



# **OAKLAND POLICE COMMISSION SPECIAL MEETING AGENDA**

**December 17, 2020  
6:30 PM**

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



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### PUBLIC PARTICIPATION

The Oakland Police Commission 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 public may view the televised video conference by viewing KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating City of Oakland KTOP – Channel 10
- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/81331204296> 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 +1 253 215 8782 or +1 346 248 7799 or +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656  
Webinar ID: 813 3120 4296

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 Commission and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to [clove@oaklandca.gov](mailto:clove@oaklandca.gov). Please note that e-Comment **submissions close at 4:30 pm**. All submitted public comment will be provided to the Commissioners 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.”

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



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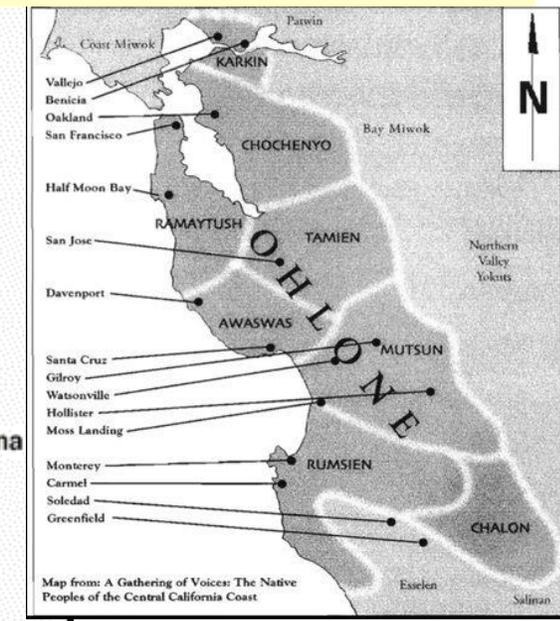
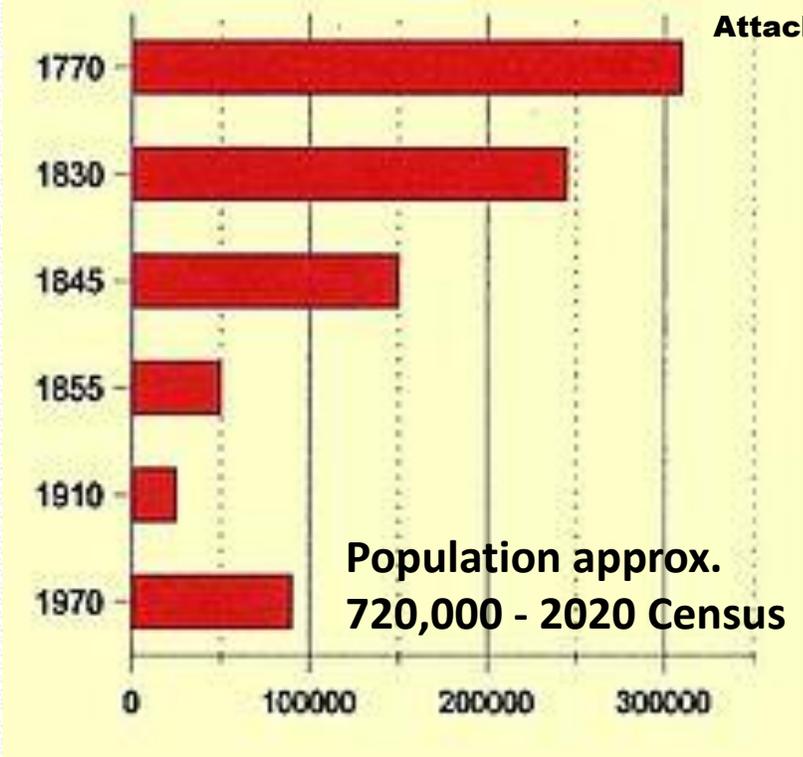
- I. **Call to Order**  
Chair Regina Jackson
- II. **Roll Call and Determination of Quorum**  
Chair Regina Jackson
- III. **Welcome, Purpose, and Open Forum** (1 minute per speaker)  
Chair Regina Jackson will welcome public speakers. The purpose of the Oakland Police Commission is to oversee the Oakland Police Department's (OPD) policies, practices, and customs to meet or exceed national standards of constitutional policing, and to oversee the Community Police Review Agency (CPRA) which investigates police misconduct and recommends discipline.
- IV. **Department of Race and Equity Presentation and Training**  
Department of Race and Equity Director Darlene Flynn will present an overview of the Department's goals and objectives. She will also deliver a training on Racial Equity as required by OMC 2.45.190(M). *This is a new item.* ([Attachment 4](#)).
  - a. Discussion
  - b. Public Comment
  - c. Action, if any
- V. **Adjournment**

