



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Regina Jackson: Hello and welcome to the July 23rd meeting of the Oakland Police Commission. Our first act is to take roll call. So Commissioner Dorado, are you here?

Jose Dorado: Presente.

Regina Jackson: Excellent, thank you. Commissioner Gage?

Henry Gage, III: Present, thank you.

Regina Jackson: Excellent, thank you. Commissioner Anderson?

Tara Anderson: Here.

Regina Jackson: Thank you. Commissioner Smith?

Thomas Lloyd Smith: Present.

Regina Jackson: Excellent. And brand spanking new, Commissioner Brenda Harbin-Forte?

Brenda Harbin-Forte: Present. Thank you.

Regina Jackson: Excellent, thank you. And I am here and we do have a quorum. Alternate Commissioner Brown?

Chris Brown: Present.

Regina Jackson: Thank you. And I do not see Alternate Commissioner Jordan, perhaps he will join us. So in terms of the roll call, we do have a quorum. We are going to hear any public comment before we go to closed session. So I'm going to turn over the controls to Mr. Alden, to call for any public comment that we might have.

John Alden: Thank you, Madam Chair. At this time we will take public comment from any members of the public who are in the attendee tray. If you wish to speak, please raise your hand now and we'll give people a moment to do that. And then queue up those attendees to speak for one minute a piece.

John Alden: Madam Chair, we have 11 attendees in the panel, but none have raised their hands. So it appears to me that we don't have anyone who wishes to speak at this time.

Regina Jackson: Okay. Excellent. Thank you very much. So-

John Alden: [crosstalk 00:07:06].



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: ... at this time it is now 5:36. We are going to adjourn to close session and we will come back just as soon as we are finished. Thank you very much everyone for your patience. Commissioners, we'll see you in the closed session Zoom meeting. [inaudible 00:07:25].
- Regina Jackson: Welcome to the July 23rd meeting of the Oakland Police Commission. We have just returned from closed session. There was nothing to report.
- Regina Jackson: I would like to take roll call once again, before we move forward. Commissioner Anderson?
- Tara Anderson: Present.
- Regina Jackson: Thank you. Commissioner Smith?
- Thomas Lloyd Smith: Present.
- Regina Jackson: Thank you. Commissioner Dorado?
- Jose Dorado: Presente.
- Regina Jackson: Thank you. New commissioner, Judge Brenda Harbin-Forte?
- Brenda Harbin-Forte: Present.
- Regina Jackson: Thank you. Commissioner Harris?
- Ginale Harris: Present.
- Regina Jackson: Thank you very much. Commissioner Gage?
- Henry Gage, III: Present.
- Regina Jackson: Thank you very much. With that, we do have a quorum. And also, I'd like to call for the roll call for our alternate commissioners. Commissioner Jordan?
- David Jordan: Present.
- Regina Jackson: Thank you very much. And Commissioner Brown?
- Chris Brown: Present.
- Regina Jackson: Excellent. So we've got a full house. So before we open up to the open forum, I want to take a moment of shared privilege. We have received quite a few emails



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

regarding Courtney Ruby, the city Auditor's recent op-ed. And I have a statement that I want to read.

Regina Jackson: The Oakland Police Commission's mission is to reform the police department in Oakland. To continue to accomplish that mission and to eliminate any doubt about the Commission's resolve, here is our plan to align our work with the Auditor's recommendations. Recommendations in process or completed include: Propose to add senior level staff, review OPDs budget, evaluate the agency director annually, review and approve the Community Police Review Agency's work, plan for next recommendations to take up, develop a budget proposal, develop a formal process to review OPD policies, ensure the city provides trainings online so that commissioners who are volunteers can complete training during non-work hours, finalize evaluation criteria for the chief of police, guide the community police reform agency on how to prioritize cases, establish a formal orientation program, and finalize a code of conduct.

Regina Jackson: We will always listen to constructive feedback and invite engagement with anyone who has an honest word to say. To that point, anyone who suggests we have resisted the audit process should consider how we have proactively and repeatedly sought the Auditor's participation in our meetings to no avail.

Regina Jackson: On June 25th, the Commission scheduled the Auditor to present the audit at our meeting. The Auditor refused, which contradicts her public statements. Our meeting agenda is available online for the public to confirm this. What's more, on July 9th, at our next meeting, the Commission again invited the Auditor to present. Again, the Auditor was a no-show. Check our meeting minutes.

Regina Jackson: The public shared their impression of the audit and raised serious questions for the Auditor that she has still yet to answer, and the public is still waiting for a response. The Commission is proud of its track record. Despite experiencing setbacks, we have made great strides and we have big plans. If the Auditor disagrees, it's in the Auditor's power to publish what she sees fit in a report. At the same time, the Commission is independent of the Auditor and free to express its good faith disagreement with any recommendation that misses the mark. That's the point of an independent police oversight body.

Regina Jackson: Elected politicians are not in charge of police oversight in Oakland. For example, the Auditor recommends mediation to resolve legal disputes about the Commission's charter authority. From the Commission's perspective, the right way to resolve disputes about the Commission's authority is a new ballot measure. That is why the City Council is here today and considered this measure to clarify the Commission's authority. We thank the Council for its partnership in this longterm effort, which is encouraging, and their unanimous support of the ballot measure language was nothing short of delightful.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Regina Jackson: Once the voters resolve the question about whether Oakland should create an independent office of inspector general, I can assure you there will be no need for mediation about that issue.

Regina Jackson: As one final point, I would direct the Council's attention to the Commission's accomplishments over the past year two months. These accomplishments have continued to demonstrate that the Commission is serious about ignoring political games and getting its work done. Here are some highlights.

Regina Jackson: The Commission finished its first draft of a use of force reform policy that promises to be a game-changer nationwide. The Auditor complained that the Commission has only passed two policies, while ignoring our work on this very policy throughout 2019. Earlier last month, City Council passed a resolution urging the Commission to ban use of choke holds, which the Commission strengthened and improved. The Commission worked collaboratively with the police department and passed an even stricter ban for the Council's consideration.

Regina Jackson: The Commission passed a draft policy to reform the police department's use of military weapons. The Commission announced a staff reorganization to better address its policy work. The Auditor's top recommendation was to add senior level staff. Thanks to the work of the Commission, the department will reform three key policies, officer-involved shootings, missing persons and social media. Each of these pending reforms are tied to the Commission's work during its first two years. The Commission held a major budget hearing and recommended that the City Council defund a major portion of the police department's budget to be reinvested in Oakland.

Regina Jackson: Considering this work and our other numerous accomplishments the Auditor may have missed or downplayed, we are very proud to be coming back to the Council, coming back to the community. With this measure, Oakland can put to rest any doubt that the charter requires an independent OIG and gives this Commission the authority to retain independent council.

Regina Jackson: This is our response to the Auditor. I have sent this letter to the Commission and we welcome any other emails or mentions and inquiries around the audit. We said three months ago that we wanted to focus our attention on the Auditor's work plan in a retreat when we can focus solely on that work. As volunteers, we work laboriously, but we are responsive to the issues at hand that are typically kind of crisis-oriented.

Regina Jackson: So without further ado, I want to get back to public comment, but I wanted to share that for the public because we have not resisted or refused in any way.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Regina Jackson: I'm passing this back to Mr. Alden for public comment.

John Alden: Thank you, Madam Chair. Forgive me, if I missed it, but I think the Commission also needed to provide a report out of closed session on Item 5 [inaudible 01:09:55] to public comment on-

Regina Jackson: Oh, you know what? I did it before the public comment. My bad. I'm sorry. There was nothing to report out from the closed-

Regina Jackson: My bad. I'm sorry. There was nothing to report out from the closed session.

John Alden: Very good. Madam Chair will start the public comment. This is item six. Welcome, purpose, and open forum. The speakers who wish to speak well, you found one. Those who are on this call, who would like to speak, please raise your hand. I'm told if you're calling in by phone, you can press star nine to do that. We'll give you folks a moment to signal that they wish to speak and then I'll go through the speakers in the order in which they appear on our attendee tray. Give me just one moment.

John Alden: All right. Our first speaker will be Lorelei Bosserman. Ms Bosserman.

Lorelei Bosserman: Yes, can you hear me?

John Alden: Yes, we can. Please proceed.

Lorelei Bosserman: Thank you. My neighbor was telling me that the San Francisco Police Commission had ordered the San Francisco Police Department to put huge signs that said, "Black lives matter" at the entrance to each precinct. And I was wondering, I believe that interim Chief Manheimer is here at the meeting. I was wondering if she would commit to doing so voluntarily. Thanks. Oh and they specified the dimensions in their order and they were huge. I don't remember the exact dimensions though. Thank you.

John Alden: Thank you, Ms. Bosserman. I will lower your hand. I'll go to our next speaker, who goes by the name of Alan. Alan if you unmute yourself, you may begin speaking at your convenience.

Alan: Hello. I am interested in knowing more information about some of the specific reforms that are in place that are by the auditor. I'm sure this information is available somewhere, but I would love somebody to speak to where I could find the most recent report of the commission's recommendations, what is currently happening? I've been working on a report of some things that could be done. And I don't know [inaudible 01:13:07] and so trying to [inaudible 01:13:11] reforms that are currently underway. Thank you. I see my [inaudible 01:13:22]



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

John Alden: Thank you, Alan. Our next speaker is listed as Ann. Ann, you may begin speaking at your convenience.

Anne Janks: Thank you. I would like to ask the police commission to address an exigent circumstance, perhaps call a special meeting in order to pass a policy on federal troops in Oakland. One, OPD shall stop and demand identification from any person who does not have visible identification, who is dressed in military garb or carrying weapons. Two OPD shall stop and demand identification from any person who is wearing markings or otherwise identifies themselves as police, despite not being with OPD or the Sheriff's office. Three OPD should be instructed not to cooperate, provide material support, or share any law enforcement information with any federal agencies that have not been invited into Oakland. And four, that the city of Oakland opposes any governmental or non-governmental persons representing themselves as police within the city of Oakland, who is not working with the OPD. You can have a meeting tomorrow. Thank you.

John Alden: Thank you Ann. Our next speaker in the queue is Kevin Cantu. Mr Cantu you may unmute yourself and begin at your convenience.

Kevin Cantu: Good evening, everybody. I'd like to second what the last speaker was saying that we should really develop policy about what I would call vigilante Federal employees operating in Oakland. Maybe it's a little bit paranoid of me, but I am deeply concerned about a possibility that we will actually witness vigilante groups, perhaps not so directly affiliated with say Customs and Border Patrol or anyone else, but with connections, doing Latin American style, creepy shit in our city. And I would like the Oakland police department to be investigating such cases aggressively to the full extent of the law. And we need to put our foot down and really, really safeguard our people.

John Alden: Sorry Mr Cantu, your time has expired. Thank you so much. Our next speaker in the queue is Megan Stephan. Ms Stephan, you may begin at your convenience.

Megan Steffan: Hi, thank you. I'm calling because at the June 8th special town hall meeting, deputy chief Armstrong said he would give a report to the police commission by July 15th on the tear gassing of the youth march that occurred on June 1st. Lisa Fernandez from KTVU says she called and Joanna Watson told her OPD will not produce that report until December now. I just want an update from the police chief on why she thinks this is acceptable. And I'd love to hear the police commission asks them more about this too. I have seen how information such as about overtime, how much is spent and where doesn't get produced until the city council answers to it.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Megan Steffan: I want to remind the police chief that she is accountable to this commission. I also want to ask chief Manheimer why she's changing the metrics for her own crime report. The previous metric was a year to date, which shows homicides in Oakland are down, changing the metric to quarters is both bizarre, homicides aren't a corporation and they don't do quarterly reports and misleading. Please stop misleading us with data, it really undermines your argument that you want us to trust you. Thank you.
- John Alden: Ms Stephan your time has expired. Thank you so much. I will lower your hand and reset the timer. Mr Schmiechen, you are next in the queue. You may begin at your convenience.
- Bruce Schmiechen: Yes. Thank you. I hope you can hear me, Bruce Schmiechen, Faith in Action, East Bay Coalition for Police Accountability. First of all, I want to support also that idea of timely reports, which hasn't been happening, but the real reason I signed up to speak is that I want to again, say that support that the City of Oakland, the police commission work with city council to develop policy so that the city of Oakland, any governmental or non-governmental persons representing themselves as police within the city of Oakland are identified. And actually in regard to this, it was reported today that the District Attorney in Philadelphia, Larry Krasner recently elected as reform DA has put out a statement that anyone including law enforcement who unlawfully assaults and kidnaps people will face criminal charges from my office. So I think asking our law enforcement people to interrupt any federal intervention is totally reasonable.
- John Alden: Mr Schmiechen, I'm so sorry, but your time's expired. Thank you for your comments. We'll go to our next speaker in the queue. Kathy Leonard. Ms Leonard, you may begin at your convenience.
- Cathy Leonard: Kathy Leonard on the steering commission of the Coalition for Police Accountability. First of all, I'd like to thank Chair Jackson for reading the Police Commission's response to Courtney Ruby's totally political and outrageous report and her opinion letter. It's just, it's obvious she's never been to a Police Commission meeting. And also I'd like to thank the city, the entire city council for supporting our police commission today, by voting out the Exigent Circumstances Provision in the Measure LL Cleanup. This was a huge victory for the Police Commission and for Oaklanders. Thank you so much for all the work that you're doing and I'm going to be working hard to keep you empowered. Thank you.
- John Alden: Thank you Ms Leonard. We'll go to our next speaker in the queue. It should be Phi Tran. You may begin speaking at your convenience.
- Phi Tran: Hello?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- John Alden: Hello, we can hear you.
- Phi Tran: Great, this is Phi and I'm calling from District One. I want to start by thanking our commissioners for volunteering to do the difficult but necessary job of overseeing our corrupt police department. I also want to publicly state that I am appalled by the email and activities of our City Auditor, and I hope she can muster the effort to show up to these meetings instead of rallying voters to do her bidding or be her mouthpiece. The Auditor works for the citizens, not the other way around. Do your job City Auditor. Lastly, I hope, but, I'm not that hopeful, that our interim chief ceases the toxic practice of fearmongering, data hoarding, and generally unprofessional responses and requests to our public requests via the citizen led commission. Oakland is tired of asking for police data and getting it only when OPD feels like it's in imminent danger of losing funds. This why OPD must be-
- John Alden: Ms Tran, I'm so sorry, but your time has expired. Thank you for your comments. I'll move to our next speaker. Assata [inaudible 01:21:24] you may start at your convenience.
- Assata Olugbala: Thank you. Black Lives Matter can not be significant if you continue to walk people with the issues of black people, when it's not justified. There is no other race or ethnic group in this city that is disproportionately impacted not only by the police, but it relation to homelessness, housing jobs, health issues, like the African American community. So when you choose to use people of color, underserved communities or impacted communities rather than speak to the issues of what is going on with black people who are 23.6% of the population, 70% of the homeless, 80% of the evictions, 73% of the people arrested on bicycles, 52% of the people of auto stops, 90% of those arrested related to marijuana. Speak to black people, not people of color.
- John Alden: Ms [inaudible 01:22:37]. I'm so sorry that your time has expired. Thank you for your comments. We'll now move to our next speaker in the queue, which is listed as James Westcoast. James, you may begin at your convenience.
- James WestCoast: Yes. I'd like to defer my time to Michelle please.
- Regina Jackson: John, he's [crosstalk 01:23:15] his time.
- John Alden: Yep. I see that. Hold on just one moment. Madam Chair has been my experience in the past that we haven't transferred time for one speaker to another. The next speaker in the queue is Michelle Luzon. Would you like me to give the next speaker the usual minute or the time from the previous speaker plus?
- Regina Jackson: Yes. Yeah do.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

John Alden: Okay.

Regina Jackson: I think we need to keep to a minute just to be able to get everyone's opinions heard.

John Alden: Very good. Our next speaker.

Ginale Harris: Chair, Mr Bey deferred his time. So he gave his time to Michelle.

Regina Jackson: Okay. I'm sorry. How much time John did you say was there left?

John Alden: Well, it looked like about 50 seconds. The reason I ask is that the previous speaker asked to give this time to someone else that other person would have more than a minute, but I don't recall us ever doing that in the past since we've moved to Zoom meetings. And so I wanted to...

Regina Jackson: Yeah, no, you [inaudible 01:24:39] .

John Alden: I'm at the pleasure of the chat.

Regina Jackson: Yeah. You were correct to ask if it's 10 seconds, then we can go ahead and give it. It's just hard to keep track of seating when we're moving all the place like this.

John Alden: It is very difficult to do with this particular application. Let's [crosstalk 01:24:58]

Regina Jackson: Go ahead and add 10 seconds. It would have been finished from the 52nd seating.

John Alden: So you'd like me to give the next speaker then the minute and 50 seconds

Regina Jackson: Did the last people only speak 10 seconds.

John Alden: That's right.

Regina Jackson: Oh, okay. Got it then. Sure.

John Alden: Okay. Michelle Luzon you are the next speaker in the queue. We will reset the timer or the time left from the previous speaker plus we'll give you the minute after that, you may begin at your convenience.

Michele Lazaneo: Can you hear me?

John Alden: Yes, we can.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Michele Lazaneo: Okay. The Bay Area has three missing persons cases of young black men shared in the mainstream news. Jonathan van Debella 19 from Oakland missing May 3rd, 2019, still missing an unsolved. Devontae Morgan 28 from San Francisco missing from Mount Shasta May 5th 2020, still missing an unsolved. Donald Adam Stanford 21 from Alameda missing July 5th was murdered and his body was located last week and open July 12th, still an open case. Unsolved.

Michele Lazaneo: I want to make you aware of the challenges that black families encounter when making missing persons reports due to racism, the strained relationship, and fear between communities of color and law enforcement. Some black and brown families are hesitant to call police to report someone missing. In addition, data shows that missing black children get less media coverage. Data collected in 2015 studies showed that other black children account for about 35% of missing children cases in the FBI's database they only accounted for 7% of media references.

Michele Lazaneo: Black family searching for missing relatives say their missing loved ones are more likely to be labeled as runaways and that they are somehow not worth the focus of the police or the media. The situation is so unbearable that a nonprofit called Black and Missing Incorporated was established in 2008.

Michele Lazaneo: The media are failing missing black families. So OPD needs to be aware of this disparity as a result of insufficient coverage, black families are depending on the OPD Public Information Officer and missing persons investigators to be sensitive to their needs and to use their influence and media context to advocate for these black families. The families need the Public Information Officer to communicate directly with the media context. The same day OPD receives a missing persons report. Residents don't have-

John Alden: Pardon. I was muted. Ms Luzon I'm sorry but your time including the ceded time has expired. We'll be living to our next speaker in the queue appears to be Joseph Mente. Mr Mente you may begin at your convenience.

Joseph Mente: Can you hear me?

John Alden: Yes, we can.

Joseph Mente: First of all, I'd like to thank the commissioners for the thousands of hours they've donated to help their fellow citizens, especially late into the night and these meetings. On item 10, I'd like to know how the Search Committee is going to go about finding a candidate who can build trust with the community. Specifically, how will they find a candidate who will cease [inaudible 01:28:25] of these consistent record of misrepresenting data, stalling the City Council and Police Commission and failing to hold its officers accountable?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Joseph Mente: I don't see any of the ability to regain community trust listed in the examples of duties, knowledge of, or ability to sections, frankly, the top duties of the chief of police at this moment in time should be regaining community trust, radically rebuilding a toxic culture and holding officers accountable. On Item Nine Chief Manheimer's attachment includes an explanation of data warehouses. As an IT professional, I deeply understand some of the challenges. What I don't understand is with the clear demand for actionable intelligence from OPD management, the City Council and Police Commission and the public that OPD does not assign sufficient resources to generate such analysis. Thank you.
- John Alden: Thank you, Mr Mente. Our next speaker is listed as Reisa Jay, hopefully I've pronounced your name correctly. You may begin at your convenience.
- Reisa Jaffe: Thank you. I would like to appreciate Chair Jackson for getting back to me regarding my concern about the job description for the chief. I understand that there's a civil version and a separate external one with reform language. My concerns are not really alleviated though, as I wonder what it would mean if the city was sued after firing with cause based on non-performance of things that are only in the external job description. Will that version be attached to the contract and thus be a legal defense. I hope I'll be hearing something that will alleviate my concerns. Thanks.
- John Alden: Thank you. Our next speaker in the queue is Michael [Tigges 01:30:24]. Mr Tigges, you may begin speaking of your convenience.
- Michael Tigges: Thank you. And thank you commissioners. Mostly I want in this segment of the meeting, I just want to offer congratulations, both to Chair Jackson for her wonderful taking the audit to the woodshed tonight. The misinformation in that report was appalling. Second of all, I hope you realize we as part of the Coalition for Police Accountability, for I am a member had a wonderful victory today. Now I know that the various aspects of limiting your activity in terms of what Local 21 put in is still there. But nevertheless, we do have to celebrate the fact that the most odious part of that ballot measure has been removed. We'll be working hard to make it pass. Thank you.
- John Alden: Thank you, Mr Tigges. Our next speaker in queue... Pardon me, is Jennifer Too. Ms Too, you may start at your convenience.
- Jennifer Tu: Thank you. Hi, Jennifer Too District Three. I also am concerned about potential federal agents in our city and support the police commission in setting policy to keep our residents safe. I am like the previous speaker or an earlier speaker also curious about the report on gassing our cities here. This report was supposed to be due on July 15th. And I would like to hear from the chief on that during her report. I believe there was also an overview report on 911 called dispatch



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

categories. I'd like to hear an update on when that report will be happening. And I think it would be really, really helpful to the public and to the commission to know how these reports rank in the chief's priorities. And finally a request would it be possible for us to hear the names of the next few speakers on deck announced? Thank you.

John Alden: Thank you, Ms Too our next and final speaker is Jay Farber. Jay, you may begin at your convenience.

Jay Farber: Hi, I appreciate the commissioners pursuing policy changes as slow and imperfect as our local bureaucratic system, maybe, but I recognize this is also all happening in the shadow of larger political discussions in the city council and the mayor's office. So with that in mind, I'd like to ask the commission to go on record, to understand their views on the proposals that exist to significantly defund the police. Because I think, mostly from the perspective of wanting to understand from folks who are deep in this and knowledgeable about the inner workings of the police, what sort of unexpected impacts and things should we be aware of, if we, as a city, decide to do some de-scoping slash defunding of the police. Thank you.

John Alden: Thank you, Mr Farber. Madam Chair, that completes all the speakers in the queue. I'll turn it over to you.

Regina Jackson: Thank you very much, Mr Alden. I know that this was your well, we know that this is your first time and I think you're doing an excellent job. I know it's new and different, but thank you. So the next item on the agenda is one that I've been looking forward to and that's welcoming our new Commissioner. Judge, Brenda Harbin-Forte, her resume is loaded with accolades and we included it for the public. I wanted to spend this time allowing Brendan to talk about how she feels about being here on the commission as short or as long as you like Commissioner. We're just glad to have you here because we know that there's a lot more work we have to do. You are unmuted judge, so you can start speaking whenever you like.

Regina Jackson: I'm trying to unmute you. It doesn't seem to be Working. Can you...

Brenda Harbin-Forte: I'm sorry.

Regina Jackson: There you go, we're good now. Thank you.

Brenda Harbin-Forte: I apologize.

Regina Jackson: That's okay.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Brenda Harbin-Forte: Okay. Let's just say a little bit about who I am. Many people have seen the... Many people have seen that the resume. I am a retired judge from the... For almost 28 years on the Alameda County bench. And I am... and that during that period of time, I handle practically every kind of case in the court, criminal cases, civil cases, felonies, misdemeanors. I was presiding judge of our juvenile court, handled settlement conferences. I had a settlement conference in several cases, family cases. I have broad experience. I am just honored that the mayor invited me to serve on this commission and that the city council confirmed my appointment. And I'm very, very pleased with the commissioners and with the community as we try to reach decisions about how the Oakland Police Department can carry out its duties in a constitutionally appropriate fashion.

Regina Jackson: Very good. Thank you very much. I know that the fellow commissioners have had an opportunity to welcome you with the exception of the alternate commissioners. If anyone else wants to say anything at this time, please raise your hand and then we'll go to public comment. Okay. See no hands. We'll go back to Mr Alden. Thank you.

