizations
49. Streamlining and Making Public Multiple Forms of Data from OPD
50. Reallocate and Reinvest Funds from the OPD Budget into Other Areas that Increase Public Safety
51. The City Prioritizing the Renegotiation of the OPOA MOU
52. Build on the Task Force's Guiding Principle #2
53. Adopt "Verified Response" Standard for Dispatch of Patrol Officers to Burglary Alarms.
54. Prioritize OPD Data Collection & Analysis Staffing and Mechanisms
55. Create More OPD Data Transparency

Alternate Responses, Programs, and Investments Advisory Board
56. Create a citywide Behavioral Health Unit
57. Immediately make long-term investment in MACRO
58. Fund/create community hotlines and transfer 911 call center out of OPD
59. Move most traffic enforcement to OakDOT

60. Create a civilian Community Ambassadors program to respond to nonviolent, non-mental health incidents
61. Dissolve OPD Homeless Outreach Unit and reinvest in mobile street outreach
62. Reinvest Housing Authority Police budget through Participatory Budgeting
63. Give neighborhoods power to determine level of roving patrols
64. Repeal laws criminalizing homelessness and poverty
65. Provide a public health response to addiction/substance abuse
66. Stop enforcement of laws that criminalize sex trade between consenting adults
67. Build a restorative justice web of support
68. Provide more comprehensive reentry support
69. Expand restorative justice diversion for youth and young adults
70. Invest more in programs, services, and spaces for young people
71. Expand and fund existing harm reduction services
72. Increase funding to gender-based violence response services
73. Expand flexible funding for survivors of gender-based violence
74. Adequately fund gender-based violence prevention
75. Permit/invest in a community-led sideshow space
76. Create an Advisory Council of unhoused residents to guide city policy
77. Create immediate housing solutions
78. Revitalize commercial corridors
79. Transform unused vacant lots
80. Create a Workforce Equity Fund
81. Make all Oakland Community Colleges free for local residents

82. [Launch a basic income program](#)

83. [Increase access to affordable and nutritious food](#)

Legal and Policy Barriers and Opportunities Advisory Board

84. [Eliminate duplication of investigations by IAD and CPRA](#)

85. [Transfer forensics crime lab out of OPD](#)

86. [Transfer special event duties out of OPD](#)

87. [Initiate a part-time sworn officer pilot program](#)

88. [Create a new Police Budget Auditor Position](#)

89. [Cap OPD overtime](#)

90. [Commit \\$8 million set-aside funds to Task Force recommendations](#)

91. [Engage community to amend Measure Z](#)

92. [Mandate that OPD officers possess college degree/are over 25](#)

93. [Mandate a diverse OPD hiring panel](#)

94. [Mandate community recommendation for OPD recruits](#)

95. [Establish Public Works Street Team/Custodial Stewards](#)

96. [Establish overarching Bureau of Community Safety](#)

97. [Establish a Department of Public Safety](#)

98. [Establish NCPC Community Safety Stewardship Program](#)

99. [Implement racial profiling ordinance to deter false calls for service](#)

100. [Reach annual alignment on NSA tasks](#)

101. [Reexamine role of public safety boards](#)

102. [Expand County-Provided Mental Health Services](#)

103. Increase Police Commission staff
104. Improve the Police Commission Selection Panel process
105. Impose Discipline on OPD Managers/Supervisors for Discriminatory Policing
106. Improve Outcomes in the Next OPOA MOU
107. Increase funding to the Neighborhood Opportunity and Accountability Board (NOAB)
108. Create school attendance stipend
109. Create school-site based violence prevention and crisis intervention teams
110. Provide enhanced public and mental health access to underserved communities
111. Create a civilian Department of Cannabis
112. Invest in equitable development of cannabis industry
113. Lower the cannabis business tax
114. Establish a Community Reparations Commission
Youth Advisory Board
Youth Advisory Board recommendations are listed in this document . Many of the YAB recommendations have been (or will be) incorporated into other Advisory Board recommendations.