# Advancing Equity Implementing Race and Equity



“The arc of the moral universe may bend toward justice, but it does not bend on its own.”

President Barack Obama



# Race and Equity – City of Oakland

*City of Oakland Municipal code [2.29.170.1](#) - “the City of Oakland will intentionally integrate, on a Citywide basis, the principle of "fair and just" in all the City does in order to achieve equitable opportunities for all people and communities. (2015)*



# Development in Cultural Response to Race

DIVERSITY ●●▶ INCLUSION ●●●●●●●●▶ EQUITY



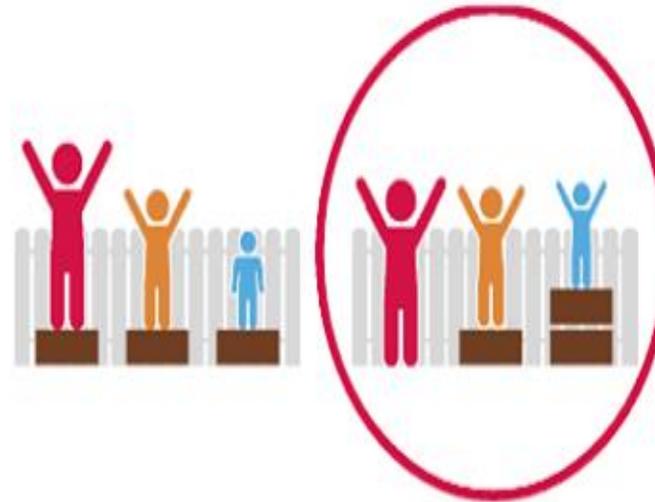
## Quantity

Different identities & cultures



## Quality

Participation across identities & cultures



## Justice

Policies, practices, & procedures to ensure equitable outcomes

# What is Equity?



**EQUALITY**



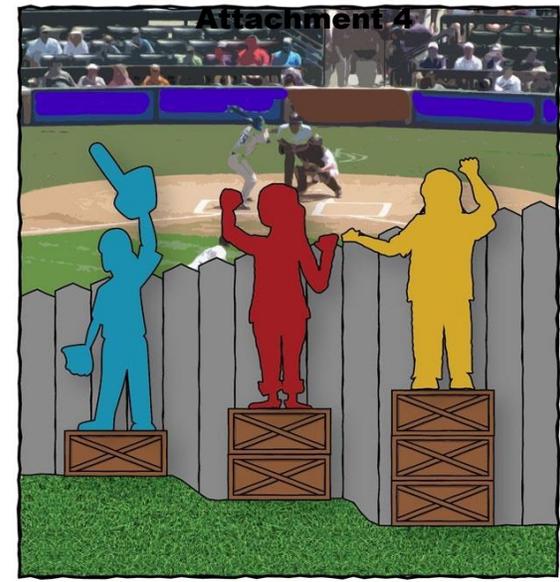
**EQUITY**

# Eq-ui-ty (*ek-wi-tee*), noun

- Just and fair access to opportunity.
- An equitable society is one in which all can participate and prosper; where outcomes are not predictable based on race, gender, class, or other social identity assignments.
- The goals of equity are to create conditions that allow all to reach their full potential; address systemic racism, provide supports that meet needs, and remove barriers to access.
- In short, to achieve equity we must move beyond being gate keepers to being change agents in our institutions.