John Alden: Thank you Madam chair. If there's anyone amongst the public who would like to comment, please raise your hand now on the attendee queue and we will call you in the order in which your hands were raised. I'll give the people a moment to do so. I see we have three hands raised. We'll go through them in the order in which each of those individuals have raised our hands. Our first speaker is Kathy Leonard. Ms Leonard, you may begin at your convenience.

Cathy Leonard: Good evening. I'd like to welcome the judge to the police commission. I know all about you. The commission is very fortunate to have you on board and I can't wait to see all the wonderfulness that you're going to bring to this commission. Congratulations. And I look forward. I'm with the... I'm on the steering committee of the Coalition for Police Accountability and so I'll see you and correspond with you quite a bit. Thank you so much.

John Alden: Thank you, Ms Leonard, our next speaker in the queue is Rashida Grenache. Ms Grenache, you be able to begin at your convenience.

Rashidah Grinage: Okay. Thank you, Judge Forte. I just wanted to take this opportunity to welcome you to the police commission. I'm with the Coalition for Police Accountability and I want to speak on behalf of the entire coalition that's made up of many community groups as well as individuals. And we've been working hard to support this commission and we look forward to your participation and your contributions to the commission. Thank you very much for serving.

John Alden: Thank you. Our next speaker in the queue is James Westcoast. James, you may begin at your convenience.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- James WestCoast: Yes. Good evening. I would like to say that, thank you for taking the time to volunteer your time, but also that the community is watching you and that you are replacing a person that sabotage and obstructed the commission. As the mayor's appointee, we expect that you don't take this as a political position because this has to do with justice. Because that doesn't have anything to do with how people climb the ladder. I think the community is watching and justice is what we expect and given that we will watch and see how you react, but also hold you accountable. Don't think that just because you come as a judge, that we would give you a deference and allow you to do anything against the community.
- John Alden: Thank you, sir. Madam chair. I believe that concludes all of the speakers that we had in the queue.
- Regina Jackson: Okay. Thank you very much, Mr Alden. Again, I echo and I think we've all had the opportunity to echo how fortunate this commission is to have the experience, contribution, and commitment of Judge Brenda Harbin-Forte. We will get you busy working very, very quickly. So thank you very much. Thank you to the folks who spoke. We are definitely fortunate.
- Regina Jackson: So I'd like to move on forward to the next item on our agenda. And that is an update from interim police chief Manheimer. let's see, you are un-muted.
- Chief Manheimer: Yes ma'am. Thank you, madam Chair and commissioners and welcome to our newest commissioner. Judge Forte, Harbin-Forte. I just have a couple of updates. I thought tonight we would do something a little bit different. I do try and bring some different stats to you every week. I did get some feedback and I have been trying to meet offline with each of the commissioners and I thank those that I've met with already. It's been quite wonderful as you know, Chair, I came in post COVID shelter in place. And so I really have not been able to do many personal meetings with individuals, but it's very important to us and one of our first goals that we really build on this trust and relationship with our commission.
- Chief Manheimer: And so to that end, I've been meeting with the commissioners to try and get feedback and solicit input. And one of the things I did here was that the amount of paperwork I provided with our stats every week was a bit much. And so we've been playing around with giving you different stats every week and updating them for you. The issues that came up and why I included these steps this time was to bring you the ShotSpotter maps.
- Chief Manheimer: We work off of these as part of our intelligence led policing. And you'll notice in the maps that we have a lot of gun crime and a lot of gunshots. I want you to and understand that these are not... These activations likely are mostly shots,



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

not fireworks because they can distinguish pretty well between them. But this does not by any means represent people or residences or vehicles that are hit.

Chief Manheimer: Our concern of course, is this means that these are guns that have been a shot within our city limits and are always a danger to our community and to others. So we are one of the few cities that does in fact, go respond to every ShotSpotter activation and attempt to look for witnesses, for anyone who is shot, any victims, anyone we can provide aid to, or get a collection of evidence from to further getting guns off the street.

Chief Manheimer: I did include these stats, the second quarter versus second quarter this year, as well as the first quarter versus second quarter, because one of the things that a lot of our major cities are focusing on right now is that we are seeing an uptick in shootings post COVID. It just so happens that the shelter in place started on March 14th and our quarters run pretty parallel to that March through January through April 1st and then April 1st through July 1st.

Chief Manheimer: So we do have the two quarters and the things that we're really focused on are the fact that during this second quarter, which is the post COVID shelter in place quarter, that we have seen a significant uptick, particularly in shootings and homicides. And the one thing I wanted folks to recognize and understand is that, well, generally in this quarter, every year we do see an uptick in shootings because it is summer months, people are out more, there's a lot of activity and we see more gang and group activity even versus last year.

Chief Manheimer: ... getting in group activity, even versus last year at this time, it's a significant increase. So we are very concerned. We do focus in on that. Every week we have a ceasefire meeting, every week we meet with our violence interrupters and our community groups, and we are looking to really interrupt this gun and gang group crime. So those are our stats for this week. I am interested and always want to get feedback on what you all are interested in seeing and hearing, but I am trying to cut down on the amount of paperwork, because I did hear that as a significant input from each and every one of you. So we are seeking to get feedback on what works and what you want to hear from us.

Chief Manheimer: Secondly, I was going to cover two other quick things. I did want to bring you an update on our crowd control and where we are in terms of reporting that to you. I know initially we had said that we would be able to give you an update on our crowd control with an after action report and do that sometime around July 15th. Given that we saw an increase in demonstrations in our extended operational period, we really recognized that we were not going to get you a high level update immediately. However, we have been meeting and even had a great meeting yesterday with the CPRA agency director, John Alden, and we



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

started to coordinate how we were going to do concurrent yet independent investigations and what that timeline would be.

Chief Manheimer: As you know, we have three different things that we are investigating for the crowd control events, really mostly around May 29th to June 1st, but focused primarily around June 1st and May 29th, because those are the high profile incidents that I think most of us recognized had the most amount of sort of riotous activity, but also the most amount of deployment of crowd control.

Chief Manheimer: So we are working on bringing a high level after action report within 21 days, and I would defer to you, madam chair, as to when we bring that forward after the preparation of it. But we are also working very diligently to coordinate with CPRA to ensure that we do the use of force investigations. We do have 12 reported uses of force. We investigate each of those with an executive force review board and a concurrent investigation with CPRA. Those take about 90 days. Our IA investigations, which as you know, CPRA also concurrently investigates a good majority of those. Those can take anywhere from 180 to 270 days, but again, we are prioritizing both the most serious cases and during those most significant days. We have dedicated staff to this. I know that the CPRA, the agency is also bringing in some additional staff as this is over and above our regular amount of work that we do, and so we're going to need to make sure that we bring in and focus on those.

Chief Manheimer: One of the things that we're going to do, additionally, is coordinate a high level investigation separate from the individual uses of force that are going to answer the questions, did we follow? Did this department violate any of its policies? And how and when? Did we violate any of our policies around crowd control, around mutual aid, or around the exigency within crowd control? Those will be answered, again, but they will be answered based on the independent investigation we conduct and that will be done to you as we conclude all of the uses of force and the IED investigations.

Chief Manheimer: To remember to do these right, we have hundreds of witnesses and over 4,000 hours of video that we have to review. We have sent our evidence technicians out to every location where we have had uses of force or any complaints, and they are going door to door seeking independent video. So these are investigations, and the General Alden can also am I sure he does share with you the level of depth and detail we go into, including all the body worn camera to make sure that we get these right and hold people accountable.

Chief Manheimer: So to conclude, madam chair, the complexity of these scenarios stretch the capacity of many of our law enforcement agencies, and undoubtedly, there will be examples where tactics and strategies were effective and should be highlighted and those that should be improved upon. We take these seriously.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

We're going to do the in depth investigation. We do want to bring you recognizing that the extent of the length of these investigations for the 90 days and the 270 days is a lot to wait for our community. We are preparing that higher level after action report, and I will coordinate with you, madam chair, when we will have that ready. So one of the things-

Regina Jackson: [crosstalk 01:50:22]. Go ahead, I'm sorry.

Chief Manheimer: I'm sorry. Go ahead?

Regina Jackson: I'm sorry. I thought you were ending and I had some followup questions, but go ahead.

Chief Manheimer: Okay. I actually had, I was going to go over my goals, but you know what I have today? I have two other individuals here that I wanted to share with you tonight. I have Chief Drennon Lindsey. Part of our goal when I sat down in this chair was I had a report of racial disparity within the OPD, and phase one of that report had some pretty significant findings of disparities internally within our processes and systems, and we want to make sure now that we are at least giving you ... I'll have chief Lindsay just give you a very, very brief overview of what it is that we're doing so that you can hear exactly from her how we are moving into phase two. Speaker

Regina Jackson: So interim chief, before we go to Deputy Chief Drennon Lindsey, I know that we discussed a few items that were mentioned at the end of the last meeting that we wanted to hear about. One was your observations from your very first impression on what was going on and what you wanted to change. Two, we did discuss goals wanted goals and there was a citizen... Hold on. Wanted to note that there was a citizen who had specifically requested, actually two, an update on the East Oakland collective incident. But before we even go there, I wanted to know, based upon some citizens' comments tonight, what does the OPD policy say about feds coming into Oakland to address first amendment assemblies?

Chief Manheimer: Okay. So, I'll take all of those. I do have chief Armstrong who will do East Oakland collective and many thanks to [inaudible 01:52:27] for sending a couple of those to us. Madam chair, we have all of those. We're prepared to answer through Chief Lindsay and Chief Armstrong. As to the feds, thank you so much for asking that. We put out a statement, just so you know, as did our mayor, as did our governor, saying that we have never, nor would we, ask for federal troops or federal assistance with crowd management and that we utilize our state mutual aid incident command system. So we have no information they would be coming. We have not requested they would come. I spoke even today



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

with our director of county EMA and they would not be coming into Oakland for any crowd control.

Chief Manheimer: So we do, by the means of the federal protective services and the US marshals, have security for our federal building and so we do utilize them and have in the past, and that is also through our state mutual aid and they are not in a crowd control capacity there. They do the security for the federal building. So let me be very clear that we do not, nor have we asked, nor would we want any federal assistance or troops for crowd control.

Regina Jackson: So interim chief, I don't get the sense that they were requested in Portland. So what's the policy if they show up?

Chief Manheimer: So, hold on just one second. My understanding from our mutual aid system is that anyone who would come in, they do not have state authorization to enact enforcement capabilities within the state of California. I don't know about Oregon or other states, because their mutual aid policies are very different, but in the state of California, we have a very rigid incident command system. Any outside assistance, comes through our mutual aid coordinator from the State of California Regional Resources. We have a very strict policy about all of them coming in and reporting to our staging area, and I could not foresee that happening in the state of California.

Regina Jackson: Okay. I am a little concerned because it doesn't seem like he waits for permission, but if it's the mutual aid system policy that we're reliant upon, when you or your staff gets a moment, it would be great if they could send a copy of that policy to the rest of the commission so we can pay attention to it, because I am a little nervous.

Chief Manheimer: Yes. And I can understand that. I think we all are, but I can tell you that, it's just if ICE were to come in, Commissioner Jackson, if they were to come into our town and there's protocol and policy here, that my troops would notify me immediately and that I would notify the city immediately that ICE was in town, because we have the TRUST Act in the state of California and we also have local ordinances. So I think we have that covered.

Regina Jackson: Okay. And like I said, if you would be so kind as to have one of your staff send us the mutual aid policy so that we can begin taking a look at that, just in case something needs to happen.

Chief Manheimer: Yes, will do. I often have goals, commissioner, but I really wanted you to hear from Chief Lindsay and from Chief Armstrong. And I think it's going to be a little long, but I can give you just the bullet points in about a minute of the seven



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

overall goals of which four are the priorities that I assessed when I came in that needed immediate action during my tenure. Shall I go over these very quickly?

Regina Jackson: Please.

Chief Manheimer: Okay. Great. So these are the goals that ... I will just say first, when I came in, the things, and I think Commissioner Prather asked that, but I will share with you that the things that needed immediate updated fixing attention to and immediate action during my tenure here are that we had to address the disparities and implement the race and disparity report recommendations. You will hear about that in a minute from Chief Lindsay, very excited about where that's going. We are on track and moving that forward.

Chief Manheimer: The second one that I found was actually before even the grand jury report, that we were so understaffed, under-resourced, and ill-equipped in 911 and communications. We were dropping phone calls. We were not meeting our targets for answering of those phone calls. And I won't go into it now, I'm going to get you a full report on the grand jury commission report as we reported out to the city council. We'll be reporting that to you, but we are already in the stages of working and fixing that.

Chief Manheimer: The third one is this noncompliance with the NSA. We are rigorous and we are ... I'm not going to, and we had a site visit meeting with the IMT, Independent Monitoring Team, last week. I won't go through it now. I'll give you a report after that, but I'm very excited about the strides and the relentless focus we're making on that. I think we really started to crystallize and assign people to ensure that we get there with that.

Chief Manheimer: The fourth one on that is the updating of policies. Our policies are terribly out of date, and one of the things we've got to be doing now is figuring out the process and system for it. I have some ideas, chair. I really wanted to run them through you and the commission. I think we need to get someone in who's a vendor to help us work through those. I will be bringing that back to you in the near future. Those are really the four that to me jumped out right away, including updating our data on the website, which I don't even want you to look on that right now, because the last maps I saw were from 2018. So we have a ways to go.

Chief Manheimer: As to my goals, chair and commission, the overall crime reduction, and I believe that ceasefire model you have here is pretty amazing. The violence interrupters and incorporating the department of violence prevention is incredible. We are going to continue on that, and then of course strengthening those community partnerships, the first of which is with you, the police commission, our other oversight, and then our community policing partners.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Chief Manheimer: Then I think this reducing harm to the community, that to me has been the one that has taken ascendancy over everything else. As we see the harms that have been caused by these incidents that continue to strike out across the country of police brutality, I think lessening the overall footprint of who we stopped, reducing the racial disparities in our police context, and then re-imagining policing, which is now right in line with what the city is doing in terms of what can be done differently. We embrace this, we are going to move forward with it. I have a lot of ideas about that and I'm looking forward to that.

Chief Manheimer: The last one I'll share and add with you is creating a pipeline to hire locally to reflect and produce the best of who is in our community. We are hiring. We are going to be doing targeted hiring recruitments, and we want folks to think about becoming a part of the change they want to see in the OPD. Those, madam chair, are my goals. I can do further in terms of outlining them for you. I'd love to hear some input and feedback from you, from other commissioners. I am calling the rest of you all and getting on those calls. So I'm going to turn it over to Chief Lindsay. I certainly-

Regina Jackson: One more thing. Excuse me, I'm sorry to interrupt.

Chief Manheimer: No, I'm sorry. I'm trying to talk fast. Go ahead.

Regina Jackson: And I got you. It occurs to me, and I'm tap dancing on this because I'm still really concerned. If the feds show up, what is your plan?

Chief Manheimer: Okay. Well, immediately we would notify the city and we would ensure through our city attorney's office that we would be working with them to find out what their authority was to have any enforcement action within the state of California. I do know that the feds oftentimes will come in as they are in three other cities. They announced Albuquerque and two other cities. I have called both the HSI, I have called, in the last two days, HSI, which is Homeland Security, I've called the marshals, and I've called the FBI, and I have said, "If you hear of any move to bring anyone in, whether it's for investigations, whether it's for crowd control, whatever it may be, I want to know immediately." My job is to notify the city administrator and the city attorney's office. We do not believe that they have enforcement authority here and that they are not within our incident command structure.

Chief Manheimer: So I have been reassured that there is no method means or attention to send federal troops here that we in California have what most other States do not, which is an absolutely rigid incident command system from the many, many years of wild land fires and all of the urban issues we have, we have that system set up and it is absolutely met our needs here. That's where I am. I don't know if I could give you any other assurance other than the fact that we will be notified,



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

that we will notify the city administrator and that I know that our mayor and our governor are going to want to know about it.

Regina Jackson: Okay. So Intern Chief, I very much appreciate the fact that you have taken some steps to contact HSI and all. I know that there are two commissioners waiting in the queue to ask questions. Not sure if it's on this or some of your other comments. We definitely want to get to deputy chief, Jen and Lindsey, but we really want to make sure that these issues are handled because in my opinion, reaching out to the city attorney's office while I recognize that they can write up pins, I just don't know how effective or efficient it is. If there's a rally, which I understand is going to be on Saturday and they show up, I just want a confirmation.

Chief Manheimer: Yes. And I can assure you that it is our intention, that they not do, that they not conduct any activity in the city that it would. And I have relayed that already to both the marshals and to HSI that it would be a tremendous flashpoint here in something that we don't want, we don't need and it will be detrimental for Oakland and I would meet immediately with them and let them know that.

Regina Jackson: Okay.

Chief Manheimer: And let, Chair Jackson, I'll let you know as well. Yes, you will be one of those notifications. You are within my chain of notifications that you'll know when the city administrator and the mayor knows.

Regina Jackson: Yes. And I appreciate that. I just want to understand what our action steps are going to look like because you notifying me won't stop them.

Chief Manheimer: Nope. Nope. I got that.

Regina Jackson: Thank you.

Chief Manheimer: Thank you. Commissioner Harris is first in the queue followed by a commissioner Harbin-Forte.

Ginale Harris: Thank you chair. Thank you, Chief Manheimer. I wanted to comment and give you a little bit of background on our 911 call system. And I know you've only been here for a short time, but I need to give you the history because I'm not sure if you know it or not. So, Oakland police department in the city order and the city administration knew about the 911 call problems since 2014. From January, 2014 to July, 2015, 37% of the 911 calls were not answered within industry standards of 10 and 20 seconds, 34% of the calls to the local emergency number which we have here in Oakland (510) 777-3211 also was not answered within industry standards, according to the report. The average time for a



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

dispatcher to answer a call during that time was 27 seconds for the local emergency line and 21 seconds for the 911 line. From 9 to 13% of callers, abandoned their emergency calls. The report said that that equates to about 19,000 calls.

Ginale Harris: On November 2nd, 2017, OPD communications audit, reconfirms problems have not improved with 911. Virginia Gleason was CC'd on the report and they've known about these problems since 2017. The audit recommended that the police department continued to report 911 answering time statistics and carry out plans to improve the situation. The audit also recommended the communications division, improve its recruiting, hiring, training, and retention procedures, as well as regularly review its training curriculum and use technology to keep better track of when operators are available to take calls and when they are not. Notice all the mentioned of outdated or lack of policy in this audio. Also, notice the lack of good record keeping by OPD.

Ginale Harris: If you refer to the meeting, the public safety meeting that was in December 3rd, 2019, I spoke about the 911 system publicly. You can find where I spoke at 40 minutes exactly. I was talking about vision, the overpriced system, and the rep is only working on vision for the police department, but also programming for the city of Oakland. So it's double. So I just said all that to let you know that this problem has been outstanding for a very long time. And you currently have a staff member who was overseeing the 911 situation and the hiring situation, which we are both still working on, correct?

Chief Manheimer: Yes, ma'am. Are you referring to our deputy director?

Ginale Harris: Yes ma'am.

Chief Manheimer: Yes. Yes. And we do have also a civilian manager, Gina, who works very, very hard over in our comm center and she is doing, I think, her very best with what she's got. I appreciate that history. And I can tell you that, I think we got on top of that, about 18 months ago, we were up to almost full staff in that dispatch center and we lost maybe half of that staff, either through complaints of service delays that we had to investigate or training that simply did not resonate with our new employees.

Chief Manheimer: And so we really need to, A, get back up to staffing, but I can guarantee you, you are going to see some significant changes as we get Gina, some more help in there. And we start this month hiring and recruitment drive. Can you believe that it was taking almost a year to do a hiring process? I mean, there are just so many things that are low hanging fruit that just needed to be addressed. We're going to get there and I appreciate that. I share your disdain for all of that.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Ginale Harris: So thank you. Thank you, chief. And I just have one more thing to clarify. So you said one of your goals was to reduce harm in Oakland. And I want to be clear that we want to eliminate the harm, not reduce it.
- Chief Manheimer: Thank you. Thank you very much for that. I appreciate it. Thank you.
- Regina Jackson: Thank you, commissioner Harris. Next up is Commissioner Harbin-Forte. You have been unmuted.
- Brenda Harbin-Forte: Thank you, Madam Chair. And Chief Manheimer, thank you for the report and thank you in terms of addressing the issue of the federal, I'm going to call them troops. I want to follow up on what chair Jackson, I think was trying to get at, which is what is your plan? What is your real plan other than notifying everyone? What is troubling to me is that it appears that I'm going to call it an invasion of the troops occurs, no matter what local authorities say. And no matter how local authorities try to hit it off. Are you see what's happening and threatening to happen in Chicago, even though everyone is saying, don't come here. I think that this administration and Homeland security, everybody else plans to go to Chicago, no matter what.
- Brenda Harbin-Forte: I suspect, and there were reports early on that they were planning to come to Oakland. So what I would like to do, and what I would like to know is, because they don't appear to have any respect for local authorities, what is the Oakland police department going to do when we are invaded by federal personnel, federal troops, federal officers? Other than notifying everybody, what steps are you prepared to take? Will there be arrest? Will our state national guard be called in to round up? They are officers who are there. What is the actual plan other than notifying everybody? Because, given everything that has happened and the unusual things that have been going on around the country, given the upcoming election and the posturing that goes on, I really feel that there will be federal troops at our doorsteps any day now. And notifying Chair Jackson is not going to stop them. How far is the Oakland police department prepared to go to make sure that our citizens are not gassed and harmed and hurt, when they are engaging in their first amendment rights to have peaceful protests?
- Chief Manheimer: Yes. Thank you, judge Harbin-Forte. So, the first thing will be that I will be, that I will be notified immediately. I will meet with their command structure as we do with any other mutual aid entity that responds, there will immediately be assigned individuals. And should we see any actions that they take that are outside of the scope, they will be immediately stopped. However, we know what that authority is that we have over them is something I think that the governor would have to intervene with because the governor has that say over the California authority for mutual aid.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Chief Manheimer: That is a good question. I will have further discussions with the governor's office. I actually was on the line with the Attorney General's law enforcement director this afternoon to ask some of those same questions, Ed Medrano who I know when he was a sheriff. And those were some of the discussions we were starting to have. I can tell you that my concern is that should there be a focus by the federal building and attacks on the federal building, that may well see some federal troops or federal defense of that building. To date, it has only been through the local marshals with whom we have an excellent relationship. They are California appointees, and they are quite wonderful.
- Chief Manheimer: Should that escalate? I cannot say exactly what would happen, but these are good questions. I have been in discussion with our state incident command system over them. I don't know the exact authority we would have other than what the state national guard would have. So, we'll get those answered and we'll keep moving it forward.
- Brenda Harbin-Forte: All right. That would be great because I think that we need to have a contingency plan and we need to know what exactly is going to happen when the troops come. And it's not going to be about just the federal building they've made it the rationale for sending in troops, just keeps changing on the federal level. And they've also said now, generally, for some of the areas, some of the cities that it's just general law enforcement, which traditionally has been a local issue. And a lot of people who talk about it, they don't want the government, I mean, they don't want the government in their business and states and cities to handle those things, seem to be quite happy with letting the federal government come in to handle local law enforcement issues. It's disrespectful-
- Chief Manheimer: I can assure you that they are very well clear on where the city of Oakland and the state of California stand on this issue. Our mayor has made that very clear. Governor has made that clear. This chief has made that clear. Chair Jackson can tell you that I'm in very continuous contact with her of what is going on in terms of crime or any response to same. In our city, I will keep you all informed. We are in discussion with the state.
- Chief Manheimer: As I said, we are one of the states who has a very rigorous, both California national guard, as well as incident command system. So I can tell you that they're all over this as well. So I'll keep the chair informed. I will make sure to keep in that dialogue, we all will not only be notified, but we'll have our areas around which we can limit and contain this.
- Regina Jackson: Thank you, Interim Chief. And again, just before we go, I have a question and Commission Dorado has his hand up as well. You mentioned in the Crowd Control Policy that you would be able to get content together in 21 days and



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

you'd follow up with me. Is the 21 days starting from July 15th, or is this the reset button from when we said six weeks ago?

Chief Manheimer: No, it's from now. It's from today. It's about 21 days more, about three weeks more, and then we will have that high level review. And I want to stress again, as you well know, having been on discipline committees and all the rest, that we cannot presuppose or pre-judge the individual actions or even really the high level of investigation of what the department's overall actions were and whether they comported with our policies and our direction. But I can give you sort of the overall day by day, what happened and how many uses of force, how many we're investigating, et cetera. And so that should be within three weeks from now and we'll schedule it at your direction.

Regina Jackson: Okay. Thank you. Please put that in your calendar in pen, because we really want to get to it.

Chief Manheimer: Yeah, I understand.

Regina Jackson: One other thing about that, I think I asked in an email when you mentioned who you had already selected for your after action report, that I wanted to understand how you were identifying, who would take the lead on something like that. If you have not already prepared a response, I really do want one for the benefit of the commission, because I think it's very important. I think I mentioned at the beginning that I was very interested in having an external after action report to compare and contrast with whatever OPD might come up with. Just because again, we are going down these roads, still fairly new and not necessarily understanding processes for after action. So if you can respond about your process for selecting a consultant to do that work, we would be happy to hear it now.

Chief Manheimer: Yeah.

Regina Jackson: Okay.

Chief Manheimer: Yeah. I'll let you know-

Regina Jackson: [crosstalk 02:18:11] right after she finishes, I will call on you.

Chief Manheimer: Thank you. Thanks so much, Chair Jackson. We actually, after meeting with John Alden and the CPRA and trying to figure out how we make sure that there's the Santa Ana law, which says you really can't interview individuals twice for the same investigation and that John and the CPRA agency were choosing to do their own independent investigation of those same questions about, did the department follow its policy? Did it violate that policy? Did it violate mutual aid



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

policy? That when after meeting with him, we recognize that if we were to do an external after action report, that would get a crosswise, if you would, with the investigations that CPRA was doing in actually doing them as internal affairs investigations.

Chief Manheimer: So we have chosen to not do an external after action report with an expert, but yet focus on those questions of policy, of practice and of direction through an internal affairs investigation of our own, to do that through a high level investigation in parallel with John Alden at CPRA. So we're actually going to be doing those IAs at the high level on the department policy, just through an IA investigator. And through that, come up with the policy recommendations, really focused more around, did we follow that policy? And so when we get those executive force review boards, that's going to feed right into that IA investigation done by a high level, independent, internal affairs investigation.

Regina Jackson: Okay. Very interesting. All right. Thank you. Commissioner Dorado has his hand up followed by Commissioner Harris. Commissioner Dorado, you are unmuted.

Jose Dorado: Thank you, Chair Jackson. Interim Chief, I share the concern. I think most of the commissioners around this question of the federal troops showing up here in Oakland. But I want to add another dimension to that, and that is that we, as I'm sure you're aware, we have a growing white supremacy movement in this country. The federal officer that was killed there at 12th the federal building, officer Underwood was killed by a white supremacist. This is something that I think we're going to see more of and the relationship to the feds is that these white supremacists show up in this exact sort of garb. So the potential exists not only of the feds showing up, but these white supremacists also showing up and of course there's no ID. They could be also accosting people right on the street, throwing them in bands as we saw in Portland, and not have any authority whatsoever, federal or otherwise.

Jose Dorado: So where I'm going with this is that I want you to be aware of that added dimension, that added danger. I also want and I won't go into it now, but I do want to put you on notice that in fact, I'll be bringing up this question of what OPD will be doing to look at white supremacists. Not just outside the Oakland Police Department, but also inside the Oakland Police Department and what are you doing to root out those white supremacists within, without, and also, what are you doing to track those outside. As we saw not long ago that I notified you of, we had a neighborhood council meeting that was zoomed-bombed by Nazis, and it wouldn't surprise me at all if these Nazis were local. So we're seeing this white supremacist movement becoming bolder all the time and I think we're going to see more and more of that as the election approaches. So I'd wanted to put that on your desks as you will, and we'll talk about it more certainly in the future. Thank you.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Chief Manheimer: Thank you. Commissioner Dorado, I just did want to respond. Thank you, sir. Yes, actually it was a government extremists, the Boogaloo Group, actually who did end up into to execute the federal officers. They were anti-government extremists. Whether they have ties to white supremacy, I could not speak to you. We are meeting with our federal partners, the US attorney's office and the FBI and the joint terrorism task force on a regular basis to track the movements of these supremacists, both white supremacists and any of those anti-government extremists. We have daily knowledge and information because they are of our highest concern right now. But I want to assure you also, if we see anyone that is not part of our mutual aid, walking around in camouflage with a gun, taking any kind of action, there'll be stopped, we will intervene and we will know exactly what they're doing and we will make sure that they don't have legal standing. I.e, the ability to be part of our Incident Command System, we will address it.
- Chief Manheimer: So I just want to assure you of that as well, and we have absolute zero tolerance as desert city for any racist activity, especially here within the Oakland Police Department. We have a whole race and equity team, we're standing up and you can rest assured Sir, that we would be zero tolerance on any of these actions. In fact, we have had two resolutions by our city council of that same regard and we help to ensure the offering of those.
- Regina Jackson: Okay, thank you very much, Interim Police Chief. Commissioner Harris has her hand up. You are unmuted Commissioner Harris.
- Ginale Harris: Thank you, Chair. Chief, I appreciate your tone as far as you wanted to be very positive and in your responses. I understand, and I hate to be the bearer of bad news and the Debbie Downer in the bunch. But the City of Oakland has been terrorized for the last 17 years by different entities of this city. Meaning that we have endured coverups, we have endured breaking of the law by staff who are supposed to protect us. We have endured child rape in our department. We have endured a series of things that cause us to be entrusting of the department that we're trying to build a relationship with and we have been for the last 17 years. So I keep hearing you mention IAA and the process, and we're going to do investigations. However, in the disparities report there was the study done and it said that your own officers don't have confidence in the IAA process. So why should the public have confidence in the IAA process?
- Ginale Harris: I mean, for me, I feel much more comfortable if we have outside people do the investigations because clearly we don't. It's like you can't have the Fox overseeing the hen house and that is what has been happening, and that's what gets us in trouble. Because, you have really good officers that get overshadowed by the really bad ones. So, with that said, I'm like, I'm very skeptical when you say, "I can assure you," because we've been assured 13 cheaps, we've been



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

assured. So you are the 14th, I believe and so in 10 years. So with that said, it's like we're tired of hearing these promises. We want to see action and we are expecting of you to keep us safe and to protect us and to tell us that if they come to Oakland, they guess, "I will escort them out, or I will arrest them." That is the response I'm expecting to hear, but I'm not hearing that. So it's making me very skeptical. I mean, Trump made it very clear that Oakland was a target.

Ginale Harris: So I know you're speaking to different entities and you're talking to different people, but we have a lot of serious problems going on and racial equity is one of them. This is not something that happened overnight and it is not something that two people are going to be able to fix with recommendations. So I'm kind of all over the place right now, because there's so many things that I want to address. But unless you identify the issues and own the issues, we're not going to be able to fix them or address them and that's what I feel like is going on here. I'm just not... I'm really disappointed to hear... I know that you want to stay positive and me too, but I'm just not seeing the action. So, I know you've only been here and you inherited this, but you are a team. So it's like that, I had to just say that.

Ginale Harris: Thank you, Chair.

Chief Manheimer: Thank you. I will just say, unfortunately, I've had to terminate quite a few people since I've been here. Frankly, I had written an article today, Chair Harris about how... John Burris was mentioned in that article about how we actually found someone for an investigation where we had terminated someone and we, the department upheld standards that were not even upheld externally. So I see somewhat differently and I think part of the survey results I saw in people not trusting our internal affairs process was that they felt that we were overly, that we were not legitimate for several reasons. One was a disparate finding and findings for African-Americans. But the other is for incredible levels of credibility, heavy levels of lowest level discipline to the officers and own or some amount of it.

Chief Manheimer: So I'm seeing it a little bit different, but yeah, I think we own it. We own the grand jury, we own the disparity study. There's a lot of things not only are we owning, but I'm quite pleased that this department is taking them and we're running with it. We've had 17 years of reform. Should we have gotten it right? Yes. Every time we come really close, it seems to be, there's a significant issue that may knock us back some, but in terms of the practices and the policies, we have some of the most progressive in the country, and I'm not being defensive. I'm trying to show you all sides of this. It's complex, we're working on it, and I think that this department is not neither covering anything up and nor deflecting the ownership and the ability and capability to address them.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Ginale Harris: Thank you, Chief. I mean, I hear you, but again, we have 151 policies that are outdated.

Chief Manheimer: I've got a plan for you, Chair Harris.

Ginale Harris: All right.

Chief Manheimer: I'm going to bring it back to you.

Ginale Harris: Okay, I look forward.

Chief Manheimer: I got a plan.

Ginale Harris: Thank you. Chair Jackson.

Regina Jackson: Oops, sorry. Just to put a comment on this situation, you are going to be developing a plan that helps the commission have a bit more confidence than we're making phone calls on letting people know. Is that correct?

Chief Manheimer: Which one is that about? I'm not sure, Jackson? Is that about the federal police?

Regina Jackson: With the Feds, yeah. The Feds-

Chief Manheimer: [crosstalk 02:30:48].

Regina Jackson: I want to see a plan. Because again, we have a rally that's going to be in play day after tomorrow.

Chief Manheimer: Yes.

Regina Jackson: [crosstalk 00:10:59].

Chief Manheimer: Yes, we do have that.

Regina Jackson: Yes. So, any way, I just wanted to make sure that I was clear that that is the expectation. You have heard from several commissioners. I know that not everybody has to talk about the questions that we've raised because they are very efficient. I just want to make sure that that is something that we get through, get to and get through tomorrow when we have a [inaudible 02:31:28] talk.

Chief Manheimer: Chair Jackson as well, we will have our EOC open on Saturday and I welcome any of you to join me down there and EOC at any point, we'll have it starting at I think about 5:30. The rally is at 7:30 and it will... We're not sure of the focus of it



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

yet, but should anyone, at any one of the commissioners want to come down, I'd love to look, show them around and brief them as well, but I will keep you briefed. I will be back on the phone tomorrow with our state partners and our city and appraise you.

Regina Jackson: That excellent. I appreciate that very much. Now I know that it's been delayed, but I know that you want to get to Deputy Chief Drennon Lindsey now.

Chief Manheimer: Yes. I'm very excited to have her share with you and without much further ado, I will say that I've been working with our new Interim Deputy Chief. She's been promoted from Acting to Interim, Drennon Lindsey. She is over our CID. She oversees both human trafficking. We did have a question on that. She'll respond to that as well as a little bit about standing up this race and equity team internally. Thank you.

Regina Jackson: Excellent. Thank you.

Drennon Lindsey: All right, good evening everyone. I'm Deputy Chief Lindsey here.

Regina Jackson: Before that, congratulations on your interim capacity.

Drennon Lindsey: Thank you. Appreciated.

Regina Jackson: You are welcome.

Drennon Lindsey: Much appreciation. All right. So good evening, everyone. I'm Deputy Chief, Drennon Lindsey here in charge of [inaudible 02:33:00] investigations. I am the Project Manager for the Racial Disparity Study steering committee, and I'm also a part of our departments, Internal Race and Equity team. So as you all know, because I see that you have the memo before you, we have entered into the phase two of the discipline disparity study. We did host a steering committee meeting on July 8th. The steering committee includes representatives from all police associations to include the officer... Oakland Black Officers Association, the Asian Peace Officers Association and the Oakland Police Officers Association. Also present is the plaintiff's attorneys, the city's Race and Equity Director, Darlene Flynn, the CPRA Director, the Police Commission Chair, a council member, and the Stanford team, Professor Monin and Professor Eberhardt and members from the Internal Race and Equity team, as well as the OPD executive team members.

Drennon Lindsey: Just a little bit of background. The department has been working with the Internal Race and Equity team, which is led by Director Darlene Flynn. That team has conducted an impact analysis study of the racial disparity, a study that was produced from the Hillard Heintze study. This Internal Race and Equity team has



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

made formal recommendations to the department, which the department has accepted and began the implementation of all the recommendations that were identified in the study. So far about 50% of those recommendations have been implemented and then the other 50% are in the process of implementation. One of the purposes of the steering committee is to not over just over steer the work that's already been done, but to continue to implement measure and analyze available data in relation to the racial disparity studies findings. There is also a subset of the discipline disparity study committee, which has been designated as a working group.

Drennon Lindsey: This working group responsibilities will be to evaluate the effectiveness of the recommendations that have already been implemented by the department and to conduct further analysis of the existing data, address and evaluate the findings and recommendations from the Hillard Heintze disparity study. Excuse me. Also to continue to develop metrics, to assess the impacts of each implemented intervention. The working group has already met. We actually met yesterday and it was a really productive meeting, and just to give you a quick update on that. Professor Eberhardt and Professor Monin, has went and re-evaluated the racial disparity study and provided us additional areas that the department should immediately evaluate that could be right for potential bias. We've accepted those recommendations and we are evaluating them as we speak. Just some of the future follow up for the group, it will be to do additional diagnosis, which will include evaluating additional available quantitative data to do qualitative interviews, which will be in the form of focus groups.

Drennon Lindsey: The first focus groups will focus on those who were impacted by the disparate treatment and that will start with the Oakland Black Officers Association. They will be taking lead in putting those focus groups together, and then lastly observations. So there are things that the department has already implemented where Professor Eberhardt felt like additional data and information could be gleaned by just coming in and doing some observations of how we're working to minimize and mitigate some of the disparities. Then finally, just one additional thing. We're looking to create curriculum to create additional procedural justice training. This procedural justice training will focus on bias, disparate treatment and the equity lens that Director Darlene Flynn talks about that we should practice within our organization. So there's a really robust meeting. We have a lot of work to do, but so far it's been pretty positive.

Regina Jackson: Sounds excellent. Commissioners, do you all have any questions? I'm glad to hear that the group is meeting. I'm very interested in action. We do a lot of talking in Oakland, so I'm looking forward to what action steps are coming from each of these meetings. I see a hand from Commissioner Dorado. You are unmuted.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Jose Dorado: Thank you, Chair Jackson. Just a quick question. Maybe I didn't hear you correctly, DC Lindsey, but were the Latino Officer's... Police Officer's Association included in that equity team?

Drennon Lindsey: Yes, sir. They were.

Jose Dorado: Okay, good. As you probably know, the Latino community is a growing part of this city and there is an escalating issue with Latino gangs currently. That's something that concerns me greatly. So if in fact there's not Latino representation on anything has to do with equity, it's a real failing. So it's something I'll be keeping a very close eye on. So thank you for your work.

Drennon Lindsey: Thank you, sir. I appreciate it.

Regina Jackson: The next hand up is Commissioner Harris. You have been unmuted.

Ginale Harris: Thank you, Chair. Thank you, Deputy Chief. I really appreciate your efforts and you spearheading this endeavor. I will say though, that I was not impressed by the report. Again, this goes back to a long history of mistrust from the community and I represent the community. I am affected by things that go on in the community, especially the most marginalized community. So this report, it made it seem as if, "Oh, there's a problem," when they knew there was a problem. I think the problem is deeper than their reporting, which is why I wanted an outside investigation on racism within the department. I do know that whistle blowing is found upon if you see things within the department and you can't say anything because then you'll be ostracized out of a job. I do know that.

Ginale Harris: So, it's great that we have all these different entities at the table, but again, it's like, "How do you have the Fox overseeing the hen house?" We haven't got... The public hasn't received anything on recommendations from the office of Race and Equity, which is two employees. So I'm very curious to know what the recommendations of this committee is. I do not want to hear about another training. Training does not make racism go away. It does not. It is a learned behavior, just like violence. Racism is a learned behavior. That way it's going to have to be unlearned, but a two hour training every year is not going to do it. So I'm very interested in seeing the recommendations, how they will be implemented and who was going to be monitoring them, and how are we going to be measuring.

Ginale Harris: You say, you're going to come up with a matrix. I'm interested to know what that matrix is as well, because clearly we have a problem. If you go on social media in other departments, in other cities, you will see that all kinds of stuff came out the wash. We have not done that here and I'm just curious to know



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

what would happen if we did. So we know that we have a problem externally because the way that black people in Oakland get treated. Brown people too, but black people are being murdered. So they used to just beat us, now they kill us. So there's a difference, right? So the same thing is going on in the Latino community as well.

Ginale Harris: So I'm very interested to see the steps that you're going to be taking. You have all people made up of this committee that are all law enforcement within. So I'm just real curious to see how many people are going to be really honest about what they see or what they can do because of the backlash that could happen. So I personally, again, I am not a believer. I need to see change, right? I don't want committees and trainings, I don't want to see none of that because it doesn't work. So thank you for taking this on, but I want to see more. Like if you send a report of recommendations, tell us what the recommendations are and tell us how you're implementing them instead of just giving us vague descriptions. So I'm looking forward to watching this thing. So thank you.

Drennon Lindsey: Thank you-

Regina Jackson: Thank you, Commissioner Harris. I'm sorry, DC. Lindsey, did you have anything else to add or respond?

Drennon Lindsey: Yes, I did. So I do have some documentation of the recommendations that were provided to the chief. So each time the Internal Race and Equity team meet, they do provide whatever recommendations that they provide to the chief or whatever work or whatever they discuss at the meeting. There is a formal documentation process that is delivered to the chief of police. So far, there's been two letters of recommendation provided to the chief of police. Then also we are documenting the recommendations that we have accepted and what our plans are for implementation of those recommendations. Then the third column that we're working on with the Stanford researchers are to be able to identify metrics, to ensure that the implementation strategies that we are implementing are actually being effective.

Drennon Lindsey: So that information is documented. I can provide it to the commission shortly. Then one other thing, this is a transparent process, and I'm also responsible for reporting out to the federal court. So we are documenting each meeting, each recommendation, each decision point where documenting that as we go along. So I just wanted to let you guys know that, that I could provide that documentation to you-

Regina Jackson: Thank you very much for that. We would be very interested in receiving it. You can either send it to all of us or send it to me and I will distribute it to all of the commissioners. We will look forward to those two documents.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Drennon Lindsey: Okay. No problem.
- Regina Jackson: Okay. That's been some extraordinary discussion. I think we now are going to go to Mr. Alden for public comment. I want to thank you very much.
- Chief Manheimer: Commissioner Chair Jackson, just as a reminder, we had a couple more questions that [inaudible 02:46:09] Jen's had forwarded that Chief Armstrong was prepared to answer. We're certainly happy to see that time.
- Regina Jackson: I'm sorry. No, go ahead. Let's go ahead and get those things answered as well.
- Chief Manheimer: Okay. Thank you.
- D.C. Armstrong: Good evening, Chair.
- Regina Jackson: Good evening.
- D.C. Armstrong: So just in response, we had previously answered several questions, particularly regarding the East Oakland collective case. I just want to inform the community that that investigation continues. Our standard by policy investigations have 180 days to be completed, as well as CPRS investigations is also being ran concurrently. So we will continue investigating that ID case and then once that case has been resolved, we will bring back what we can offer publicly and answer some of the questions that was offered to us. A couple of the general questions that were unanswered, that they wanted some followup on regarding a couple of things about the towing of vehicles. Again, the department has instituted a policy that we do not tow vehicles of the unsheltered. So if we can identify that there are items in a vehicle and a vehicle is in running condition and it's being used as a residence or a place for someone to stay, we will not tow that vehicle.
- D.C. Armstrong: Our staff has been instructed to do that and Lieutenant Fleming, our Traffic Commander, is monitoring all of our tows to determine if an officer tow one of those vehicles by mistake, so that we can immediately flag that to ensure that those fees are handled in and that we immediately resolve that issue with that tow. So we are looking closely, we've only identified one vehicle so far that we have accidentally towed and we've addressed that. There was another question around stop data. So the chief, as well as the city is hiring a consultant that will be conducting the study, looking at our pedestrian stops of both pedestrian and bicycle stops. So we'll have further information once the consultant is hired and the consultant does a thorough analysis of those stops. We continue in East Oakland to try to build trust in our community.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

D.C. Armstrong: Obviously we have a high number of calls for service. We see that there has been, I think even Commissioner Harris mentioned that there's an imbalance where calls actually come in from in the City of Oakland. BFO Two in East Oakland is the driver of most calls for service. We tend to see also the most extensive delays in response time based on a high number of calls and our capacity to respond in a timely fashion. So we've been communicating with our staff and pushing additional resources out as we can to help bring that response time down. But we've also been doing some really good trust building work in our community. We've had our officers participate and serve meals to our seniors in the community. So they've been driving around assisting with providing meals to seniors who are in their homes because of the sheer COVID-19 pandemic.

D.C. Armstrong: So we want to be able to reach those communities and make sure that we are assisting in providing food for them. We also played a part in Saturday's event of Feed Our City challenge that happened at the Eastmont Town center. Over 10,000 people came and received meals. So we supported that even in participating in that, and if those are seen on the news today, our officers from our OK Program worked with a tow company to provide a young man, Jason Saunders, council Mass student with the vehicle. So through that partnership, we were able to procure a vehicle that was donated to this young man. This young man started off initially with a pretty low GPA, but he'd been working closely with one of our OK Officers over the last couple of years and that OK Officer served as a mentor and working together, they formed a bond and he helped him as this young man gets prepared to go to college, he also received a car.

D.C. Armstrong: So we're excited about that. That's been on the news, and so just a lot of good work going on in East Oakland, despite all the calls for service and all of that. Yeah. Then, the last issue around PPE, the question was about our officers wearing their masks. So we've heard from the community about seeing officers without their mask on. We've been addressing that. The chief has sent out a message to the department, again, reminding them. We've went into our briefing rooms and spoke to them about that. We've been tasked and our supervisors to monitor that. There's been several documented write ups as a result of people not wearing masks and PPE in situations where they should have.

D.C. Armstrong: Also we've encountered situations where officers sometimes the community doesn't know they're wearing these masks that around their neck, where they can pull them up and down in a pretty efficient manner so that if they have to give out commands that have to be heard, that they may have to remove the mask and that's just a part of what they might have to do. But we are monitoring officers wearing a mask and wearing a PPE and making sure that



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

they continuously sanitized their vehicles and their equipment to ensure that we don't expose the public to any potential COVID related issue. That'll be it.

Regina Jackson: Thank you very much, DC Armstrong. Question. You said that there've been a few write ups. I understand that is discipline. Is it just the written warning or is there more?

D.C. Armstrong: It is progressive discipline. So it typically starts off as a counseling. We typically will speak to you with the field and a supervisor will warn you that you need to have the mask on. If it escalates beyond that, where you've seen again or on other times not following that directive, then it'll turn into a written reprimand where you will get some formally in writing that'll go in your personnel file. If it persists after that, then it will go to ID as treat misconduct, just not following instructions.

Regina Jackson: Excellent. Okay. Thank you very much. I see Commissioner Harris's hand up. You've been unmuted Commissioner Harris.

Ginale Harris: Thank you, Chair. Hello, DC Armstrong. How are you? Thank you for that report out. Again, I'm appreciative of your efforts, especially in East Oakland. However, I'd like to see... I appreciate you taking care of our seniors. Seniors always got to get taken care of, and they're the first ones that we should take care of. Right, but I would like to see more communication between the young people and the police department, our gatekeepers in the community that work in grassroots organizations representatives, some suggestions to build trust with the gatekeepers. I think we need to have our officers building trust with these agencies that work with our young people, especially in the Deep East where we have a high amount of gun violence, not just see fire and I've lived here a long time and I ain't seeing ceasefire here. So I'm not... I don't know what they do.