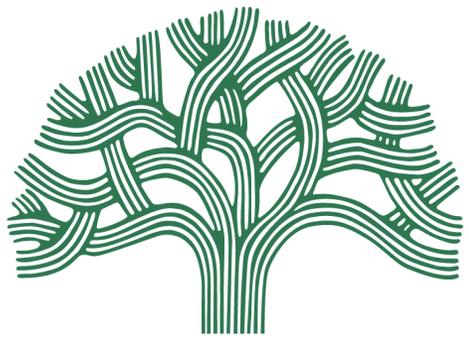
EQUALITY



EQUITY

# Equity Principals

- Systems focused, outcome and data driven (eliminate disparities)
- Shift individuals from gatekeepers to agents of institutional transformation (change agents)
- Take action to identify and address institutional elements of racism
- Stay grounded in history and root causes of racial inequity
- Be accountable to those most impacted by racial disparities



City of Oakland

**Vision:** To create a city where racial disparities have been eliminated and racial equity has been achieved.

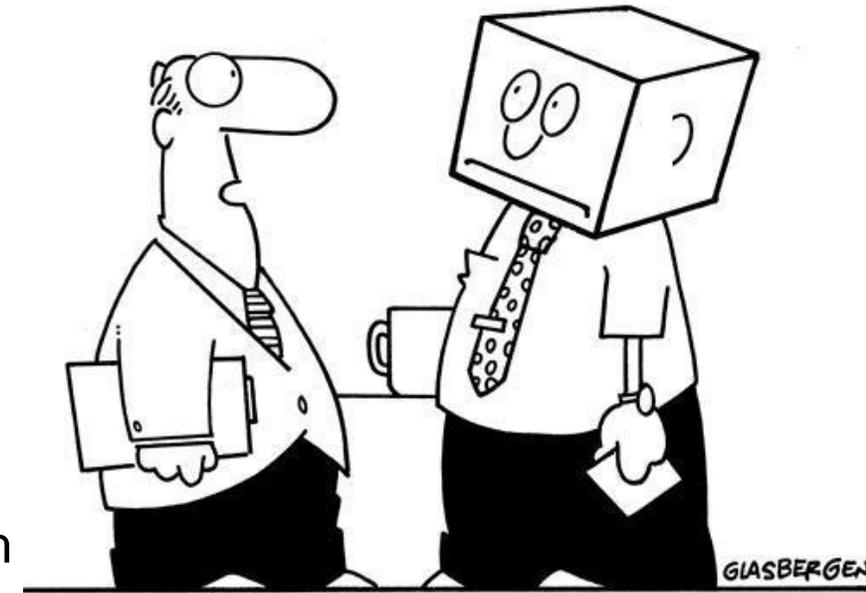
**Goals:**

- Identify and eliminate systemic causes of racial disparities in City Government.
- Promote inclusion and full participation for all residents of the City.
- Reduction of race-based disparities in our communities.



# Working Assumptions

- Race matters. Almost every indicator of well-being shows troubling disparities by race
- Disparities are often created and maintained inadvertently through policies and practices that contain barriers to opportunity
- It's possible-- and only possible-- to close equity gaps by using strategies determined through an intentional focus on race
- If opportunities in all key areas of well-being are equitable, then equitable results will follow
- Given the right message, analysis, and tools, people will work toward racial equity



“Thinking outside of the box is difficult for some people. Keep trying.”

**“Race matters. Almost every indicator of well-being shows troubling disparities by race”**

“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

**James Baldwin**

<https://cao-94612.s3.amazonaws.com/documents/2018-Equity-Indicators-Full-Report.pdf>



**Oakland**

# Equity Indicators



**MEASURING CHANGE TOWARD  
GREATER EQUITY IN OAKLAND**

# 6 out of 12 Indicators with Score of 1

- Incarceration – Adult Felony Arrests
- Incarceration – Jail Incarceration
- Incarceration – Prison Incarceration
- Law Enforcement – Use of Force
- Community Stressors – Homicides
- Community Stressors – Juvenile Felony Arrests

# Public Safety: Community Stressors - Homicides

In Oakland in 2017, an African American person was 37.62 times more likely to be a homicide victim than an Asian person and 16.19 times more likely than a White person.