Ginale Harris: So I'm just saying as a police department, as a whole, I would like to see beat cops. I would like to see people walking around East Oakland, talking to people, talking to your merchants, talking to your young people, talking to the gatekeepers, to see how you can build relationship with people who do not like you. So, I want to see some of that. I'm so appreciative again with the PPE and the senior stuff, I get it. Our old people need to be taken care of. I love that, but you have to see past our future and these young people are our future. These are the ones that are going to be taking care of us. So it's important that you establish relationships and I don't mean that just the young people that aren't in trouble. I mean, all the young people, all of them. The ones that are hanging now, the ones that not just the college bound ones, everybody. We have gatekeepers and we have people like David Muhammad who speaks to those who are-



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Ginale Harris: ... we have people like David Mohammad, who speaks to those who are justice involved, right? He works with that population. And I think that our officers need to come down to earth and interact with some of these people, young people, and gatekeepers, and maybe establish a round table where you meet regularly so you can hear their voices. Because black people have never been allowed to be their own experts. We still ain't. Therefore, I would say that would be a place you can listen. Just listen. I'm not saying you got to take it and do something with it, but just listen to their voices to see what is comfortable for them. And I think that's a way to at least open or extend the olive branch, so I'd like to see some more of that. Thank you.
- Regina Jackson: Thank you, Commissioner Harris. [inaudible 00:02:55:51]. Did you want to respond to that DC or [crosstalk 02:55:55]
- D.C. Armstrong: Yeah. I'm fine. Through the Chair, I will say to Commissioner Harris, totally understand and agree that we have to build stronger relationships with our young people, particularly young people that don't have a relationship with law enforcement or have a lack of trust in law enforcement, so I totally agree. It's just a difficult time right now in the midst of this COVIS pandemic that in most settings, the meetings are done virtually, and so it's just been very challenging for us to get out into the community and meet with people like we like to. But we're definitely committed to doing that. Hopefully, we can get past this pandemic.
- D.C. Armstrong: But in the meantime, if you guys have any innovative ways that you'd like to work with us on coordinating those types of meetings, we're definitely interested. It's tough when you don't have credibility and trust, and sometimes you need a partner to bring you in the room just to listen. And that's not just to the Commission and that's to any community partners that want to facilitate that conversation, because I do agree that in order for us to move forward and build trust with the community, it's going to take those conversations where we just come in a room and listen, and so we're more than willing to do that.
- Ginale Harris: Thank you.
- Regina Jackson: Thank you. Thank you, DC. So, from this point, I'm going to turn it over to Mr. Alden for public comment. Mr. Alden?
- John Alden: Thank you, Madam chair. For those who would like to make public comment, please make sure to raise your hand, and we will call on you in the order when your hands are raised. We'll give people just a moment to raise their hands. The last speaker I see in the queue with a hand up goes by the name of Alise. We'll end there. The first speaker is on our queue is Jennifer Tu. Give me just a



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

moment to share the clock with you. Ms. Tu, you may begin at your convenience.

Jennifer Tu: Thank you. Chief Manheimer ran through a couple of goals, and it sounded like one of them was to update the policy using a third party vendor. Through the Chair, who is the vendor you have in mind to update the policy, and does the vendor employ current or former police officers?

Regina Jackson: Okay, thank you. We'll get that answered. Chief Manheimer, I'm very interested as well to understand who you're using and [inaudible 02:58:55].

Chief Manheimer: Chair Jackson, I actually would not even really embark on this until we have that conversation. So, I will be bringing this back to you. I only really, in this last week and a half, got a good inventory, as you've asked, you've all asked, how are we bringing these policies back? How many are out of date? How are we going to do this? I am formulating a strategy that will involve using an outside vendor, because they're going to keep us on track. They're going to bring us some of the expertise in terms of case law, case management. And clearly, we will have our policies that we're going to want to custom make, but out of these 400 policies, there are some that are simply administrative, which are so out of date. They were before we even had social media, texting, et cetera. So, I will be looking at some options. I will bring it back. I will do a report to you all on that, and I will ensure that you all are comfortable with where we're going with it.

Regina Jackson: Okay. Thank you, Interim Chief. So, Ms. Tu, you've heard it here, and as soon as we get it, you will have it. Thank you very much for those questions. Mr. Alden?

Chief Manheimer: Thank you, Madam Chair. Our next speaker is listed as Anne. Anne, you may begin at your convenience.

Anne Janks: Hi. So, what I don't understand is 2017 is the last year we have [stopped it 03:00:28] and there was a column that indicated if it was a bicycle, pedestrian, or car so I don't really understand why there's a need for a consultant now. In terms of the EO collective stop and arrest, I really can't understand not answering any questions about it for half of a year. The significance of pulling over residents because they fit the description is a serious issue in many neighborhoods, and I really think it warrants a quicker answer than that. In terms of, we really urge the commission to put some rules in place now, set a policy. An ounce of prevention is going to be worth an awful lot if federal trips do come in. They're not going to be here doing mutual aid. We need a clear policy. There are exigent circumstances. Please act, please act immediately, set a policy. Thank you.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- John Alden: Thank you, Anne. Our next speaker in the queue is Megan Stephan. Ms. Stephan, you begin at your convenience.
- Megan Steffan: Thank you. Interim Chief, Manheimer, in your response to Commissioner Harris on the 9-1-1 call to grand jury report, you said [inaudible 03:01:42] 9-1-1 dispatch was under control 18 months ago. The report shows 9-1-1 dispatch continuously failing to meet expectations. Just for the public record, you were not Interim Police Chief in Oakland 18 months ago. You started in April. You never know about things that aren't working in OPD right now, but we're supposed to believe you know about something that was working a year and a half ago before you got here? Also, KTVU reported that hiring 9-1-1 dispatchers was OPD's ninth priority. In your interview with Brooks Jarosz, you called that a "misnomer." Through the Chair to Interim Chief Manheimer, where does hiring 9-1-1 dispatchers rank in OPD's priorities right now?
- Regina Jackson: Good question. Chief Manheimer?
- Chief Manheimer: Hi, thank you so much. So, my comment was not that 9-1-1 dispatch was under control. My comment was that about 18 months ago, we were able to fully staff up, which is one of four or seven recommendations, actually seven total, of what issues were. The technology, the drop calls, all of the rest of that were issues then, they're issues now. We're getting on top of that. We have technology coming in. I don't want to go through all that right now. We'll have a full report for you when we bring it back to council. That was the thing that I said that we really were tackling and that they had under some control was the staffing. The issue around it being ninth in priority was when we had it staffed at that point, so we did not need an open recruitment. That's my understanding. There's still some more work to be done in the queue.
- Chief Manheimer: It is now our first priority, we've been meeting with HRM, which is our Human Resources Management. We've actually gotten them to accept a universal test, which cuts down the amount of time for that test by months and months. We are enacting a recruitment campaign right now, and we expect to be out and hiring within several weeks. So, top priority all the way.
- Regina Jackson: Okay. Thank you, Chief Manheimer. back to you, Mr. Alden.
- John Alden: Thank you, Madam Chair. Our next speaker in the queue is Bruce [Smeakin 00:09:04]. Sir, you may begin at your convenience.
- Bruce Schmiechen: Thank you. First I want to thank the commissioners, the Chair, in particular our new Commissioner, Judge Harbin-Forte, for their concerns and comments about vigilantism and the dangerous that we see from a rogue federal government right now, which could definitely affect Oakland. So, I appreciate her first very



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

substantive comments as a commissioner. And I also want to say that I do think we need some kind of policy that's more explicit, and I think if OPD wants to repair its relationship to the community, I think being very proactive in protecting people in Oakland from terrorism, whether it's official rogue federal or white supremacist, or whatever would be a good way to start. And again, a reminder that the DA in Philadelphia has committed to a criminal charging anyone, including federal law enforcement, who assaults or kidnaps people on the streets of Philadelphia.

John Alden: I'm so sorry, Mr. Smeakin, but your time is expired. We'll move to our next speaker to you listed as Cameron Bird. Cameron, you may begin at your convenience.

Cameron Bird: Thank you. Tonight, the Interim Chief dictated a brand new chapter of a very old book called How to Lie with Statistics, when she opted to present a trend in shootings data by looking quarter over quarter. She told the story that seems to tap into a very particular narrative, that is without continued and unquestioned supportive ShotSpotter, the "gang and group violence will continue unabated." It's a convenient narrative, isn't it? But convenient narratives are not what you need, commissioners, to make informed decisions. Instead of parsing the data quarter by quarter, why don't we pull back and look at a more longitudinal view, courtesy of the OPD's violent crime index? From January 1st to today, the index tells us there's been a modest decline in the number of all violent crimes committed as compared to the same period in 2019, in a more than 30% decline in homicides. In terms of propping up an endless deference to the police, this narrative is perhaps less convenient, but facts and honesty, commissioners, are what you need to make informed decisions. Thank you.

John Alden: Thank you, Mr. Bird. Our next speaker in the queue is Risa J. Risa, please go ahead and start at your convenience.

Reisa Jaffe: Oh, thanks. The points I was going to make, have been made, and because I know these meetings go so late, I will pass. Just Anne [Jank's 03:06:51] point about the fed and other things. Yeah. So, thanks. I'll cede my time.

John Alden: Thank you, Risa. We will go to our next speaker in the queue. Michael [Tiggis 00:12:07]. Mr. Tiggis, please go ahead.

Michael Tigges: Thank you Mr. Alden. Through the Chair to Chief Manheimer, I am one of the NCPC chairs who, couple of weeks ago, asked you some hard questions, and I appreciate your answer. We're not only under threat from the feds, but we're also under threat from a bunch of right wing terrorists. And I'm happy to hear that you are on this. And when I was in the [inaudible 03:07:48] two NCP chiefs meeting the other week, I learned from Captain Bolton that the demonstrations



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

in Oakland have been peaceful ever since the beginning of June, so keep it up. Thanks.

John Alden: Thank you, Mr. Tiggis. Our next speaker in the queue is Britt R. Britt, before you start speaking, I should mention that it looks like you appear twice in this queue on a mobile device, and maybe on another device, and before we start using your time, I thought we should check and see... Oh, you dropped off. Okay, Britt R, it looks now only appears once in the queue and further down, so our next speaker is now Kevin Cantu. Mr. Cantu, please start at your convenience.

Kevin Cantu: Hello again. First I want to mentioned to the Chief that she said that she was not sure whether the boogaloos who shot the feds in Oakland were white supremacists or not. The Chief is wrong. Boogaloos absolutely are. I refer our listeners to I Don't Speak German, the podcast, episode 57, where they talk about this in great depth. Essentially, just as people who use swastikas or do Roman salutes are not a single organization, but more of a meme or a symbol, boogaloos are a meme that originates from people who are so far extreme that they think that the alt-right are liberal. Second, I want to ask a specific question. What would you, Chief, do if an OPD officer was accused of collaborating with some creep like Eddie Gallagher running an extra [inaudible 03:09:48] bag team in Oakland?

John Alden: Thank you, Mr. Cantu. Our next speaker in the queue is listed as Rachel Beck. Rachel, you may begin at your convenience.

Rachel Beck: Hi. Chief Manheimer mentioned a goal of increasing the number of Oakland residents on the force. Through the Chair to Chief Manheimer, what is your target for the percentage of the department that should be Oakland residents?

Regina Jackson: Another excellent question. Chief Manheimer?

Chief Manheimer: 100%. I'm serious about that. That's an aspiration of ours that we be part of our local community. And I am really going to focus in this next month or two in inaugurating a pipeline with really, I'm going to point her out here, but she's Lindsay, who's already working with Peralta Community College. Chief, several others, right? That you are going to be outreaching to with some of our local officers here. And we are going to be constructing an entire recruitment campaign targeted particularly on locals and particularly on our black and brown communities to be more reflective of who we are and should be.

Regina Jackson: Interim Chief, I wanted to state my understanding is that only 9% at this point are actually Oakland residents. Is that correct?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Chief Manheimer: I'm sorry that I don't have that, but I'll get that for you. And I will report back. I had hoped Chief Lindsay might do a quick presentation a day, but I think obviously we ran out of time. And secondly, we want to have some more meat on the bones of our recruitment drive before we do that, and then when we do, we're going to try and have you and others help us to get the word out.
- Regina Jackson: Yes. It's just a matter of setting a platform for where we begin?
- Chief Manheimer: Yep, exactly. Yep. Thank you.
- Regina Jackson: [crosstalk 03:11:59] 100%. Thank you.
- Chief Manheimer: Thank you.
- Regina Jackson: Mr. Alden, back to you.
- John Alden: Thank you, Madam Chair. Our next speaker in the queue is Britt R. Britt, before you begin, I just wanted to express my appreciation that you reduced down to just one device so that we each get to speak once. That was very considered of you. You can begin whenever you would like.
- Britt R: I wasn't trying to speak twice. It says my device is mobile. I can't be by my computer all the time. So, I'm not trying to claim to be an expert on gangs or gun violence, but I do have difficulty understanding on how we have discourse about these topics without talking about what actually causes these problems in our communities. Property crime is a result of poverty. Gang violence is the results of children who have not had a hopeful future, community support, and employment and educational opportunities. If we want to look at Chicago, for example, which is known for it's gun violence, before COVID, 45% of black youth were unemployed and not in school. What we don't need is more money for police, which actually perpetuates these problems by creating more poverty and giving these people less opportunities. And let me be clear, I live on the edge of area four and five. There has been activity on my block, and we do not want more police. What I want is jobs for youth, youth programs. Thank you.
- John Alden: Thank you, Britt. Our next speaker in the queue is... I'm sorry, Ms. [Olugbala 03:13:35] I accidentally dropped you out. If you wouldn't mind, raise your hand again, and I'll be more than happy to call you. There you are. Ms. Olugbala, you may start at your convenience. Thank you for your consideration.
- Assata Olugbala: Thank you. When the Police Chief uses the term, "We're going to deal with racial disparities in the Oakland Police Department," she should be saying, "We're going to deal with the black officers' racial disparities," because that's what it's about, the black officers who wrote the letter of grievance last March.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

And the problem of recruitment, the problem of hiring, discipline, promotions, retaliation, and disparate treatment are about black officers. I don't know why the comment is made we have to have Latinos involved, the Latino Officers Association because of gangs. This has nothing to do with the black disparity issue. And that issue should have been solved in 2015 when the 100 black men worked out an agreement with the police department to deal with the black disparities around hiring and recruitment, and nothing happened. So, why is something going to happen-

John Alden: I'm so sorry, Ms. Olugbala, but your time has expired. Thank you again for raising raise your hand again when I accidentally dropped you. I appreciate it that. Our next speaker is Michelle Lozan. Michelle, please start at your convenience.

Michele Lazaneo: OPD has 151 departmental general orders that are all 15 to 20 years old, no current missing persons policy, and still no social media policy. Tonight, you say you have a plan to update them, but we have no reason to trust your promises. Do you want another devastating wend like missing person, Donald Adams-Stanifer, found murdered in Oakland? For 14 months, no one at OPD felt any obligation to act immediately to make these policy changes with the potential for saving a life. I've yelled up here, begged for help, and even cried, so as Jonathan's father and friends. We gave you the data, we've known the changes that are needed. Implement policy updates now. Donald Adams-Stanifer, Jonathan Bandabaila, Devontae Morgan. Say their names. They matter. Do something.

John Alden: Thank you, Ms. Lozan. Our next speaker in the queue is Tasha Mente. Tasha, please feel free to begin at your convenience.

Tasha Mente: Hello? Can I be heard?

John Alden: Yes.

Tasha Mente: Great. Thank you. Well, thank you for facilitating. I just would like to note that a lot of us don't know how many people are in the queue or how many people are left, and that's helpful for transparency to understand how long we have to wait before we're called or whether we're next up in line. That would be helpful. Through the Chair, one of the questions that is outstanding is that in a report to the commission on July 9th, there was data on tows, and abandoned vehicle was the most frequent type of incident that OPD initiates. So, they are initiated by OPD and not from resident phone calls, according to that report. That is not what Deputy Chief Armstrong reported to us, and so, through the Chair, can someone answer this discrepancy? Thank you.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: Thank you. Yes. So, I think the question is to you, DC Armstrong. You're unmuted, DC Armstrong.
- D.C. Armstrong: Can you hear me now? I'm sorry.
- Regina Jackson: [inaudible 03:17:43].
- D.C. Armstrong: Okay. So, the vast majority of our twos are complaint -riven. There are vehicles that we mark and mark for 72 hours that they need to be moved, and then if those vehicles are not towed, they will be moved in accordance with the law and policy. But we have a abandoned vehicle report system that has currently 1,400 actual requests for vehicles to be towed. That is all complaint-driven through community members. That was up to 2,500 in the month of May, as we weren't towing vehicles during the COVID pandemic, and that list grew to 2,500. We've now gotten it down, but it is a complaint-driven by community members.
- Regina Jackson: Excuse me, DC? Gotten it down to what?
- D.C. Armstrong: Our yesterday's count was 1,300.
- Regina Jackson: Oh, excellent. Okay. Thank you very much for that clarification. Back to you, Mr. Alden.
- John Alden: Thank you, Madam Chair. I should mention there was a speaker in the queue named Jocelyn Rider, who I think dropped of her own accord, but in case I'm wrong about that, Jocelyn feel free to raise your hand again. Ah, there you are. I believe you were going to be the next in the queue. I'll call on you next. Please feel free to begin at your convenience.
- Jocelyn Rider: Hi, thank you. Like Commissioner Harris, I am deeply skeptical of acting Chief Manheimer's vague description of how OPD will handle violent white supremacists and federal agents. From what I've seen, it is rare that white men experience life altering consequences for their violating. I think it's important to point out the physical violence of intimidation by showing up armed in our communities and our protests, but I would almost like to see the National Guard employed to engage not with the public, but with potential white supremacists and illegally deployed federal agents. But I know that recent history will likely repeat and that any military presence will again oppress the voices of the people. This needs to change not next week or next month or next year but now. Thank you.
- John Alden: Thank you, Ms. Rider. Madam Chair, I should mention that that completes all of the speakers that had their hand raised after we had given some time people to raise hands at the beginning of this period. We do have some new hands that



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

have been raised since then, and some of them are people who've spoken before. Some of them are not. Would you like me to give an opportunity to people who haven't spoken before but have recently raised their hand? Or should we go to the next agenda item?

Regina Jackson: So, how many people are there that have not spoken before?

John Alden: Well, I am noticing tonight we're having a fair number of people who've already spoken raised their hands a second time, so if my notes are correct, it looks to me that we have three people in the queue-

Regina Jackson: Okay. Let's take-

John Alden: ... that have not yet spoken.

Regina Jackson: Let's take those three and then we'll move on to the next agenda item.

John Alden: Okay. Very good. So, for those of you who are in the queue, if you have previously spoken on this item and have your hand raised, you might see me lower your hand only because you've only spoken before. If you could, keep your hands down until the next time so we can [inaudible 03:21:22] for those who haven't spoken have a chance to speak up. The next speaker I see in the queue who has not had an opportunity to speak already is listed as James Westcoast. Sir, you may begin at your convenience.

James WestCoast: Yes, first of all, OPD is currently working with the feds. OPD has an agreement and coordination with the Joint Terrorism Task Force that targets and surveillance Black Lives Matter and so-called dissidents and protestors. End that federal cooperation before you keep talking about the feds. Second, you're still pimping Professor Eberhardt, but you're still profiling in the black community. Chief Lindsey, you have been employed by OPD all during the NSA criminal racial profiling of the black community. You have been here when black officers publicly complained about systemic racism inside the department. How many complaints have you made personally about racism? If it's zero and you still got promoted, then you're part of the selling out the black community to be promoted. Third, Chief, if you haven't said anything about 131062, and that's okay with you, the gun walk, weapons in the black community, and your concern is based on a paycheck. If your paycheck ended tomorrow, you'd leave tomorrow. We're in from Oakland.

John Alden: Sir, your time's expired. Thank you very much for your comments. I will lower your hand now. Our next speaker is listed as Emily. Emily, feel free to begin whenever you'd like.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Emily: Hello. Thank you for listening to me. I had prepared a statement, but after listening to the discussion, had to write some notes down and try to redo it. I'll try not to talk too fast. I'm also concerned with Chief Manheimer's inefficiency and ambiguity on how she's going to act. I am also concerned with what James just said, which also regards to mutual aid, and that she's very aware that the incident command system is a local to county to state to national expandable and collapsible system, so it's already definitely in place and she knows what to do with that. If she doesn't know how to handle the feds if they come to town, the Philadelphia District Attorney, [inaudible 03:23:41] attorney, have come up with a plan to about how to arrest them if they get here. I am happy to send sources if I have more time. And I just want action, Manheimer. We all want action.
- John Alden: Thank you, Emily. Our next, apparently, new speaker in the queue is listed only as Galaxy Note8. You may begin speaking at your convenience. You will have to unmute yourself first, on your end. Well, Madam Chair, I'm going to make an educated guess that the person on that device... Oh, here we are. [inaudible 03:24:39].
- Galaxy Note8: Hello?
- John Alden: Yeah [crosstalk 03:24:41].
- Galaxy Note8: Yeah. I just wanted to make sure that we follow up all investigations with the tenacity and dedication towards the community that Commissioner Harris has. And I think if we follow that leadership, we can make some concrete steps to bring some change, to open with action again. Not reports, not beautiful language, but action. Thank you.
- John Alden: Thank you. Madam Chair, that concludes the entirety of the speaker queue on this item.
- Regina Jackson: Thank you very much. We will move ahead to item nine, which is an overview of OPD vision performance and risk management solution, and we have speaking on that item City of Oakland's Chief Information Officer, Andrew Peterson. You are unmuted. At least, I thought you were. Sorry. Okay, now you're unmuted. Sorry.
- Andrew Peterson: First of all, I want to thank the Commission for the opportunity to speak tonight and share the work that we've been doing in development of this vision system, and hopefully, through this presentation, we'll be able to have some clarity around some of the misconceptions concerning the status of the system and its capabilities. Just listening for the last couple of hours, the audience is very [inaudible 03:26:28] in terms of its knowledge around analytics and data, and so



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

what I've tried to do, what we've tried to do, is be somewhere in the middle. So, if all of this is elementary for you, please bear with us till we get to the demo stage, and we'll go from there. Next slide.

Andrew Peterson: Just a quick agenda. We're going to do a little introduction. There will be two presenters with us today. We'll talk about some general concepts around analytics. We'll talk about performance management, risk management. We'll do a demo in between both of those, and then we'll have Captain here to talk about how the force is using this [inaudible 00:03:27:13]. Next slide.

Andrew Peterson: Co-presenting with me today will be Leslie Wine. She's a business intelligence specialist with the consulting firm that we use, Slalom. Also, we've asked Captain Paul Figerrero from the OPD to join us, as well, to just talk about how other force plans to use this too. I've also asked each presenter, when it's their turn, to speak, to just give a little short background of their professional career. Next slide.

Andrew Peterson: Before I do that, I guess I should introduce myself. As the Chair has mentioned, I'm the Chief Information Officer for the city. I've been here about three years. I've been doing this work professionally for about 36 years. I think if I divide my career up in quarters, the first quarter was doing database research and development for IBM. The second quarter would be around developing database administration tools for Fortune 500 companies. The third quarter would be around developing analytic tools, analytic servers, along various specialties and industries and discipline. And then, finally, this fourth quarter, and hopefully the final, is around being the CIO for various companies and utilizing the tools and products that I've developed over the early parts of my career.

Andrew Peterson: I think it's a worthwhile trying to do a general timeline of this tool, or this product. Initially, when I joined the city, I think maybe three or four weeks after I joined the city, there was a product called Prime, and that was a product that wouldn't lie at that point in time. And that was Prime 1.0. I joined in March, so a couple of months after I joined. We looked at that product, we have a number of different issues, and about five or six months later, I decided and convinced the administration that there was no use of continuing to throw good money after that. And we decided to rearchitect the system.

Andrew Peterson: June of '18, given all the time it takes to do contracting at the city, we began development of Vision. And then, November of last year, Vision went live. Yeah, you'll understand, as we go through the presentation, what I mean by the transactional system went live in June of... I mean, November of last year. And July of this year, a couple of weeks ago, the analytics portion of Vision also went live. This is approximate. I didn't put exact dates on there, but that's pretty



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

much the timeline, which things have progressed. Next slide. So I think it's worthwhile to just talk about some general concepts so folks understand what we're doing. Again, if you're familiar with all this, please bear with us and we'll get to the demo as quickly as possible. Next slide. So when I speak about this product, I speak about it as a performance and risk management system. So what's the difference? So when we talk about performance management, we're really talking about current activity, what's happening right now. How are you or we performing right now? The present tense. And really that's being used to manage your employees.

Andrew Peterson: So present tense would be, if my employee came in late today, the management might be, "Hey, don't do that again." Right? And then when we talk about risk management, we're looking at historical in order to try to predict and change future activity. So we're looking at how we have performed over time, right? So it's not the current point in time, it's historically over time. So we're looking at the past tense and we're trying to use that historical behavior to mitigate future performance.