## Data:

Race/Ethnicity of Victim	Number of Homicides in 2017	Population in Oakland (all ages)	Rate per 100,000 people
African American	54	96,981	55.7
Asian	1	67,535	1.5
Latino	12	109,762	10.9
White	4	116,230	3.4

*Source: Homicide data from Oakland Police Department by request, 2017. Population data from American Community Survey, 1-year estimates, 2016.*

# Systemic [Institutional] Racism

<https://www.youtube.com/watch?v=7WIVnFPVvsY>

# Systemic and Institutional Racism

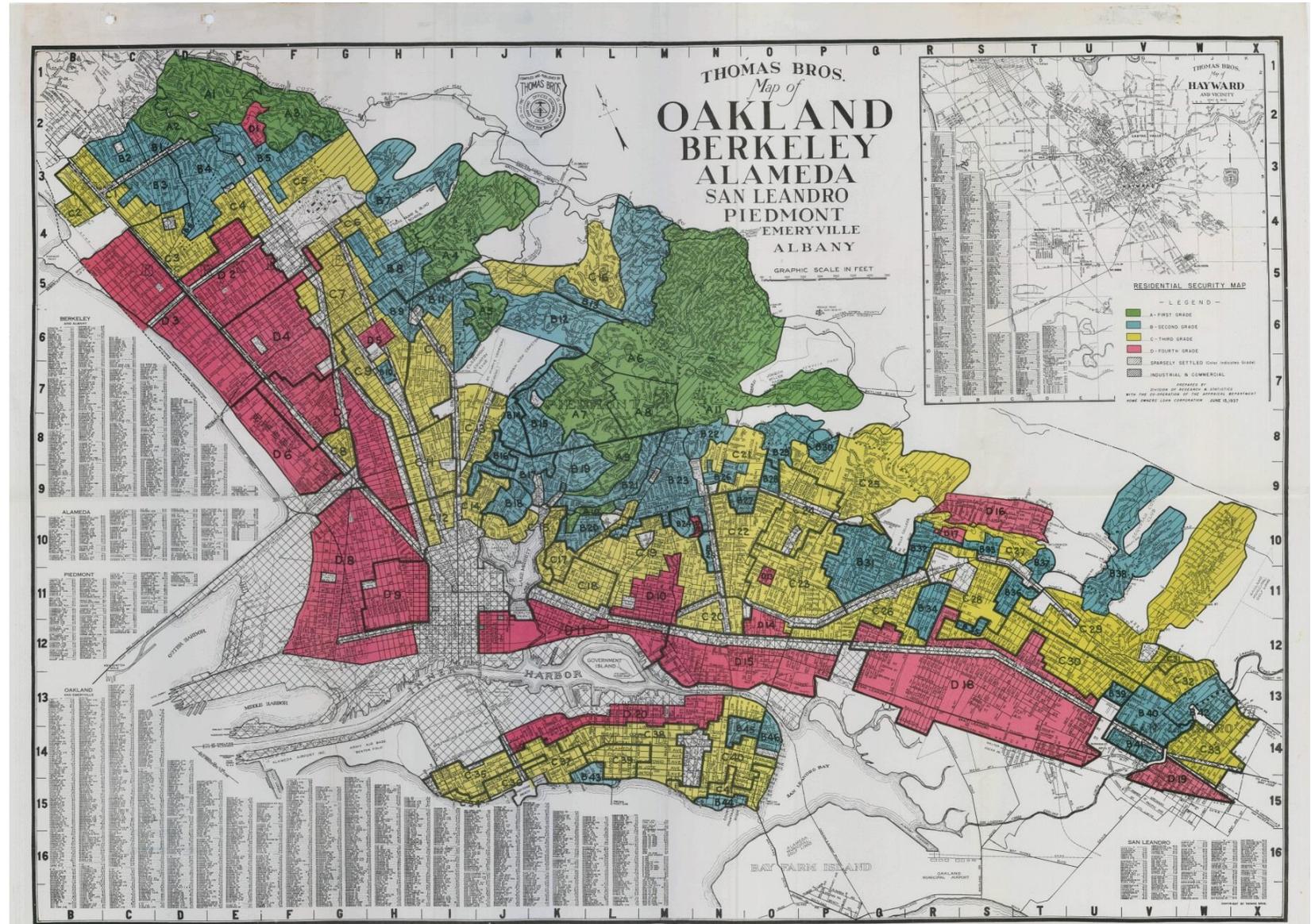
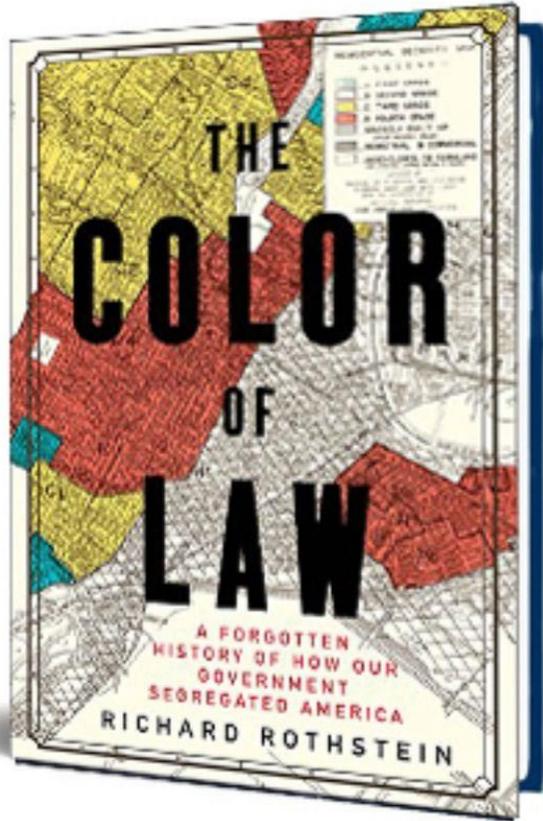
“Disparities are often created and maintained inadvertently through policies and practices that contain barriers to opportunity”



## **Definition of Institutional/Systemic Racism:**

A pattern of social institutions; such as governmental organizations, schools, banks, and courts of law, perpetuating negative treatment toward a group of people based on their race. Institutional racism leads to inequality in opportunity and inequity in life outcomes.

# Inequity Inscribed in Geography



# High Opportunity Workshop



# Low Opportunity Workshop



# The Dominant Narrative

*Dominant Frame*



*No Change*

- Individualism - winners/losers
- Personal merit or deficit
- People get what they deserve
- Disparities explained by racist ideas about BIPOC

***“This narrative will always produce durable, persistent and racialized poverty; built around just accepting and tolerating this societal problem by framing it as an individual issue.”***

***~ john a. powell***

# Replace with Equity Narrative

## Equity Frame



- Individuals develop in the context of access to opportunity
- Merit is determined on a profoundly uneven playing field
- What people get is influenced by many factors outside their control
- Racist ideas and discrimination present life long risks and challenges

## Transformation

***“Liberty and Justice for all.”***



# Racial Equity Impact Analysis Guide



**EQUALITY**



**EQUITY**

# Implementing Racial Equity

Step 1

**Name the desired future condition** – *All residents of the City of Oakland are economically secure and living in thriving, healthy communities.*

Step 2

**Use disparity data to understand current conditions** – *African American, Latinos and some Asian groups over represented in poverty, unemployment/underemployment, living with poor health outcomes and shorter life expectancy.*

Step 3

**Work with the impacted community** - *to complete a root cause analysis to deepen understanding of the problem, and to determine what partnerships and actions are needed to respond comprehensively.*

Step 4

**Design equity approaches with rigorous performance measures** – *to address root causes of disparities and to remove barriers to economic security.*

Step 5

**Repeat Steps 2 - 5 as needed** – *in a continuous improvement loop until desired future conditions from Step 1 are achieved.*

# Use the Inclusive Outreach and Engagement Planning Guide to Reach Underserved Communities



# Implement Meaningful Measures – Who is Better Off?

## Will this serve to close disparities?

(GARE Getting to Racial Equity Guide)

<u>How much did we do?</u>  # organizations/ people served  # activities (by type of activity)	<u>How well did we do it?</u>  % common measures e.g. workload ratio, staff composition, % staff fully trained/culturally competent % services in language spoken, % activity-specific measures e.g. % timely % people completing activity/training attendance rate, % correct and complete
<u>Is anyone better off?</u>  #/% skills/knowledge e.g. knowledge of how to start a small biz  #/% attitude/opinion e.g. feel a sense of belonging in the organization  #/% behavior e.g. school attendance, residents included in decision-making  #/% circumstance e.g. working, in stable housing	

# Questions, comments, discussion, etc.