Andrew Peterson: So these are the things you guys have been talking about throughout this session or throughout this meeting. How the force has performed, whether it's a use of force, whether it's stops or pursuits, whatever it may be, and looking at that behavior and trying to say, "Hey, what can we change in order to change that future behavior of the force and reduce the number of uses of force, reduce the number of people of color being stopped, or whatever it might be?" So that's what we mean by performance versus risk management. Next slide.

Andrew Peterson: So when I talk about this thing, I talk about transactions. What I mean by transactions, a transaction is a distinct event. An event is comprised of, when did it happen? Who did it happen to? What exactly happened and what was the outcome of that event? Some examples that I use are, there was a football game, college football game, University of Miami versus LSU. It happened on January 1, 2018. What was it? It was a football game. What was the outcome? LSU won 33 to three. Another example is, my son took a class in French and he passed with a B. Or shopping on a particular day, a guy, David Butler, went to the store, he grocery shopped, and he spent \$2.49. Not sure how he did that, but he spent \$2.49. I know the transaction are more relevant to what we're talking about here.

Andrew Peterson: On July 2nd, 2020, Officer Harris stopped Ms. Smith, and the outcome was that he issued a warning ticket. So these are transactions. And then when we look at transactions, transactions have an overall outcome but they also have details. So if you're a sports fan and you really look at the stats around that LSU, Miami game, you'll see that the running back ran for, I can't see it, but 144 yards. You'll see how many players did tackles. You'll see all the details of that transaction.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Andrew Peterson: If we look at a more common example that we can all relate to, so I have a Safeway receipt. We see a number of things that were part of that transaction. I bought some produce, I bought some other kinds of goods, and I spent some amount of money. So these are transactions that have happened in a particular current point in time. Next slide.

Andrew Peterson: So when we talk about transactions, the question is what can I derive from a transaction and what kind of decisions can I make from a transaction? So when I look at a single transaction, a point in time, for example, I gave the employee example, employee came in late today, that is not a prediction and that's not enough information to determine how the employee will act throughout their career. Will they always be late? But it is enough to say, "Today you were late and today my correction is going to be to tell you not to let it happen again." But if I aggregate transactions or collect transactions over an extended period of time, I'd then have enough data points, which gives me a higher level of confidence to make higher level decisions, right?

Andrew Peterson: So if it were five years period of the time, you always come in late or you come in late 30% of the time or 60% of the time, that's a predictor of what you're going to do going forward, and I can make decisions about that, whether I'm going to retain you, whether I'm going to give you a performance improvement plan, et cetera, et cetera. So, that's sort of the difference between performance versus risk management. If I can see over time and I could predict your behavior, I can try to correct that now so that I don't have that risk of you coming in late, going forward. Next slide.

Andrew Peterson: Yeah. So some terms, data warehouses, I'm sure a lot of you've heard this. What is a data warehouse for? So it's basically used for analytical purposes, right? It's basically and simply put, it's a place to store a lot of transactions, right? So I have all these transactions, I have all these things that occur, I want to put them somewhere so I can go back and analyze them. So data warehouses are used to store historical data from disparate sources. Next slide.

Andrew Peterson: Then what is data analytics? So data analytics is looking at that raw data, which we refer to as transactions, and using statistics, regressions, different types of quantitative measures and mathematics to look at the data and gain insights. What does it mean? Right? So if we saw over the course of your tenure at the city that you're always late, then most likely you're always going to be late. Right? That's your tendency and the history supports it. So we're looking at this raw data, these transactions to look at historical trends, correlations, all types of things. Next slide.

Andrew Peterson: So if I take those concepts and I apply it to the grocery store example, right? Transactions are going to be receipts. So if I take all those receipts over a five-



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

year period, another transaction, another data point would be the Safeway cardholders, right? That Safeway card that you get that gives you that discount, they give it to you for a purpose. Not just to give you a discount, but they give it to you so that they know who you are. If you look at that receipt, and if you put in your Safeway card number or your phone number, typically, you'll see on that receipt, your Safeway card number. Now they're able to tie your transactions to who you are.

Andrew Peterson: If I take those two data sources and now put them in a data warehouse, I now have the capability to ask all types of questions, right? For example, what was the top selling product over the past three months, right? Because I now have in this data warehouse five years of receipts and cardholders across all my Safeway stores. What was the most popular produce sold at store nine? Given the 4th of July sale, what was the percentage increase year over year in pork ribs? I can ask all kinds of questions, and through asking these questions I can make data driven decisions. Is it worthwhile keeping store nine open, based on its trend over the last five years? If I see over the last five years there's a trend of sales decreasing, I might make sense to close that store. Moving right along, next slide.

Andrew Peterson: Performance management. So next slide. So, if we carry that onto OPD and Vision and what that solution means, that big square on the left, my left, is what we've done at the police department. Right? We've taken multiple transaction sources or disparate sources. Field based reporting, that's a system that they use, where they go and record what happens out in the field. Field training is, a cadet graduates, he's now paired with a field training officer, and certain things happen out there in the field, certain different activities happen and they record it. Academy training is just what it is. Officer to, respect 101. Did he pass or did he fail it? Did she pass or did he fail it? Body worn camera, is the footage that is recorded every time there's an incident. The personnel database, information about the officers and sworn and not sworn employees of the police force, stop data and ID pass information.

Andrew Peterson: I can take all their information because it's related and I can use it first, for performance management. What happened? Because in these transaction systems, they're being updated every day. So I can pull from these transaction systems, I can put it into my performance management application, which we call Vision, and I can start to perform as manager and manage my force. Right? A current activity. What happened today? Did someone use a illegal choke hold? Did someone stop a person of color too many times today or this week? I can then take corrective actions.

Andrew Peterson: And then from that, I can then move all those transactions into what we call the data warehouse, and from there I can do more historical, I can do more risk



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

management types of activities, because I can look at behavior of the entire force, of a squad, of a borough, area, or even an individual officer over an extended period of time. That's the essence of the solution that we've developed. Next slide. I think, yeah, if I could, I'm going to go ahead and share my screen, just briefly, if you would enable me.

John Alden: Pete, you're saying you'd like to share your own screen?

Andrew Peterson: Yes, just briefly for just a quick look at the first part of the application.

John Alden: I will have to promote you to host or cohost for just a moment. Let me do that. And then I believe you should be able to share.

Andrew Peterson: All right.

John Alden: All right. Let me know if that works.

Andrew Peterson: We can wait until the end and we'll do it all at one time.

John Alden: All right. I'll leave you as cohost in the meantime and you can share as you wish.

Andrew Peterson: All right. We'll go ahead and do it, what the heck. So, this is the performance management side of the product. I can't really show any of the detailed data because I'm not an officer, and therefore not much is going to show for me. But if we look at this application, so one thing I didn't mention is, in a grocery store how we capture those transactions is at the checkout stand. The transactions that you do every day in a grocery store are captured by the cash register. The way in which they ensure that the data is valid is no longer that the cashier is typing in each product, every product has a barcode and so that standardizes the information and it's captured via the cash register.

Andrew Peterson: One of the ways in which we capture, not only by those systems that I listed on the left side, field based training, body worn camera, et cetera, et cetera, we also capture that in the vision system. So we look at the employee profile, and I'm not going to go through each of these. We have the employees awards and commendations. We have all the past review information. Notes by the supervisor. We have property management. We have assignments. I can't open this because it's confidential information about the officers. We know what's going on with the canine unit, you name it.

Andrew Peterson: So all of this information is captured here for performance management reasons, and we can go through and there's reports of various places, for example, use of force. There's a number of reports here. ID cases, there's a number of reports here, and a lot more that can be done in this system that I



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

can't show. But I just wanted to show enough of it to illustrate that this is a live system, this is actually a production system that is used everyday by the force.

Andrew Peterson: John, you can take control back, let me stop sharing. So at this point, I want to introduce ... John, could you put back up the presentation? There we go. I want to introduce Leslie Wan. She's one of the consultants of the lead analytics business intelligence consultant that has worked for us and she's agreed to join me today and do this presentation. So I'll turn it over to Leslie.

Leslie Wan: Thanks, Pete. If you wouldn't mind going back up one slide. Yes. Thank you. Forward one side, please. Slide 16. All right. Thank you. Good evening, everyone. Thank you for having me here. My name is Leslie. I work for a consulting company called Slalom. We're a modern consulting company that focus on technology strategy and business transformation, and I'm based personally in the San Francisco office.

Leslie Wan: I have over 15 years of experience working in consulting and more specifically in data and analytics. My area of expertise is data visualization, that is designing and building dashboards, like the one I'm going to show you tonight. Maybe this is a good heads up that at the end of these few slides that I will be needing to screen share as well, for the demo. Next slide please.

Leslie Wan: So this is speaking to the purpose of the objective of our dashboards. I know Captain Figueroa will be speaking a little bit more to the risk management and what the purpose of that process is. So I'll kind of talk to the bit about the dashboards. Really the purpose of the dashboards is to enable and empower officers with data and the ability through technology to drill into and better understand specific incidents and identify high level trends.

Leslie Wan: We developed our dashboards with an approach that was very iterative. We started with just pure interviews for five or six weeks, asking a lot of different questions at OPD at different levels of officers, and really came down to this little middle box of requirements or functionality of the dashboards that are really going to offer the most benefit or the most kind of ad hoc ability. So the drill down capability of the dashboards, you'll see later in the hierarchy that you can really start at the city level and go all the way down to the officer, the data filtering piece of it. I can look up to one month up to five years of data, kind of just with the click of a button. This will really enable the supervisors, the commanders, to see trends across time.

Leslie Wan: Also a big component of the dashboard functionality is these baseline comparisons. If I want to see squad to squad, officer to officer, area to area, I could do that in the dashboards pretty easily. I will call out that the dashboards or the data is refreshed every day. Previously, this was a manual process that



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

took many, many days and weeks to kind of collect the data, and then at that point it was static. So if you were to review something you might be looking at older data at one point in time, and to get a refresh, you have to do this in a manual process to get all the data together. Okay. Next slide please.

Leslie Wan: Yeah. So this speaks a little bit to the process of when we were trying to structure the project and what the inputs were and who we were talking to and what data points we decided to pull out as a input of what we're looking at and when we're trying to evaluate risk management as a whole. So, we looked at the IMT requirements from the Independent Monitoring Team. We looked at NSA requirements. We looked at a lot of the studies at Stanford, we met with the Stanford professors as well. We did interviews across OBD, OIG, has units, different commanders, we went on ride alongs, really to gather as much input as we could.

Leslie Wan: And then this is a high level cursor review of the depth, the dimension for analysis that we ended up picking. So a lot of these ended up being different dashboards that we basically are subject areas that a supervisor could open up a summary, see a trend and then drill all the way down to the incident level, for a lot of these different dimensions. Okay. Next slide please.

Leslie Wan: Great. So, what I want to call out here is dashboards are made just inherently to be intuitive and visual. We designed and built these with a broad set of users in mind. We wanted to make it accessible and easy for everyone to use. You can have really beautiful dashboards, but if it's not answering the questions that that specific group of users need to know, then it's not really useful. So really focusing on the user experience is one of our core values in how we approach projects. But keeping in mind the dashboards contain a lot of data, and with that data comes complex relationships. So it does take some time to get used to and to learn. Even though they are intuitive, they're also very powerful tools.

Leslie Wan: So the purpose of the dashboard, is really meant to empower the users with data and analysis capability, to be able to spot trends at a high level and then also drill down into specific officer incident level. So what I'd like to go through ... The benefits of the dashboards can be quite long, what I want to highlight today are three key use cases or examples of how they can be used.

Leslie Wan: This one here is a citywide summary. This is almost like overall health check. You can see all the bureaus or areas or squads across the entire city, you can also see it for the city itself. You can see trends over time across these major dimensions or areas that make up the different types of officer interactions or incidents, and really pulling together these questions of who is doing this? Like by Bureau or by officer. When is this happening, over one month or five years? And what type of data we're looking at.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Leslie Wan: So it's use of force, stop data, pursuits, complaints, all of this together, because what we're finding is all of this data is related somehow. Sometimes it's more directly related, correlated, sometimes it's less, but it's helpful to look at the data together to really establish these kinds of normalizations or baselines to give you that context of what you're looking at. Next slide, please.

Leslie Wan: Thank you. So these are the different, in the slide that you saw earlier, the different dimensions or subject areas as we call them, and this is how they translate it into different dashboard pages. So we have, for example, a dashboard page about stops, stop details, stops comparisons, use of force. So each of these pages, you kind of start with the summary and you can drill, drill, drill, down all the way to the officer. And the purpose of that again, is to be able to see high level of trends, and then also be able to see the specific incidents that make those trends up. Next slide.

Leslie Wan: Yep. So that's all I have for the overview. I'd love to show and dive a little bit deeper into the dashboards. Let me go ahead and present. So I will say this is a ... You'll see the design of the dashboards, the data has been cleaned up a little bit and changed a bit. So you kind of see these generic division one, two, and these generic areas and departments and squads.

Andrew Peterson: Yeah. I'll just know we had to change the data, we can't show in a public forum like this the true city of Oakland data, names of officers and so forth.

Leslie Wan: Yeah. So it's kind of keep in mind when you're looking at the data, it looks generally kind of real but a lot of it has been kind of changed and cleansed here and there. So this is the city summary I was talking about, and this is, you see a little bit closer view, this is the ability here, on this side, to drill from Bureau, area to squad, pretty powerful tool. I could just click and expand, filter, very, very easily and very quickly. Sorry, my connection is a little bit slow. So if you do see some lag or if I am coming out, that's probably what it is.

Leslie Wan: I can also click and drill here. So pretty basic intuitive functionality in terms of drilling through and drilling down on things. So this is the comparison piece where I can look at one division to another division, and these are the, what we call our key metrics, of what we want to see at this summary level. So I want to see number of officers, number of stops that were done, and I could see comparing both. And if I wanted to drill into something that's higher or lower, I could do that really easily. How is this 8,000 broken out by area, and then has this area broken out by squad? That is the kind of comparison piece that we talked about that's really valuable.

Leslie Wan: The other is the time aspect. So up here, I have a date drop down. Like I said, our data is refreshed nightly, and it's automated, so I could always change this.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

On the data base, it's 2017, just for demo purposes, and I can also change the duration. So, I could see if I just want to focus on one month or I could go up to five years. The benefit of the five years is to really be able to see those trends.

Leslie Wan: Okay. So down here, I wanted to focus on, these were those key areas that we referred to before, stops. This is dispatch and non dispatch types of stops, arrest, use of force, pursuits, collisions and complaints. These would be your kind of trend lines over whatever month or duration you pick. So over the last six months, I can actually mouse over and see what that data point is. And then I can also look at trends if I want to look at a, outlier, this side, identify outliers as a high peak, a low peak or whatever I want to drill into. Again, this is not real data. So just keep that in mind when you're looking at it.

Leslie Wan: That's the first use case. I know that we have limited time, so I wanted to be able to go through a lot of the other two use cases I've talked about. So I'm going to jump quickly to the next one. Real quick, I wanted to call out that this tool is built into our BI, in terms of visualization. So the look and feel, and the standard functionality does come from the Microsoft Power BI data visualization tool.

Leslie Wan: So you can see here all the different dashboards we have. I'm not going to go through all of them, but I did want to go through the summary and then the stop data summary, as well. This is really similar to the citywide summary, but it's focused on stop data. What I want to call out, as when we were working with OPD very closely on the design of these dashboards, one thing that we wanted to be able to do was to call out and identify, help, give officers the tools and enable them to measure racial disparity across stop data.

Leslie Wan: You'll see here, I like this dashboard because it shows all the different kind of stop data components. So the type of stop, whether it's dispatch or non dispatch, or non dispatch being more discretionary stops. Whether that was marked as an intel-led versus not intel-led. And then these are the search kind of attributes related to stops. And we have the racial breakdown of the stops. And then we have the stop outcomes over here, of what the stop result was.

Leslie Wan: This works in a similar way, where you can do drill downs, breakouts, filters. If I click on here, I can drill down to any of these data points, if I see something that's interesting. What's nice is that you can kind of look across, like in this example, different departments to see what's high and low. Because I may not inherently think 50% is high, but this'll tell me very quickly. It is kind of like Excel, this table, so I can also click somewhere else and so I could easily sort by a specific race if I wanted to see the highest percentage of a specific race in terms of number of stops. I'm going to go down to three months.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Leslie Wan: So, really focus the stop data on trying to bring in all the stop data components, and then also looking at it by racial disparity. So we have a whole nother dashboard that's just focused on seeing the racial disparity across these different stop data components. So we have a discretionary stops by intel-led, by race, by percent outcome, and then the trend over time.
- Leslie Wan: The other thing I want to call out here is, I'm not going to click on all these, but these are kind of our visualizations or our key metrics. So how we're doing the analysis of this data. So, count by date is a trend over time, so month over month, how have the number of stops gone up or down? This is, how have the number of stops gone up or down by race? Again, I just picked three months, so it's just three data points.
- Leslie Wan: And then we have a discretionary searchery and discretionary recovery rate as well. So this is really your stop data summary, where you're going to get a kind of overview of the stops and pick a place to drill down. I heard a ding, and I'm just screen sharing, so if there's something that I need to be doing just feel free to let me know.
- Leslie Wan: Okay. This is the last one I want to show. This is our stop data comparison. This is the one I was talking about where it's really measuring area by area your racial disparity across different stop metrics. So over here we're able to filter, and this is kind of some components that we've looked at, is many, many dimensions to slice and dice things by, but one of them is whether the stop was a dispatch or non dispatch, whether it was intel or non-intel, and be able to tell, okay, well, what was the different racial components of that?
- Leslie Wan: So if I wanted to look at non dispatch, intel-led, for African Americans or Hispanics or white or Asian or other, and these are the racial categories as defined in the data source that we get, what were some of those breakdowns? And I can see it trending over time.
- Andrew Peterson: Hey Leslie, is it possible for you to zoom in a little bit more?
- Leslie Wan: Not really, the ratio aspect is kind of set for the page.
- Andrew Peterson: Okay. That's fine.
- Leslie Wan: Yeah, but I actually ... Yeah. But you can pop some of these out, but yeah, not really zoom in. This is for intel-led, I want to just show some of these. And these are all kind of key metrics within stops that we would want to see the racial discrepancies by. This one is percent by race. So what percentage of each of the racial groups made up stops? And then this one is percent by outcomes.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Leslie Wan: I know that's super high level. Like I said, the dashboards are intuitive table buttons, but it's a lot of data. So it takes kind of a lot of analysis to really go through this. It's visual and it's kind of easily understood, but again, the meaning and how you interpret the data is really powerful.

Leslie Wan: So just to kind of recap, I think for us, this dashboard is not really just like, you put stuff in and it gives you some answer, it's really trying to gather as much data as we can and provide officers and supervisors and commanders with the ability to do this type of analysis. If they have some kind of a hypothesis they want to check, or if they have something that they want to, a policy impact from a citywide level, you can do that in the city summary. It's not going to give you an answer per se, but it will give you the tools in terms of a data perspective, to be able to look and drill down further and either confirm or give you more information to confirm or not, the hypothesis. Yep, those are the three main use cases. Like I said, there's probably 20 more than I can think of right now, but those are the ones that I wanted to share tonight.

Andrew Peterson: All right. Thank you, Leslie. We'll wait until the questions to go into it a little bit deeper. Next we have, John, if you could bring your presentation back up I think we have a couple more slides. Next we have Captain Figueroa. Captain Figueroa is a key member of the team. He leads the OPD sworn IT staff that has been working with us diligently to understand the best way to develop these applications. Whenever you're developing an application, typically in the private sector, we would have a product manager that knows the subject matter inside and out. In the city or inside a company that you're developing an application, you have to lean on your subject matter experts. In this case, it would be the officers of OPD, so Captain Figueroa.

Captain Figueroa: Thank you. Can you hear me?

Andrew Peterson: Yes.

Captain Figueroa: Okay. Great. Thank you. I'm Captain Figueroa. It's been a real honor for me to be on this team, working under Pete's direction and working with the Slalom, the vendor, Leslie, in particular, and another member of their team, Eric. They have really embraced this. I must say, I've had an opportunity to work at Oakland Police Department a number of positions for a very long time. The last few years I've been assigned to support some of these technology projects, from body cameras to the Vision system, the transactional system that Pete talked about earlier, and then these risk management dashboards, to name a few.

Captain Figueroa: So it's been a real honor for me to be a part of this and offer some of the internal expertise and really manage a team of people that are providing the



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

internal expertise. It really did take a team of a lot of people who have been working on this for a long time. So I really just take my hat off to everyone. This is a pretty significant development for us in a way, to quickly get to data. As you saw Pete describe in his initial comments, and then Leslie describe or show you on the screen and how they can work through the data.

Captain Figueroa: I can tell you, we didn't start out that way. We started out by just looking at the spreadsheets we used, collecting raw data, pivot tables, and for those that are familiar with Excel spreadsheets, trying to get the data done. So I think this tool is really meant to save a lot of people a lot of time and really put information at the fingertips of managers. How do we go to the next slide? Next slide. Okay. So I just have a few slides, so I'll be fairly brief here, but the purpose of risk management is to manage risk by looking for disparities in trends, in the data, such as use of force complaints, pursuits, vehicle collisions, arrests, and stop data, as we saw those categories in the presentation earlier. The core of the process is evaluating new data and taking corrective action where appropriate. Risk management requires meaningful assessment, analysis, and followup, which may include some training, intervention, and other strategies which serve to provide a fair and equitable treatment of all persons. Next slide.

Captain Figueroa: Thank you. So, I don't want to go over everything that was done previously, but we can use the data and the transactions that are collected, then the dashboards that are fed from that transactional data, to really two approaches. We can drill down, so if you're a... I'll get into this in the next slide, but if you're an executive in the department, and you're trying to say, "Okay, who are the few people, the outliers I need to look at? Who are the ones really driving some of these numbers related to maybe searches and stops? Stops for involving probation parole searches, any type of question you have." You can move from a department-wide focus, and you can drill down and really try to isolate factors that you're looking for to identify risk, and that's the drill down process. It goes from the department level down.

Captain Figueroa: From the bottom up, from the individual level, you can drill up, so let's say we have a couple of officers in a squad, they high numbers of complaints, they do a high numbers of stops involving probation parole searches, and they have a low yield rate related to those searches. That's good information to have that you can focus on. And from that, you can say, "Okay, well, let's start drilling up. Is that an issue in their squad? Is that an issue in the squads that they work with on the same shift? Is it an issue in the area? Or is it an issue citywide?" And you can begin to drill up at that point. You focus on patterns and trends. So, it's really, it's a push/pull between the two and... Next slide, please.

Captain Figueroa: We tend to look at it, and the monitor... Dr. [inaudible 04:07:25] is a member of the monitoring team, has really helped us in our thinking on this, and I think it



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

really captures the way we look at this. So, if you're a Sergeant of the first line supervisor, you're spending about 70% of your time drilling down, looking at specific cases, looking at specific things, and then you're also going to look for some trends. Like you're a supervisor, you're part of the organization, and we expect you to look for overall trends that you can then push up to us at the higher level commands, lieutenants, executive commanders, and captains, to start looking at some of the larger trends. As a Lieutenant first-level commander, you have a number of squads, number of sergeants that work for you, so we expect you to be looking at doing some drill down, looking for specific issues, as well as looking upwards and looking for those trends, and potentially informing some policy decisions at that point.

Captain Figueroa: As an executive commander, you're spending some time, about 10%, looking at some outliers, looking at some high flyers, different things. And then, you're spending about 90% of your time really trying to isolate these circumstances and things that can be addressed via policy, whether it's changing a [inaudible 04:08:50] policy, whatever it is, whatever category of risk you've identified, and you're trying to address... You're really spending a lot of time thinking about, "Okay, what are some of these larger policy decisions that we can make?" Next slide.

Andrew Peterson: Yeah. So, just finishing up, I know it's late, and again, thank you all for your patience. I just wanted to share this comment that the Captain share with me, and he came from Dr. [Monen 00:04:19]. The city should be proud of what we've accomplished here. It is truly amazing. I don't believe that any other police department across the country have the capabilities that we have right now. That's not to say that it's perfect. There's always room for improvement in every product. Right? And what I tell everyone, Catherine has heard this many times in every team, which are developed products, you have to have some trade-offs in order to get the product out the door. Otherwise, you'll always be trying to add one more thing, one more thing, one more thing. You have to get the product out the door so that it can actually get actual feedback. Get it out of the lab, get it into the real world, get actual feedback, and then start to make changes based on that actual feedback. And that's really the essence of what Dr. Monen is saying right here. The next slide.

Andrew Peterson: Also wanted to say that not only did Dr. Monen feel that we've done a good job, but my peers, other CIOs across the country, also felt it appropriate to award the city, and this product in particular, a CIO 100 Award, for its excellence in what we're trying to do here. We have, in fact, been contacted by many police departments across the country who want to do the same thing that we'd done here.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Andrew Peterson: And I guess the last slide, and I want to get one more example, and it's a relevant example as to what's been happening in the country over the last four or five weeks. So, if we take the example of the George Floyd situation and that officer that was on his neck, he was actually a field training officer, and I think three out of the four officers that were with him were fresh out of the event. If we had a system like this, if Minneapolis had a system like this, they would be able to look and say, "Should this Officer Chauvin actually be a field training officers?" If they would have looked over his history, they would've looked at his transactions across the period of time, and he would have been an outlier and he never would have been a field training officer.

Andrew Peterson: Those are the things that they could have done, is they could look at that officer and says, "What other officers have he trained? And what is their record?" Right? Given his behavior, we can look across the history of the department, and we can say, "Who are all the officers that were trained by officer Chauvin?" And see if they were, and I'll use this word infected, by his behavior, and are they exhibiting similar behavior? Right?

Andrew Peterson: And the other thing I want to emphasize, it's not always, and it will never always be about behavior deterrence. Right? You also want to encourage good behavior. You can also look at the system and say, "Who are the outstanding, the outliers from a good perspective? Who are the officers that are exhibiting the behavior that we want to emulate across the department? Why has this officer exhibited this behavior?" And let's create policy to influence that, the positive, not just to deter negative behavior. So, having this kind of data, having this kind of capability in your hands just comes down to using it properly to try to fashion or put policies in place that will give you the outcomes that you're looking for and the outcomes that we're looking for as a city.

Andrew Peterson: And then, just finally, what's the next steps? This release is done. It's not perfect. We are already starting to enhance it. The captain, the department has conducted a focus group, a number of focus groups. We've gotten feedback from that. The department is waiting to get back survey results from the entire department about utilization of the tool. We're going to take that information, we're going to sort it, we're going to prioritize it, figure out the enhancements that are going to give us the biggest bang for the buck, and we're going to implement those things to make the system better. And after that, we're going to iterate. We're going to rinse and repeat, right? And that's the process, right? That's how we do it. We do some enhancements, we get some feedback, we take that actual feedback, and we do it again. And we'll be continually doing that. It's a living product that will continually change over time, and it will continually get better over time.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Andrew Peterson: So, again, I want to thank Leslie and Captain Figaro for joining me in this presentation. I also want to thank the Commission once again for allowing us to take some time to present this work.
- Regina Jackson: Thank you, Mr. Peterson. Very detailed. I think I might actually know a little bit more about Vision now. This is very helpful. I have two commissioners with questions, actually three, so they're in this order: Commissioner Harris, Anderson, and Gage. Commissioner Harris, you have been unmuted.
- Ginale Harris: Thank you, Chair. Thank you for the presentation. I just have a couple of questions. I'm just going to say the questions because I know you can't answer all of them, but maybe if you could answer some of them and possibly get back to us on the rest of them, I'd appreciate it. So, one is, who enters this data and how is it collected? Who enters the data into the system? How do we know that the data is accurate if it's being entered by human beings? And who has access to this data? And does it track who enters who goes in and out of the data? Does this capture personal information for each officer?
- Ginale Harris: So, again, this is a very broad picture of the data that you collect. I'm very familiar with Power BI, because I use it at work, and it has its challenges. I see that it says you measure by team. I'd like to see us measure by teams instead of areas like public people that are just community folks are not familiar with different areas on the way OPD maps things out. The area maps that OPB has are very dated and old, and so they have these things called area one, two, three, four, five, and then they say, "Well, you live in 35X, or you live in 35T." And so, it makes it very difficult to know who is patrolling these areas.
- Ginale Harris: So, I think if you could measure it or track it down by teams and the teams that are assigned to the areas, that would give us a better idea on who's patrolling these areas and how often. What are the glitches that you have with this system, and how much did it cost?
- Regina Jackson: So, Mr. Peterson, if you can answer at least a few of those questions, and then perhaps email me the other answers if you can't get through them all, because there are two other commissioners that also have questions.
- Andrew Peterson: Through the Chair, I can answer them all quickly. Who enters the data? The data is entered by the officers. There are various systems that they enter data in. Data is also entered by human resources folks. To answer one of your second questions, yes, one of the transactions, or one of the inputs into into this system is human resources. What accommodations, when did they join the force, when they got raises, what assignments they've had over the years, you name it, all human resource data, personnel data for an officer's here, similar to the grocery store example I gave. Who has access to the data? This is a OPD internal system.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

It is meant for OPD to use to help improve the management, both performance and risk management of the department.

Andrew Peterson: And then, to your question around unit, as was illustrated, and I understand some of you couldn't see the screen because it was too small, but the system is able to drill down from the department level all the way down to the individual, so not just from department, to Bureau, to area, to squad, to officer. So, every unit within the organization can be examined, so that information is there. And I think the last question was around the cost.

Andrew Peterson: As I mentioned in the timeline, I don't know, three, four months after I joined, I decided to scrap Prime. We had to live with it while we were changing the engine in flight. We built this system, and we built a system with what was left over from the money that was allocated for Prime. So, this system, a little bit over budget, but it cost about two and a half million dollars.

Andrew Peterson: Glitches, like I've mentioned with all systems, like you've just mentioned with Power BI, there are issues with the system, and as I've mentioned, we are taking feedback from the users that use the system every day and we're doing certain things to make it easier: ways in which information is input, making sure that all the data's there and correlated and easy to use, things that we do around scheduling when there are scheduling and workflow. OPD workflows, some of them are very complex, so we're smoothing all these things out. So, those are some of the glitches, so to speak. And I think that was your questions. Hopefully that answered all your questions.

Regina Jackson: Thank you. Commissioner Anderson is up next. You have been unmuted, Commissioner Anderson.

Tara Anderson: Thank you, Chair, and thank you to all of the presenters on Vision. I want to follow up... I have four question areas that I'll run through a similar to Commissioner Harris. I'm going to follow up on her cost question. You identified \$2.5 million as the sunk cost. What are the ongoing costs of this iterative process of continuing to enhance the use of Vision? Two, I appreciate the commentary that you made around this pattern and practice review, that we're not just looking at risky problematic, and what I would say, we want to call out dangerous killers. We don't want them in our police department. But also, identifying good policing. And a turn of phrase you use was outliers, and also wanting to understand even our middle most officer pattern of behavior may be problematic and how we're ensuring that, regardless of whether it's an outlier, there's a cluster of bad behavior in a particular place, how management is using this tool in that regard.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Tara Anderson: I'd also say, or I'm curious how this tool is being leveraged to support prosecutors with the development of Brady lists, so that 1963 Supreme Court case, for those weren't familiar, that creates disclosure requirements for prosecutors offices, where they have to disclose to disperse council when the officer, associated with the incident of the accused is charged for, has a sustained record of dishonesty and other key factors. So, how this tool is being leveraged to fulfill those responsibilities or support Alameda County DA in doing so.

Tara Anderson: The third question area is around publishing high level dashboards in Power BI that permission would be granted for the CPRA executive director and commissioners. I think that this is an amazing tool that's being used apparently day-to-day by executive team and some captain level staff. And I think it absolutely should be made available at a very high level. Obviously, understanding that there are certain features in Power BI you'd have to create different datasets so that we wouldn't have access in the same way during the demo to detail line officer information.

Tara Anderson: And I would say take that a step further, too, is my fourth area of transparency and support and building that social contract of trust, rebuilding it, or establishing it to begin with, between OPD and the community. I see this as a great opportunity to enhance what has been done and several other jurisdictions in the term of phrase of comstat, where there's public review of crime incident and the police response to those crime incidents. I believe, especially here in Oakland, we have a responsibility to have transparency into the monitoring of this on a higher level.

Tara Anderson: At a minimum, it could include some key features of the source data in the aggregate as reported for the racial and identity profiling act, so all the state stock data, several key features that are in this tool that are reported on a regular basis and are more accessible and easier to visualize and engage with as the public. And I would hope that there's a vision, as these tools are refined and the validity of the source data is confirmed, that we would see public datasets pushed out, again, in the aggregate, that could support, again, enhancing the public trust.

Andrew Peterson: Through the Chair, first, I just want to remind everyone, I'm the CIO for the city, I'm the technology guy, and we support all the departments in their mission, whatever that mission might be in terms of serving the residents. So, we don't set the policy for various departments. So, with that in mind, the only thing [crosstalk 04:23:38]



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Tara Anderson: Oh, sorry, I just want to interrupt really quickly, because there were three presenters, one of which [inaudible 04:23:42]. So, all of my questions were not directed towards you [inaudible 04:23:49].
- Andrew Peterson: I'm still going to do the best I can. The ongoing costs for the product is about \$250,000. What we've negotiated with the vendor that is helping us is that we'll do a number of hours per month, that those hours can be utilized for either fixing any bugs or issues that may come, or it can be used for future enhancements or further enhancements to the product, some of which I think you've mentioned and can be discussed with the Chief and whoever in terms of directing those dollars towards that usage.
- Andrew Peterson: Management usage of the risk management dashboards, as I mentioned in the timeline, the risk manager dashboards just went production about a week or so ago, and it's going to take time. These are police officers. They're not data scientists. They are not business executives that do the cycle thing every day. And now they have a new tool that they actually have to learn how to use and learn the multiple ways in which it can be utilized. Risk management is just one form and way in which it can be utilized, but there's so many different other ways in which they can use all this data that they have collected over the many years to do so many other things. And so, that is going to evolve over time.
- Andrew Peterson: As the Captain spoke, they're using it now to look at outliers, look at behavior, to drill down, to find whether it's a positive or negative behavior, and then trying to utilize that to mitigate risk and also to change behavior and set policy, data-driven policy, not just, "I think this is what we should do," but, "Based on the data, these are the things that we think should be happening in our policies." And I know you guys talked about a lot of the need to rewrite a lot of policies earlier on in the presentation, or on the meeting.
- Andrew Peterson: As it relates to publishing for CPRA and CPRA access, that's the reason I mentioned the CIO for the city and not the department, and that would be, have to be something that would have to be negotiated with the police department and them providing access at the appropriate level. Those were more policy or driven things than it is technology-driven. So, if that gets worked out, we can make it available at the right level, whatever that might be.
- Andrew Peterson: And then, the last one I believe was around the Brady Act and identifying things, and do prosecutors have access to this? At this point in time, the answer is no. However, again, that is out of my hands, but I know, currently, no prosecutors, a city attorney does not have access to this information. The system was developed, I believe, as you all know, in response to the NSA. That's been going on forever. I don't remember what task it is, but it was mostly in response to that. Again, it will evolve into additional uses well beyond what has been



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

specified in the NSA agreement. So, I hope that I've answered all of your questions.

Regina Jackson: Thank you, Mr. Peterson. We have two more commissioner questions in the queue. Commissioner Gage and then Dorado. Commissioner Gage, you have been unmuted.

Henry Gage, III: Thank you, Chair. I'm curious about the inputs the system is using. And while you were going through the demonstration with peers that you're pulling from a variety of databases the department maintains, I'm curious about data sources or inputs that are not directly from the department. Can you speak to whether or not the system is pulling from non-police data sources?

Andrew Peterson: It is not. Currently, we're pulling from all police sources. Field-based reporting, field training, Academy training, body-worn camera directly. The personnel database, that is a police data source, and it's maintained by the non-sworn police personnel folks, stop data, and IED pass information, all of those are OPD sources. We don't have any non-OPD sources being pulled or entered into the system.

Henry Gage, III: Thank you. More of a general question, do you have any recommendations for how we as the Commission can best use this tool?

Andrew Peterson: Not a lot. I've listened to a couple of these, but I think... What do I want to say here? As we started to talk about re-imagining even the police, I think you have to do it based on data, and you can use a solution like this to look at the various trends or the various things that are occurring, how officers are being used, what are the... all these various different things. And if we are actually going to reimagine the police, we want it to be data-driven. We want to understand the decisions that we're making when we're doing these types of things, and I think a system like this allows us to do it to look over time, to look historically, to have a high level of confidence, as we tried to point out in our presentation, having multiple data points that actually gives a, gives us a high level of confidence that we're making the right decision.

Andrew Peterson: And that's, I think, as long as the we're not going down to the officer level, I think there's lots of different ways that you'll learn to utilize this tool to do a lot of slicing and dicing and bringing people on staff. I believe the police department is bringing on a data manager/data analyst that will help do more ad hoc, right? Ad hoc types of queries. You see one thing that's interesting, and then you want to go drill down or you want to look at a different correlation. A lot of that's going to be ad hoc. Dashboard, similar to your car, it's kind of fixed. It answers the questions that you've asked in a good way and allows you to go sideways and up and down, but they're not necessarily ad hoc.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: Thank you very much [inaudible 04:30:13].
- Henry Gage, III: Thank you.
- Andrew Peterson: Oh, I'm sorry. Commissioner Dorado?
- Henry Gage, III: Chair, if I may?
- Andrew Peterson: I'm sorry?
- Henry Gage, III: Chair, if I may, given the statements made by Mr. Peterson. It seems fairly apparent that learning how to understand to use this tool could be to the potential benefit of the commission. I'd ask through the chair that you inquire as to how we, as commissioners, can be provided access to these databases.
- Regina Jackson: Okay. So, Mr. Peterson, if you don't have an answer right now, it sounded like you were needing to think about it, if you don't have an answer right now, I look forward to any recommendations you might have. I mean, for example, could Race and Equity Department access this information to help them with their work on disparities, racial disparities?
- Andrew Peterson: Yeah. We can grant access. Again, I think it's more a policy issue than anything else. It's not technology. We can grant access to anyone as long as this is the police department's tool, it's their data, so I think this would be something that the commission would have to take out with the Police Chief, to who gets access and at what level. But yes, I would even imagine that the police department's Race and Equity team is looking at this data. We put so many different things or indicators in here so that we were able to dissect the data on a racial basis, as well.
- Regina Jackson: So, I would like to talk with you, perhaps, tomorrow or Monday, to understand the ways in which it could be accessed, and then, obviously, we can work the dynamics out with the Chief, but just any recommendations you have given your expertise in this area.
- Andrew Peterson: Okay.
- Regina Jackson: Thank you. We have one more commissioner. Commissioner Dorado, you have been unmuted.
- Jose Dorado: Thank you, Chair Jackson. A comment and a question. My comment is that it seems as though that in the event of an incident, a violent incident by an OPD officer that we would deal with, it seems as though that this data could well operate along the same lines as a plane crash where the FAA comes in and



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

reassembles all of the evidence to find out what went wrong. And so, this interests me in that respect, in that it may well be that we can use this data to do something similar when we have a misconduct incident, we can reassemble or focus on a trail, using this data, to see if we can't identify what were the factors that contributed to this violation. So, that's one thing that I would be interested in terms of this.

Jose Dorado: The second thing is my question. Does the Vision and this whole apparatus, this whole app, have any relationship to the Sara database and its use within OPD? I'm hoping that's the case because that's of a particular interest to me, and certainly a lot of the things that you mentioned, Mr. Peterson, around the deprecation of trends, et cetera, and in the case of community policing, it's relationship to the beach structure, the neighborhood council beach structure in Oakland would be, also, of a particular interest to me. So, I'd like to know if there's any relationship to any of this work to the Sara database.

Andrew Peterson: Commissioner Dorado, I think that was a very good analogy of the black box, and when we start to talk about performance management, we're looking at current activity. How did this happen? Right? Whether it's a particular use of force or whatever, how did this happen right now? And the Vision system is set up for exactly that, which is why we pull all this information together, particularly when an incident is put into the system, it's automatically... Well, not automatically, it is then linked to all the body-worn camera footage of any officer that was there to that incident so that we can then do some forensics around why did this happen? Right? So, we're doing performance management around current activity.

Andrew Peterson: And then, once we see certain behavior, we can then go and look at some of the past activity to say, "Okay, now we see what happened. Was it because of their Academy training? Was it because of their field training? Are there any patterns here? Do we see something here now that we have some idea why it happened? And is there something that we need to change? Did this officer fail to respect 101? How many other officers failed to respect 101? And what behaviors are they exhibiting?" So, I think you're exactly right on that.

Andrew Peterson: I cannot speak to the Sarah database. Maybe that's something that Captain Figaro can speak to. I cannot speak to that at this time.

Captain Figueroa: Yes. Thank you. This is Kevin Figaro. The Sara database is not captured in Vision at this time, but there's certainly a number of things that can be expanded into the database. The Sara database is used to track problem solving efforts for the department, and certainly something Commissioner Dorado has provided a lot of leadership for over the years. But currently, that is not in the Vision system.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Regina Jackson: Thank you.

Jose Dorado: Kevin Figaro, I'd very much like to know, and I'm hoping that the Commission would be interested in, any movement in that direction to integrate the Sara database with Vision. Because, again, that level of data would be hugely useful in terms of neighborhood councils focusing on trends within their own beach, not to mention the sharing of data related to the resolution of priorities and how those priorities work themselves through the Sara process. So, I'd be very interested in knowing if there was any movement in that direction. And I appreciate your work.

Captain Figueroa: Thank you.

Regina Jackson: Thank you very much to all three and to your leadership, Mr. Peterson. I will look forward to talking with you to try and identify perhaps the best ways that we might be able to make use of this database, this tool. And now, we want to go to public comment, so hopefully, you'll be able to hang on just in case there are any questions or compliments. Okay?

Andrew Peterson: Yes. We'll stand by.

Regina Jackson: Terrific. Thank you so much. Mr. Alden. To you.

John Alden: Thank you, Madam Chair. If there are any folks of the public who would like to make comment on this item, please make sure to raise your hand now. We'll give folks just a moment or two here to raise their hands, and then we'll start calling on speakers. I see we have eight speakers ending with Tasha Mente. All right, we'll start with me sharing the screen with the clock. And our first speaker will be Assata Olugbala. Ms. Olugbala? Oh, Ms. Olugbala dropped. No, you're still there. Very good. Please go ahead when you're ready, Ms. Olugbala.

Assata Olugbala: It's very important to understand that what is going on with this system is a part of the federal court settlement agreement to eliminate racial profiling and excessive force. My question is, are we now in full compliance of the mandates of the court to develop this system? And we eliminated the cost overruns, the delays, and the numerous bugs. Are you able to access body camera video footage and integrate information such as field training records and Police Academy records? Are you able to integrate Dr. Eberhardt's racial profiling information so it can be used within the police department? If any of these questions could be answered, I'd appreciate it. I know in 2018 we lost \$6 million in trying to develop this computer system, so I hope we are now finally finished. Are we in compliance is my question.

John Alden: Your time expired. Madam Chair?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: Yes. I just wanted to ask Mr. Peterson if he could answer that question.
- Andrew Peterson: How are you doing Miss [inaudible 04:40:14]? I can't say whether we're in compliance or not that's up to the monitoring team. Sometimes it feels ... I'm probably going to get in trouble for saying this. Like a movie target, but all of the things that you've asked in terms of the integration of body worn cameras, the integration of academy training, field based training, all the things that I've mentioned in the presentation are integrated into the system and we are able to access them and, again, as I've stated and while we state that it's not a perfect system, we will continue to improve it over time.
- Regina Jackson: Thank you.
- John Alden: Our next speaker is Michael Tigges. Michael, please feel free to start when you're ready.
- Michael Tigges: Thank you all. Are we ... very impressive presentation. My question is, are we putting lipstick on a pig? In other words, do you have all ... access to all of the databases, their full scheme, so that you could integrate this whole thing? One of the biggest problems, of course, in OPD over the years is that they started a new database, usually starting either Excel or some other ad hoc thing, and ultimately gets folded into whatever data management system that exists. Have you been able to actually integrate all of this in this dashboard? Or are we just, again, putting lipstick on a pig? Thanks.
- Andrew Peterson: To the collar? Yeah, I don't develop pigs. This is a beautiful product that we build from the ground up. As a CIO, I don't know if it's fortunate or unfortunate, I have access to all data sources throughout the city. And so everything that we've indicated here that we've integrated has been integrated. It's not easy. It was not an easy task. And through your question, I know that you recognize that. It took a lot of work, but this is the work that we've been doing all of our career. We brought in the right people like Slalom to help us out like a Cortech or a Sierra to help us out. And we were able to accomplish it. And again, it's not perfect, but we've integrated those data sources and we can integrate others. It is a sustainable resilient system and it's enhanceable. So we took all that into account when we designed it. And we're sure that we can have additional data sources as needed.
- Regina Jackson: Thank you. Mr. Alden?
- John Alden: Our next speaker is Joseph Mente. Mr. Mente, please go ahead.
- Joseph Mente: Can you hear me?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

John Alden: Yes, we can.

Joseph Mente: Mr. Peterson, as a fellow IT professional and a manager, I appreciate the challenges you face in implementing a data warehouse system for such a large organization. Thank you for stepping up to the challenge. I also appreciate your introduction and ability to communicate to a nontechnical or mixed audience. I have four questions for Mr. Peterson through the chair. First is vision.OPDnet.net the real website? I ask because it wasn't using TLS encryption and has a public IP and open ports on the internet, as you know, without TLS encryption, all of the data you demoed can be intercepted on the public internet. I hope that you're using a VPN.

Joseph Mente: Second, what steps are you and OPD using to ensure the accurate transaction data? Similar to what commissioner Harris said. Third, what are your plans for providing a real ... a read only public API to query nonsensitive data sets stored within Vision by the public? Fourth, if you were to predict how Vision project would fail, what would be the most likely reason? You know just as much as anyone that such systems are only as good as the quality of data input to them. Thank you.

Andrew Peterson: A good observation. And I am on VPN. So the system is not opened to the public. It's not open to ... it's not on a DMZ or anything like that. I am on VPN when I showed that system. So that was a good observation. In terms of difficulty, most of my career has been in private industry, working for IBM, working for other product companies, where we sell products to other companies, and so working with professionals that do that for a living. When you're in a company or city or municipality, there is no expertise around developing applications. There is no product manager that is a subject matter expert and understands the ins and outs of product development and the life cycle. So what causes these products to fail is trying to have people do what they don't do, right? Trying to have people develop requirements that have never developed requirements and trying to explain how these requirements have to be developed, trying to get people to do a rigorous QA when that's not what they do, right?

Andrew Peterson: They, they weren't hired for that, right? So those are the difficulties when, where you're trying to build a product like this or any product with folks that don't do it every day and it's not ... they're not trained for it. I forgot the other two questions, but those are the things that make you large projects fail. And those are the reasons why we've gone to a more agile development process so that we can take a unit of work. We could try to focus on that unit of work, get it to work, and then integrate that into the system and move on to the next. So it's something that is more manageable than the big bang theory, what we try to do everything at once.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: Thank very much. Mr. Alden.
- John Alden: Next speaker is Jennifer Tu. Jennifer, go ahead.
- Jennifer Tu: Thanks. That was a really informative introduction to Vision. And I really hope the police commission and CPRA are able to have full access to Vision. Through the chair to chief Manheimer, I'm going to repeat the previous callers questions. What are your plans for providing a read only public API? So that's a programmatic interface to query either nonsensitive or anonymized data sets that are stored within Vision and what kind of timeline might this be made available? I think it would be really great for the public to have the opportunity to answer some of the questions that the department hasn't been able to address.
- Regina Jackson: Very interesting question. Her question was to Chief Manheimer, but I don't know, Mr. Peterson, if you have any thoughts on how ... what the timing would be, since you're the tech guy.
- Andrew Peterson: Through the chair ...
- Regina Jackson: Right.
- Andrew Peterson: There is some open APIs and I recall earlier in the meeting or the commission meeting where a representative that uses some of that open data talked about it. If all the data sets that are required are not there, we can work with the chief and the police department to expose more datasets, but we do have a limited ... I will admit. A limited open data portal where certain data sets are there. We try to keep it updated, but if the data sets that are needed and can be exposed, given permission to the chief of the department, we can work to make those data sets available on our open data portal.
- Regina Jackson: Excellent. Thank you. Chief Manheimer, what are your thoughts about a timeline for this?
- Chief Manheimer: Yes, we have yet to see the Slalom slides ourselves. We should be getting a demonstration. I think you've seen more tonight than I have actually seen with our command staff yet on the real potential. We're very excited about this project. We're going to be looking at the Slalom overlay slides. I think a lot of that will ... we were talking about what we put up on our public facing websites. So we're very excited about it. Wouldn't have that clear answer right now nor the timeline, but would be happy to agendize it for another meeting.
- Regina Jackson: Okay. Sounds good. Perhaps the end of August then? Thank you. Mr. Alden.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

John Alden: Thank you, madam chair. Our next speaker is Megan Stephan followed by Kevin Cantu. Megan, please go ahead.

Megan Steffan: Hi. I just wanted to say this looks great. And I wanted to say two things. Number one, if we are going to be reimagining the police in a data driven way, we need to ensure that data gets shared in a timely fashion. I've watched these meetings. I've watched commissioners ask for data on overtime, on calls for service. I've watched it get delayed. I watched the overtime data only emerge at Tuesday at a council meeting. I mean we need to know the OPD is going to share data in good faith, especially if we're paying so much for them to have a system where everything is easily accessible. The other thing is just as a member of the public. I think that commissioners Anderson and Gage you're absolutely right, and that if this dashboard is out there, the commission and CPRA should have access to it. And as a member of the public, who's paying for this, I'd really encourage OPD to adopt a policy that gives the commission access to as much of the data as they can have. Thank you.

John Alden: Thank you, Miss Stephan. Our next speaker is Kevin Cantu, followed by [Risa 04:49:48] Jay. Mr. Cantu, go ahead.

Kevin Cantu: Hello again. I just wanted to say that I really appreciate Mr. Peterson's approach to this project as building a living product that will continually change and thinking about resilience and sustainability, the design and implementation and management of this kind of project. And I think that we would benefit if the city of Oakland, the police chief, all of our governmental organizations followed that kind of lead. We need to be adaptable. We need to adjust things on the fly. As our knowledge changes, we need to learn and change our minds and grow as a community as organizations.

John Alden: Mr. Cantu.

Andrew Peterson: Chair, if I may?

Regina Jackson: Yes, Mr. Peterson.

Andrew Peterson: Thank you for the compliment. And that was a great observation. And just so you know, I too live here in Oakland and pay a lot in taxes and very concerned is one of the reasons why I came to work from the city at the end of my career here. We are in the process of taking the lead that OPD has, has given us and showing us how we can pull all this data together and be more data driven as a city. And we're in the process of doing data inventory across all of our departments, understanding where we have relationships between the data such as a parcel number, for example, and doing this very thing. But as you



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

know, it is a tough row to hoe and at least we're starting a process and we are seeing the benefits of it as a city.

Regina Jackson: Great. Thank you. Mr. Alden.

Chief Manheimer: Our next speaker is Risa Jay followed by James [inaudible 00:12:05]. Risa, you may speak.

Reisa Jaffe: Hi, the point about how the data is interpreted was an important one. More than once, we've heard that the fact the number of stops on black people was down as a proof point that racial inequity is being dealt with yet the reality was that stops overall had dropped and the proportion that were black people was still high and thus did not prove the point they claimed. I heard it said that this is OPD's data. Well, it's not. It's Oakland's data. And it's imperative that people outside of OPD, starting with the commissioners, have access in order for community members to have some faith that it will actually be used to address the systemic racism in OPD. Thank you.

John Alden: Thank you, Risa. Our next speaker is listed as James Westcoast. Sir, you may go ahead.

James WestCoast: Yes. Prime was a decade of wasted tax dollars that the OPD and the city made the same glowing presentation as a panacea, only for it to fail and scrap it. Now, Vision is the latest sliced bread. This is the same old stuff and it's BS. I want to point the public and the commission to check video of April 28, 2015, public safety and compare then assistant chief Figueroa his presentation on M 19 racial profiling. Then to now, it was the same Stanford analytic BS IT hocus pocus and fake OPD sincerity. On 4-28-15, Figueroa also committed to investigating 13-10-62 and has failed to date. That's the exact investigation that's being independently investigated right now. Why are we wasting money investigating something that we were paying Figueroa to investigate in the first place? And now he's doing presentations like he has credibility.

John Alden: I'm sorry, but your time has expired. Our next speaker is Tasha Mente. Tasha, please go ahead at your convenience.

Tasha Mente: Hi there. This is Tasha Mente. I'm glad to have seen this presentation. I appreciate that a lot of time and planning went into it it seems. There are a lot of technical questions and questions from the public that I agreed with and may seem to have been answered. So I just would like to say that, right away, the commission should have seats, user seats in this product so that they can have immediate access to the data and whatever policy needs to be broken down for that to happen needs to come to the table as soon as possible. And we ... no, that's it. All right. Thanks.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- John Alden: Thank you. Madam Chair, I have one additional speaker who joined the queue after it was closed. Would you like that speaker?
- Regina Jackson: Yes, please.
- John Alden: Okay. That would be are Brit R. Go ahead.
- Brit: Hi. I have some similar concerns to the previous speakers. I mean, I really, I don't think for a second, but the police are going to even enter the data honestly. So, I like the idea of commissioners having full access to this, but I'm just ... maybe the chief can answer. Are they going to put any quality control in place to make sure that this isn't going to just be a corrupt [inaudible 04:55:59] system? I don't understand. This just seems like a show to me. Thanks.
- Regina Jackson: Mr. Peterson, are there some protections in place, some external entity that checks on the system from time to time? Is that you?
- Andrew Peterson: No, I and there was an earlier question about auditing and all that type of stuff, and I didn't answer it. It just came back to me. There are audits. We do have an inspector general who looks at this information. I'm not quite sure how you can fake body worn camera, video, Academy training records, and so forth, but all the comments that are made and all the data that's entered is entered by the officers, is checked by their supervisors and their supervisors. And then we do have some standard validation in the system to make sure that it's consistent, but it's the same data that you're using to make comments about ... the same data that the NSA uses, the same data that was used to get us in that situation. But we're now using it in a positive way. So no, there's no one out there checking every officer as they input their data. We have to trust that it's right. And we're using it to make decisions.
- Regina Jackson: Thank you. Commissioner Smith has a question. You're now unmuted, commissioner Smith.
- Thomas Lloyd Smith: Thank you very much, Chair Jackson. I was going to say I recognize the concern that the public and everyone around has in terms of one, I want to give absolute kudos on the system. I'm really impressed with the technology. I'm impressed with the ways in which you can slice the data, the ways you can drill down and move upwards and look for trends. It really is impressive. I think the solution or the best solution that we have and that the commission can take part in, in terms of making sure that this system is ... actually has the appropriate information and that people recorded appropriately is involving ourselves in a policy that makes sure that the commission has access to certain data. The public has access to certain data and the CPRA has access to certain data. And so I think that is the major task that faces the commission in the near term.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Thomas Lloyd Smith: And that is working with the chief, working with her executive team to define exactly what the parameters are in terms of accessibility for the public, the commission, the CPRA, because if we all have access to slices of data, even if they're not entirely overlapping, then what you have is you have accountability coming from outside sources and you have a rebalancing of power. And so I think that's what will be the next most important step to make sure that this is actually effective and that it's as powerful as the technology enables it to be. Thank you.
- Regina Jackson: Thank you, commissioner Smith. Mr. Alden, that ended our questions, correct?
- John Alden: That's correct, madam chair.
- Regina Jackson: Okay. Thank you very much. Again, want to extend, thank you to you, Mr. Peterson, and the rest of the team. At this point, it is time for us to extend the meeting. I would like to recommend one hour. We still have a bit of the agenda to get through, and if we don't get through it in one hour, then perhaps we push off to the next meeting. Can I get a motion, please?
- Brenda Harbin-Forte: So moved. This is Harbin-Forte.
- Regina Jackson: Thank you very much. It has been moved. Is there a second?
- Thomas Lloyd Smith: Second.
- Regina Jackson: Thank you. It has been moved and seconded. We've already taken public comment. Can we have a vote please?
- Regina Jackson: Judge Brenda?
- Brenda Harbin-Forte: Aye.
- Regina Jackson: Thank you. Commissioner Dorado?
- Jose Dorado: Aye.
- Regina Jackson: Thank you. Commissioner Harris.
- Ginale Harris: Aye.
- Regina Jackson: Thank you. Commissioner Gage.
- Henry Gage, III: Yes.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: Thank you. Commissioner Anderson.
- Tara Anderson: Aye.
- Regina Jackson: Commissioner Smith.
- Thomas Lloyd Smith: Yes.
- Regina Jackson: Aye for myself. We have unanimously extended the meeting to 11:30. Thank you very much to everyone. The next item on the agenda is update on the police chief search. It will be a brief one because we are still working out a process, but you all saw, and it's a job description attached that is intended to be presented to the civil service board because former Commissioner Prather was on the ad hoc and actually did some of the latter work. I wanted to invite him to provide a bit of an overview of what this process looks like. Mr. Alden is there ... There he is. Okay. Thank you. Mr. Prather. Are you there?
- Edwin Prather: Yes, chair, I'm here.
- Regina Jackson: Okay. Thank you very much. I wanted to have you provide an overview of all the work that's gone into this document.
- Edwin Prather: Thank you, chair. Commissioners, good evening. So in terms of the moving forward, the chief's selection process, my understanding, in working with the various entities within the city, is that we are to use two different job descriptions. There's one job description that goes forward to civil service and that is the document that is in your packet this evening. That will get voted on and approved by the civil service commission. That commission meets once a month. And so we are intending to have this go to them on their ... I believe it's their ... Chair Jackson, I believe it's their August meeting, correct?
- Regina Jackson: Yes.
- Edwin Prather: Then there will be a what I've referred to as a public facing job description. And that job description will be used to advertise for the position. It will be used in with the engagement with the public and with the candidates. And it is the operative document that we'll be working off of. My understanding is that the only reason that we need to present this document to civil service at all, is that on page two and Mr. Alden, if you could just scroll up to page two under experience.
- Edwin Prather: There's a desire by the ad hoc, as well as others in the city, to eliminate the requirement that any candidate has served at least a minimum of two years at a deputy chief level in a medium to large law enforcement agency. That we



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

believe will extend the pool of our candidates greatly. It will allow for outside of the box candidates, will allow for us to look it up and comers. It will allow for us to look at individuals who maybe weren't mentored along the processes and work and brought into a deputy chief position and didn't have that prerequisite two years. We have very, very few individuals, for example, within our own department, within OPD who qualify under this minimum of two year at a deputy chief level.

Edwin Prather:

And so to limit our search to the same candidates would seem counterproductive when we're looking for a really groundbreaking transformative candidate. I wouldn't be misled by the other items in this particular document that you were looking at. The list of knowledge and abilities, duties, distinguishing characteristics, this document, because it's a civil service document, is different from what is advertised in it. It has remained consistent and then the same and doesn't drive the actual search and hiring. It only drives a civil service component. And so we view this as a very perfunctory and administrative process of getting it approved by civil service. As I mentioned, they only meet once a month. So we're going to hear ... we'll hear back in August, at which time we will have already met. There is a draft of a public facing document that's already started. We believe that the mayor and the city administrator will forego requiring candidates to have gone through or for us to go through a national search, but that's something we'll deal in an ad hoc ... in a meeting with the ad hoc.

Edwin Prather:

And so from this point, we're asking for a couple of things and basically notifying the rest of the commission of a couple of things. We'd like to submit this to civil service so that we can keep on time. Chief Manheimer, her contract runs in three months. And so we need to get on this right away, if we intend to meet that goal of having someone in place at the time her contract, or her term ends. Additionally, besides submitting this to civil service, we will also want to hold a public meeting with the ad hoc in regards to the job description that comes out of that process. Before I get to advertise before we start to do our search and due diligence on candidates. And then at that point, that will be brought back to the commission. We'll again, make a presentation of where we're at on that. And then we'll move forward after keeping the full commission in lock step with what the community is doing. That's a mouthful. So I'll leave it at that, unless, chair, you wanted me to address anything else.

Regina Jackson:

I think that that was probably the information that needed to be expressed. Certainly, if there are questions from the commissioners, we can answer those now. Okay. Commissioner Gage and Dorado have raised their hands. Commissioner Gage, you're unmuted.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Henry Gage, III: Thank you, chair. For the members of the ad hoc, can you help me understand the purpose of the document and the agenda packet? I have some understanding of the purpose of the civil service commission. And my concern is that I do not want to be too quick to approve a document that may come back to be foundational for future discipline under civil service rules, reading through it. I'm not seeing anything particularly objectionable, but I'm curious to hear your opinion on what this document would be used for in the civil service commission going forward.
- Regina Jackson: You know, the civil service is the ... I don't want to call it perfunctory, but the process that everyone has to go through and had we not reduced the minimum qualification, we could have let the document that's already been out there stand, but to Mr. Prather's point we were looking at focusing ... not doing a national search. And so in terms of trying to ensure a quality pool, we wanted to make that change. I don't know if, Edwin, you have any more comment on that component.
- Edwin Prather: I think I would only say this and this is probably less in my role as a commissioner and more of just having read the contract. Commissioner Gauge, which I think you have too between the city and our recently departed chief is that the contract with, with the chief is the operative document, which defines goals and objectives and failures. And I don't see, like you alluded to your comments, how the civil service description can inject itself into that labor and employment agreement, especially looking at the way it's worded and written by our city attorney's office. And so I don't anticipate any issues with either the civil service description nor the public facing description that we as a commission would put out in advertising for the position, because that contract and the way it's written is the operative document in the circumstance.
- Regina Jackson: Does that answer your question, Commissioner Gage?
- Henry Gage, III: Yes. Thank you.
- Regina Jackson: Oh, cool. Great. Thank you. Commissioner Dorado, you have been unmuted.
- Jose Dorado: Thank you, Chair Jackson. Just a quick question. Since I have so little experience in this sorts of areas, what is the cost? What's the cost of a nationwide search? What does that generally run?
- Regina Jackson: A national search?
- Jose Dorado: Yes.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: I have been told upwards of three quarters of a million dollars, \$750,000. Is that about right, Edwin? It's ridiculously high, particularly with the budget challenges that Oakland has.
- Edwin Prather: Commissioner Dorado, you may recall that we were asked several months ago to consider using the city's ... the city has a consultant to potentially hire a management level employees. And so it has someone in place with a very hefty contract and that's something that we formally balked at using the city's own resources for that. And to do our nationwide search, if we so chose. At that point, I had heard anywhere from, depending on sort of the level of degree and length of the search you were talking about anywhere from three or 400,000 to the seven, 800,000 that that Chair Jackson just mentioned. And so those are estimates that we haven't ... we have no bids. We've not gone out and solicited bids on this or done anything else.
- Edwin Prather: Our feeling is that in this COVID era, in light of post George Floyd environment, our goal is to get a chief with ... in position, hopefully as soon as possible. It's a tight timeline and we may not make it, but to try and that we do have a lot of very qualified and good candidates and hopefully one that fits our needs a little bit closer to home here. And I think that that's the goal, but that that'll all come out in the process ... in the weeks to come as the committee gets this approved, gets the public facing document in front of the public and in front of the commission. And we move forward on this as soon as possible that there'll be ... you'll have a bird's eye view or passenger seat to this thing the whole way.
- Jose Dorado: Thank you. I appreciate that.
- Regina Jackson: Are there any other questions? The other reason that time has gotten away from us given the budget meetings and the demonstration meetings and all of that. And so given the fact that the civil service only meets once a month, we wanted to make sure that all questions have been answered so that we could move forward expeditiously because once they approve it, then it can be posted. That may be closer toward the end of August, which really gives us about six weeks to do a process that can bring about our opportunity to submit four names to the mayor.
- Regina Jackson: Given the fact that there are no more questions, is there a motion to approve this job description?
- Brenda Harbin-Forte: So moved. Harbin-Forte.
- Regina Jackson: Thank you very much. Is there a second?
- Jose Dorado: Second.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: Thank you, Commissioner Dorado. I know we need to take public comment before we can take the vote. So, why don't we go Mr. Alden, to public comment?
- John Alden: Very well. If there are any members of the public who'd like to comment on this item, please raise your hand now. I'll give folks just a moment to raise their hands, if they wish to speak.
- John Alden: Madam Chair, it appears we have four speakers and the queue ending with Kevin Cantu. Our first speaker will be Joseph Mente. Mr. Mente, I present the clock and you may begin at your convenience, sir.
- Joseph Mente: Can you hear me?
- John Alden: Yes, sir.
- Joseph Mente: I want to repeat my statements during the first public comment period, that the top duties of the Chief of Police at this moment in time should be rebuilding community trust, radically reforging a toxic culture and holding officers accountable. I'd like to see the City of Oakland make that front and center in the job description and recruiting efforts. Thank you, Commissioner Gauge for asking for clarification on what implications the exact wording of this document with the civil service commission implies. I'm still a little bit unclear on that, but as long as we are focusing on those three efforts and the actual finding of a person, it seems like this is just a formality. Thank you.
- John Alden: Thank you, Mr. Mente. Our next speaker is Rashida Grenache followed by Risa Jay. Ms. Grenache, please go ahead at your convenience.
- Rashidah Grinage: Thank you. I just wanted to follow up on former Commissioner [Crader's 05:17:16] comment about moving ahead with all due speed. I really want to see this project given a lot of priority, and I hope that the ADHOC committee will meet very soon. I would hope that it would be a public meeting. I think there's no reason for there to be two separate processes. I think the ADHOC needs to start meeting publicly and allow the public to weigh in as the process begins to unfold. I think that the search can also be targeted. There are groups throughout the country that involve high level former police officers, or in some cases, current officers that are progressive and committed to human and racial equity. So please move ahead with all due speed. Thank you.
- John Alden: Thank you, Ms. Grenache. Our next speaker is Risa Jay followed by Kevin Cantu. Risa Jay, please go ahead at your convenience.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Reisa Jaffe: Thank you for that clarification of this job description, asking the ADHOC that for the part going forward, that for the other job description and the contract that you make the assumption that the next chief is also going to need to be fired for not doing their job of addressing systemic racism and make sure that the job description and the contract is written in a way that it's really easy to fire for cause when that is not being addressed. Thank you so much.
- John Alden: Thank you, Risa Jay. Our next speaker is Kevin Cantu. Mr. Cantu, please go ahead when you're ready.
- Kevin Cantu: Good evening again, everybody. I just wanted to mention that I think that the cost of a serious executive recruiting search might sound scary at first glance, but compared to what we are going to have spent on overtime, suppressing peaceful protesters this summer it's pretty cheap. So I think there are lots of ways we can pay for that.
- John Alden: Thank you, Mr. Cantu. Madam Chair, that was going to be our last speaker. We had one late joining member of the public from a cell phone number. Would you like me to call on that person as well?
- Regina Jackson: Yes please.
- John Alden: Our last speaker then is calling from a number ending with eight, nine, eight. You may go ahead.
- John Lindsey-Poland: Thank you. This is John Lindsey-Poland, and I'd like to speak at Item 12 if I could because it's so late, and because if this is not heard tonight it will be too late to affect the matter because it's the last of public comment period up until August 7th, which is approximately your next meeting. And what I want to say is that the Use of Force policy that has been posted... Which by the way, is on a link that says, press release. It doesn't say draft policy. Includes references to five training bulletins that are not linked in the draft policy. Those five bulletins are changing systems to weaponless defense for crowd control, for handheld impact weapons, for chemical agents and for specialty impact weapons. These are substantive training bulletins, training bulletins that are actually types of subsets-
- John Alden: I'm so sorry, Mr. Lindsey-Poland, but that was the end of your time. Thank you for your comments. Madam Chair, that was the end of our public comment panel.
- Regina Jackson: Thank you very much. So it has been moved and seconded. We've taken public comment and we'd like to vote on approving a job description to go to the civil service committee commission. Judge Brenda?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Brenda Harbin-Forte: I. I'm sorry. [crosstalk 05:21:57].

Regina Jackson: That's okay.

Brenda Harbin-Forte: I'm on mute, and I.

Regina Jackson: That's okay. My screen is sliding around. Commissioner Gauge?

Henry Gage, III: Yes.

Regina Jackson: Commissioner Dorado?

Jose Dorado: I.

Regina Jackson: Thank you. Commissioner Anderson?

Tara Anderson: I.

Regina Jackson: Commissioner Smith?

Thomas Lloyd Smith: Yes.

Regina Jackson: The thing keeps moving around. And Commissioner Harris?

Ginale Harris: Chair, I'd like to make a comment before I cast my vote.

Regina Jackson: Okay.

Ginale Harris: I was trying to make an amendment, but I couldn't unmute my microphone. I agree with some of the callers today in regard to systemic racism and in regards to the next chief that we choose and holding him accountable. And I do think it should be in his job description. And so I wanted to amend it to reflect that, because if we don't, then we will be on the same hamster wheel that we're on now.

Regina Jackson: I certainly appreciate your comment. But the civil service submission tends to be more conservative, for lack of a better word. The out external facing one will be much more reform focused in it's communication. And we're working on that now. So I'll be sending that to you.

Ginale Harris: Yeah, I'm part of the ADHOC.

Regina Jackson: Yeah. So, actually, do you think that you can... Since we're in the midst of a vote, can you vote based upon that? And obviously we can have that conversation



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

tomorrow so that you can see the other, the external facing because things like systemic racism, those kinds of things are in that external document.

Ginale Harris: Okay. So I'm going to have to vote no.

Regina Jackson: Okay. All right. Thank you. So I will vote for, or I, so that'll be six, to one, it passes. Thank you everybody. We're going to move on to the next item, which is the one that I know so many people have been waiting for, source of much discussion. So this is the use of force... Excuse me, sorry. The ballot measure is the next item. I think that it can actually be fairly quick.

Regina Jackson: Well, most of us know that city council this morning voted unanimously to remove the exigency clock draft of the ballot measure, which was a very, very big thing. We have the community to thank for all of that support in getting unanimously covered. One of the items that none of us wanted is that the power to reorg has been shifted to the IG and executive director of [CIPRA 05:25:30] role, which at the end of the day, not great, but those people would be in charge of recommending what they want to see to make their departments move more efficiently anyway. And other than that, I mean, those were the two big things, the clarification of the IG role, and certainly the independent legal counsel were the things that we all needed to just help us get more people on board to support the work that we have to do.

Regina Jackson: I mean, we'd have to take public comment to take the ballot measure out of sync. And that really is the update. We have to thank the coalition for public accountability, the citizens of Oakland that may not have been involved with the coalition and those of you who have supported it on social media or in whatever other ways that support came. This was a big... As Kathy Leonard said today, Oakland won today. Commissioner Anderson, you're unmuted.

Tara Anderson: Thank you chair. I want to share your appreciation for all those names, but then also extend appreciation to you, ensuring that the Commission's voice, even knowing that this was happening the morning of the very day that we were meeting, that we still were able to emphasize our position on the revisions to measure LL. So thank you for taking that bold leadership and exercising kind of your discretion as the Chair and further communicating our concerns about some of the key questions that were before council today. So thank you for that leadership.

Regina Jackson: Thank you. If there are no questions on this item, I'd like to take us to public comment so that we can move forward to the Use of Force conversation. Mr. Alden?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- John Alden: Very well, Madam Chair. If there are any members of the public that wish to comment on this item, please raise your hands now. We'll give folks a moment to do so. Madam Chair, it appears we only have one speaker. That's Kathy Leonard. Ms. Leonard, let me start the clock and we will cue you up. Please go ahead at your convenience, Ms. Leonard.
- Cathy Leonard: Hi, it's Kathy Leonard on the steering committee for the coalition to lose accountability. I want to thank everyone who made today's vote possible, members of the community, the police commission, everyone. And I can't wait to start working on getting this ballot measure passed in November. It's going to be a great working on this and I can't wait to work with all of you to get this measure passed so that we can strengthen the civilian based police commission. Love you all. Thank you. Goodnight.
- John Alden: Thank you. Madam Chair, those are all public speakers we had on this item.
- Regina Jackson: Okay. Thank you very much. So we are moving to Item 12, Use of Force ADHOC committee public engagement. I'm not sure if Commissioner Harris or Anderson or Gauge want to take the lead. I know that there are a couple of special speakers tonight as well. Please let me know who wants to-
- Ginale Harris: Chair, this is a commissioner Harris. I am going to ask Commissioner Anderson to take lead tonight. She has been in communications with our guests, so I think it's appropriate to have her do that.
- Regina Jackson: Excellent. Thank you, commissioner Harris, Commissioner Anderson?
- Tara Anderson: Thank you, Commissioners, Chair Jackson and Commissioner Harris, and thank you to our fellow ADHOC Vice Chair, Gauge.
- Tara Anderson: So the last time the Police Commission met, we went over a draft timeline document that's also included again in today's packet. And we knew that based on the dialogue during the last meeting and concern that we've heard throughout that this obviously wasn't enough. That we had to come back today with an update from Brandon, from Raheem, which will happen shortly and also have a proposed set of dates for potential Town Halls. So I think as a matter of process, we could start with a update from Brandon Anderson and maybe some brief context, Brandon, for background on Raheem, the contractual relationship with the Police Commission and CPRA, especially for our newest Commissioner. And then if you could go into the update on the progress towards that and keeping in mind that the potential timeline that we have targeted. After Brandon's presentation, the Commissioner's Harris, Gauge, and I will walk the public and our fellow Commissioners through some potential dates for other activities associated with public engagement.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Tara Anderson: And I would argue including to one of the public commenters earlier, extending the written public comment response deadline, given the questions that have been raised about the other documents that people will need access to to provide sufficient response. So with that being said, I would like to welcome Brandon Anderson from Raheem to provide an update on the work towards and as outlined in the documents that you have as a part of your packet, the service agreement with us to support enhancing the Use of Force policy. I know he is currently a participant, Director Alden-
- John Alden: I should [inaudible 05:32:05].
- Tara Anderson: Oh, and it looks like he's already on the panelists list. Thank you so much.
- John Alden: You're welcome.
- Brandon Anderson: Okay, great. Fantastic. Can everyone hear me?
- John Alden: Yes.
- Brandon Anderson: Okay, great. My name is Brandon Anderson. I want to take the next 10 minutes to give you... To first kind of give the new members on the Commission and overview of what our goals are. And then afterwards kind of give you an overview of where we are in the progress. So back in... I want to say November 2019, the Police Commission voted unanimously to contract Raheem to conduct three month study or pilot, if you will, to collect reports and perspectives and experiences about how people have engaged with police in the city of Oakland, particularly regarding the use of force. And we are then going to use that data and evidence to inform and recommend a bit more evidenced based policy recommendations to the Police Commission. In the timeline that we had... Again, it's three months... The pandemic happened and it's sort of threw a lot of stuff kind of out of whack.
- Brandon Anderson: Just for the public's knowledge, we had an official signed contract. On June 17th, the contract was signed. And I want to kind of walk through what we've been able to accomplish since having the contract signed. We wish we could have started well before June 17th, but Mr. Alden and Juanito informed us that we couldn't get started with our work until we had an executed contract by both parties. On July 8th... Well, prior to that. In between June 17th and July 8th, we formed an advisory counsel with members of the community. About eight members so far. That advisory council met for the first time on July 8th. And they did have some concerns with the timeline so I'm looking forward to getting an understanding of where we land on that. Mostly we needed more time to sort of revise the survey and also speak more about the methodology.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Brandon Anderson: Some of the council members were concerned about technology not being the only place people would give feedback for. And so that is the very reason that we put together this advisory council, right? A, to be held accountable to the community and B, to help ensure that the experiences of both the people who are on the council, as well as the groups that they represented, were included in our policy recommendations. And through that, the methodology of just an online survey was certainly welcomed, but was asked to be expanded. And so since then, we've been working with the council to get that started. An update with where we move from here, the council will meet... So we will complete this survey, meaning we will have a finished product of the survey and it will be in the community in the next two weeks.

Brandon Anderson: Within that timeframe, another two or three weeks, we will ensure that at least 300 people have taken the survey at a representative sample of the racial and demographic makeup of the city of Oakland. And then the advisory council will meet again on the 5th of August. And just around that time, we will conduct more analysis about how to deploy the survey beyond just an online survey or at least just through the technical ways that surveys are usually administered. And then I'd like to provide the commission with an update on the 27th of August. And we'd like that to be counted as our second update to the commission, which was in our contractual agreement. We think that gives us enough time to, again, at least hear from 300 Oakland residents, we hope to get anywhere from 300 to 500 people on that survey.

Brandon Anderson: And then we'll meet again on the 2nd of September and that'll be the third and final meeting for the advisory council. And then we will review the survey results from the survey, both the traditional and nontraditional way. In addition to the survey we are speaking with and having conversations with people who have been directly impacted and have lived experiences by way of physical and excessive use of force by way of police in Oakland. And the current timeline as it stands is that the 30th of September, we will present policy recommendations to the commission based on the evidence that we've collected. And then I think there was a special meeting to take place on the 8th of October to pass it. So I wanted to also echo some of the things that Commissioner Anderson had spoken about, the number one being the timeline was really tight for us.

Brandon Anderson: And some of the members of the advisory council are asking to extend it even beyond the September 30th date. And that mostly has to do with some state legislation that is sure to be passed that is most likely going to impact the Use of Force Policy anyway. And then if that ends somewhere at the end of August, beginning of September, that would then sort of outdate perhaps some of the information we've collected during the month of August. There's that concern. And then there's also the concern of it's just being in an incredibly tight timeline. So I wanted to make sure that I brought those concerns to the group,



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

that I gave a clear update as to where we are and what we plan to do with the current timeline, and then open it up for discussion around perhaps a new timeline or any other questions.

Regina Jackson: Thank you, Brandon. Very, very helpful, Commissioners, are there questions at this time?

Tara Anderson: This is Commissioner Anderson, Chair.

Regina Jackson: Yes. Go ahead.

Tara Anderson: Thank you, Chair. Thank you, Brandon. I appreciate that even with the constraints that kind of we discussed about the difficulty of putting all of this in this compressed timeline that you still put a proposal forward that still would fall within it. And I do believe that even though we have a later agenda item that is discussing removing one of our two meetings for August, and I believe that dialogue will focus on the first of the two meetings. So we absolutely could have you return if it is the will of the Commission. Return in August the 27th, excuse me, I'm tired so I'm not speaking very well. I'm curious about your point that you heard from the advisory board and relative to state legislation.

Tara Anderson: The capital's a bit crazy to go back to session next week. Most of the hearings are going to be in this really tight timeline. And I would argue that regardless of whether or not the Governor signs off on the particular bills of interest, several of them having to do more actually with disclosure and reporting than actual use of force. But regardless, I think that we'll have enough information about the guidance and evidence-based for those pieces of proposed law, even if they're not signed by the Governor and that we can proactively incorporate at the will of the Commission, those changes where there might be changes from the draft. So I'm not convinced of pushing the timeline back to wait for a Governor's signature on something that we may already be incorporating as an element. But I do here.

Tara Anderson: I'm more compelled by the need to expand time to ensure that we have a representative sample of voices and stories and experiences and direct feedback about how the policy can be changed. And something that I also am very much hearing is not just this policy. Many other policies that I can imagine will be informed through this process. So I don't know if you could speak a little bit more to the timeline as you just discussed and whether or not it is realistic for us to follow through with what would be a meeting in early October, whereby then we will have received enough feedback and been able to have a special hearing on this subject matter all alone. Is that realistic, I guess is my question to you?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Brandon Anderson: No, that's a great question. So is this realistic? I don't know. But I think that it sounds like it is something that we want to move forward with. The one thing that I also thought was really important for us is that right now, a lot of the people who are on the advisory council, they themselves are involved in the legislative session and the organizations and members who sit on the advisory council also run organizations themselves, right? Helping impacted family members who've been abused by police, people who are homeless, people who have been sex trafficked.

Brandon Anderson: And so, as you could imagine, these are groups that are overwhelmed with needs coming from all directions. And it's not just the fact that we won't be able to process the information that we might get. But on that note, I also think that whatever information that the commission might receive by way of the legislative session, once it has ended, it's also important that if we are writing a survey and we are asking questions, we will be asking questions about... The questions in which we will ask through that survey is based on the current Use of Force Policy.

Brandon Anderson: And if we want to ask questions regarding some items on a policy that doesn't yet exist but will toward the end of August if we begin our survey now and ask people to respond to where we are currently, I imagine there might be a need for an update of sorts. So I think that whatever information that you will get, whether it be through feedback from the community or through conversations with sort of post session, it'll be difficult for us to include that.

Brandon Anderson: We will definitely do our best, but I'm saying in order to have some direct responses from individual community members on a policy that isn't yet written is likely to just be incredibly difficult for us. But I want to repeat back what I'm hearing. On the 30th of September, you're saying that the current timeline is as mentioned in my opening remarks, September 30, we will present the data, both the raw data, the analysis, as well as put forward policy recommendations based on what the current policy is and the way that community members have been treated by police and the way that they might want to see that reflect those experiences reflected in this policy.

Brandon Anderson: I'm saying that what we would be leaving out is the way they would examine a policy, if it would exist is something that they just can't do because it'll take some time to get past the session. Is that correct, Commissioner Anderson?

Tara Anderson: Yeah, I understand the point there. And I think that we're kind of always chasing change and I'm hoping that with this policy we're getting ahead of it and can be the model, but I absolutely hear the point and I appreciate that you would be able to come back on August the 27th and provide an update and then be prepared to provide a summary update on September the 30th, if it were the



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

will of the Commission to have a special meeting at that time. So I want to turn to my fellow Commissioners and through the Chair kind of name what I see as our kind of decision points here. One is coming to consensus on overall timeline, which should include extending the written comment period, that we have to set a course for Town Halls, the number and potential dates for those town halls.

Tara Anderson: And that being honest with ourselves and being in a commitment to follow through and ensure as much public participation as possible, this needs a project manager. It can't be done on volunteer time. So I'm hoping that potentially Director Alden has some support in mind to help us realize these goals of comprehensive public participation in the kind of wake of COVID and the timeline that we're looking at. So maybe we should turn there first to see if there are any more resources, because that will certainly inform any decisions and discussion that we have about the Town Halls and the overall timeline.

Regina Jackson: So if I could interrupt for just a moment, Commissioner Harris has had her hand up and I'm not sure if it's a question or a comment, so I'm going to unmute her and then we can go back to Mr. Alden or what have you. Commissioner Harris? You're off mute.

Ginale Harris: Thank you, Chair. So my question is for Brandon. When you were speaking, I was a little confused because when we decided to do this contract, it was not... And I'm only speaking for myself and I could be confused, so please help me. It wasn't under the impression that you would be collecting data from people based on a new policy. I didn't hear that. I'm hearing it now, but I didn't... The policy didn't even come up. It was just about people's experiences and how they've had bad encounters with the police was my understanding. Am I wrong or-

Brandon Anderson: Yeah, that is correct. I want to add some color to that. We are not only asking people how they've been treated by police. A part of that, we are also conducting a survey, which is in addition to asking people about the experiences that they've had. And that survey in fact include... It is definitely questions about their experiences. But they don't use them... We don't ask them, how do you feel about this policy, this line item in the policy X. That's not how we do it. But we're using the policy as it stands to ask the sort of questions we need answers to move the policy in the direction that makes the most sense based on perspectives and experiences of the community. And I've done-

Ginale Harris: I understand that piece. I just, for me I am... I want to see the questions of the survey, that's one, before it goes out I'd like to see it. And also I would like to see how you are conducting these surveys and who you're talking to. I want to know, what is the outreach plan that you have, if any, right now. I know it's



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

early, but I'm just giving you a perspective on where my mind is going with this. I'm interested in knowing how you are targeting people and who you are targeting. Where are you going? Who are you talking to? How are you asking people? How are you getting these surveys to people? So that is very important to me. So I would like, later, I guess, offline or whatever, us to have a conversation about that. Cause I would really like to see it.

Brandon Anderson: Yeah. Thank you. Commissioner Harris. So maybe a few months ago, it's been a little bit, but we sent you a copy of the questions and we were supposed to get together to have a conversation about it. And then COVID happened and it sort of messed a few things up. So we're definitely on track. I'd love to share that with you. In fact, consider it done.

Brandon Anderson: In terms of the strategy, the advisory council, which is made up of eight black and brown led organizations that are serving the community, is the group that's helping to inform and develop the offline strategy. So that's what I meant by, it's important for them to be involved.

Brandon Anderson: So that strategy might look different than just an online strategy. It might look like visiting homeless encampments with pen and paper. And it might look like going to door to door in deep East Oakland with iPads talking to the youth. And those experiences or those methodologies will differ based on the communities that we want to reach. So having a conversation with you about the communities you want to ensure are covered in the study, is definitely what I'm interested in.

Ginale Harris: Yes, I too am interested in that. I just... it worries me a little bit because I feel this council you're speaking of, I want to know who they are. Who are they? Who are you talking to? Who are you working with? And I want to know what the strategy is. Are you going to go door to door? Where are you going? Who's going to be doing all of this foot work? Who's doing it?

Ginale Harris: So these things I want to know. And I'm just asking, because I really want to make sure that this survey captures all of what we've been doing for the past three years, as far as the Commission work. This is why this Commission was formed in the first place. And so, I want to bring it all the way back. Right? This Commission was formed because we have so many injustices that happen to black people. So-

Regina Jackson: [crosstalk 05:54:06] does it sound like you all can connect tomorrow or next week, so that all these things can be hashed out and-

Ginale Harris: Sure. I can send you an email Brandon and let's see when we can talk.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Ginale Harris: Does that sound okay?
- Brandon Anderson: That sounds perfect. Thank you, Commissioner.
- Ginale Harris: Okay, thank you.
- Regina Jackson: Thank you. So Commissioner Anderson was talking about the need for a project manager and I believe that, that's part of this agenda item. Mr. Alden, Can you speak to that role and your thoughts?
- John Alden: Yes. Thank you. Madam Chair. So as folks will see on the shared screen and in the agenda packet, there is a public engagement plan that's been drafted that we're talking about tonight. And Commissioner Anderson has laid out some aspects of that. One of our challenges at CPRA, as we've discussed in several different contexts over the last couple of months, is that regrettably, we are really not staffed to do an effective job of helping the Commission with a project like this one. We simply don't have a project manager for something like this.
- John Alden: In the future I would expect that the Inspector General's office might be well suited to do that. And of course we don't have the Inspector General for some time. We probably won't have the Inspector General until 2021. And so that's going to be well after this project really should be finished. So as we've discussed in some previous meetings, we do have some substantial salary savings from now [inaudible 00:05:53]. The Inspector General and the City Council has very kindly transferred that money over to a different fund so that we can use it for contract expenses to pick up a few contractors that would probably do some of the work the Inspector General would otherwise do. And so I think that managing this project, as Commissioner Anderson was alluding to, is a perfect fit for those funds. In this particular case, some of the staff work that I really wish we could provide, but haven't been able to provide so far, would be helping the Ad Hoc plan. Some of the other meetings and outreach steps that you see here and the public engagement draft.
- John Alden: Also coordinate some of that material into coherent policy, which is very challenging to do. And make sure that the process that we use not only makes everyone in the community feel included, but also is really effective at generating thoughtful policy from the process. So we don't have a process just solely for the sake of having a process. So if that process generates a product we're really happy with in this policy at the end of the day. And I think that's challenging. A part of that process that the Raheem Group is bringing in is reaching out to folks in the community who might otherwise never be contacted on a process like this. But just managing the Commission side of the work is a whole nother job. And we really, as I said, don't have some, yeah.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

John Alden: So one of the items in your packet, on this agenda item tonight, is the proposal that we bring in a contractor to manage the project. I think that is the only way we could meet the timelines that we've been discussing tonight. Even if we push back the timelines very modestly, if that were the Commission's will, by even say a month, we'd still need a project manager on a contract basis.

John Alden: I want to mention a few things about this proposal to bring on a project manager. One is, regrettably we had... I've been setting up a contract with [Jia Orlando 05:58:06], as you might recall, to help us with some of our outreach work. And unfortunately she has had COVID related complications that has caused her to have to withdraw. So we're not going to be able to have her on board. But that not only frees up some money, but it also means we have a hole in our overall staffing again, because we don't have someone to help with that work.

John Alden: So what I would like to do is instead use a portion of that money for this contract. Now, the only thing that I wanted to mention about it is that we have a potential contractor at a dollar level that would allow us to do informal bidding. Her name is Rania Adwan. She is already provided a little bit of help gratis just with this public engagement plan that you see, helped structure that. I think that was tremendously helpful and gives us a sense of what her work would look in the future.

John Alden: She comes to us, not just with expertise in project management and consulting, but also specifically with the very complicated use of force project that the San Francisco Police Commission worked on. And I think that experience is unique and serves her well to assist us here in Oakland with this use of force policy. Ms. Adwan on the line, so we could have her speak a little bit too. But the bottom line for me is that we simply don't have the staff, right now, that we would need to move this project forward on anything near the timeline we've discussed. But I think if we did choose to bring on Ms. Adwan, that could be done. And I think that really is essential to making this project move forward as the Ad Hoc has envisioned it. So I hope the Commission will give Ms. Adwan a few moments to introduce yourself. And perhaps then entertain moving forward with the contract with her. Particularly given the timing we're talking about, we need to move pretty quickly on that and we're prepared to do that. But obviously, only with the Commission's consent.

John Alden: So at Madam Chair I would suggest, unless there are questions for me from some of the Commissioners, that we give Ms. Adwan a moment to introduce herself and then see what other questions we have.

Regina Jackson: Okay. I see a hand up from Commissioner Harris and then after we... I've unmuted you Commissioner Harris, then we can go to Ms. Adwan.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Ginale Harris: Thank you, Chair. So Mr. Alden, I think it's terrific that you found someone. But given the fact that we can't get contracts signed for months, how do you see this playing out?
- John Alden: Well, we've learned a lot about how to move contracts faster. One of the things that we have learned is that a lot of contractors find the paperwork that the city of Oakland requires even on informal bidding processes, like the one we're suggesting here, to be a little complicated. We've at CPRA, have gotten better at explaining those to potential contractors. And fortunately all that material is available publicly. So anyone who's interested can learn about those before they even have received confirmation that they have been selected [crosstalk 00:11:25]. So one of the things that we did in this case, as we're doing with anyone who might be interested in contracting with us is, introduced Ms. Adwan to what those schedules and that paperwork looks since it's publicly available. And she has done, I think, an up job of reading through those and confirms that she's ready to submit all that paperwork, virtually immediately, if approved.
- John Alden: And I think that is a big improvement that we've made on our end which we're providing to the Commission. And I particularly should note that Ms. Chrissy Love, has started to learning how to do this work. And she did a really excellent job in this regard, pointing Ms. Adwan with the processes. I also think moving forward, it helps us have a real candid conversation with contractors at the beginning about what that process looks to see if they even want to go through it.
- Ginale Harris: I think what I was getting at is for this particular project. I understand the difficulty in doing this. But I need some realistic stuff. Raheem just got their contract signed in June and we approved it five months ago. So my concern is that, yes, we can get the paperwork in. If she gets it in tomorrow. Great. But is it going to get signed for her to do the work that we need by August?
- John Alden: Yes. I think it would be signed in August. One of the challenges that we had with Raheem was the schedules that I was just mentioning, the various paperwork we thought was pretty challenging for them. And once we were able to get that material done, the folks at contracts and compliance [inaudible 06:03:14] the rest of us through, within a matter of just a few weeks. So I do think we're much further ahead on this contract than we were on the Raheem contract. And I would expect it to be signed in August.
- Ginale Harris: Okay. Thank you, Mr. Alden.
- John Alden: Absolutely.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: So given that question and the fact that I don't see any more hands, I would like to unmute Ms. Adwan so that she can give us, perhaps, say a brief overview of your skills and what you think that you can bring to the Commission.
- Rania Adwan: [crosstalk 00:13:55].
- Regina Jackson: Welcome. Thank you.
- Rania Adwan: Can you hear me okay?
- Regina Jackson: Yes.
- Rania Adwan: Great. Good evening Commissioner Chair Jackson, Commissioners, Director Alden, and the esteemed members of the public. Thank you for inviting me to join you and submit my ideas and credentials to help bring to a close the overhauling of OPG's use of force policy. Specifically, I'm really excited about being able to help design the last phase to include the voices, ideas, and concerns of Oakland's various and diverse communities.
- Rania Adwan: Public input is extraordinarily important, right now. So I'm grateful to the Ad Hoc for looking at how to optimize the process. And I thank the community and some of the fantastic coalitions that continue to engage in a seemingly bureaucratic process. I say seemingly bureaucratic because the social contract between police and public is based on trust, accountability, and transparency. I've met with some of these coalitions and they are fantastic. So I think Oakland is really well served.
- Rania Adwan: As you'll notice from my credentials, I was the advisor... And as director Alden mentioned, I was the advisor to the San Francisco Police Commission and worked on the same things. Ushering in the SFPD comprehensive use of force policy. And then designing the process to publicly debate the introduction of tasers as a less lethal force option. I also supported the development of the policy that would then would bring in tasers if and when they were approved. All of this was done publicly and with community engagement.
- Rania Adwan: I really do believe in collaboration and have submitted a scope of work that prioritizes partnerships and co-creation elements integral to get Oakland a truly modern, thoughtful use of force policy. One that will benefit the community and be clearly understood and integrated by the officers. It's been a really long night for you guys. So I'm going to keep it short and see if you guys have any questions for me.
- Regina Jackson: While I'm not on the Ad Hoc, I've looked at your background and you are incredible. I mean, the work that you've done in San Francisco, I think we're



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

lucky to have you. I see a hand... Oh the hand is flying around. Okay.
Commissioner Harris, followed by Commissioner Gage.

Ginale Harris: Thank you. Yes, I am in [agreeance 06:06:13] your credentials are impressive. And I thank you for your enthusiasm for taking on a project such as this. This is very important to the people of Oakland. It is very important to the Commission. It is very important to me. And so, I don't know if you're a believer, but I can feel through your voice that you have a passion for what you do. And so I'm really glad to see you here. So thank you for stepping up and offering your services.

Rania Adwan: My pleasure. Thank you.

Regina Jackson: Thank you very much Commissioner Harris. Next is Commissioner Gage. You have been unmuted.

Henry Gage, III: Thank you, Chair. This process that we're going through right now, the development of the seek policy is a great example of the difficulties that a volunteer Commission will face when trying to do the work of government. We need resources, we need staff. And Ms. Adwan is just the sort of resource we need right now to complete this project because it is so timely. I'd strongly recommend to the Commission to support retaining her services because we need the help. The three of us on this Ad Hoc, investors Commissioners, simply cannot do this work on nights and weekends, and also attend to our full time responsibilities. We just can't. We need the help. Thank you.

Regina Jackson: Thank you. I overlooked by six minutes. We need to extend our time. I am certain that we could finish up by midnight. If we could get an extension of 30 more minutes or 24 more minutes.

Speaker 4: [Inaudible 00:18:12], so moved.

Regina Jackson: Thank you. Do we have a second? Oh, Jose Dorado?

Jose Dorado: Second.

Regina Jackson: Excellent. It has been moved and seconded. We have not yet taken public comment, but we need to vote in order to extend the meeting and then we can take public comment. So Commissioner Dorado?

Jose Dorado: I.

Regina Jackson: Thank you. Commissioner Harris?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Ginale Harris: I.

Regina Jackson: Thank you. Commissioner Gage?

Henry Gage, III: Yes.

Regina Jackson: Thank you. Commissioner Anderson?

Tara Anderson: I.

Regina Jackson: Thank you. Commissioner Smith?

Thomas Lloyd Smith: I.

Regina Jackson: Thank you. And Commissioner Harbin Forte?

Brenda Harbin-Forte: I.

Regina Jackson: Excellent. I for myself we're unanimously extending to 12 midnight. The last thing I heard from Commissioner Gage was we need the help. We need to recommend that Ms. Adwan be approved for a contract. I believe that we could take the vote, but still have to go to public comment before we could... Excuse me. We could do a motion and a second and then go to public comment before voting. So does someone want to move that we extend the contract to Ms. Adwan? Commissioner Harris.

Ginale Harris: I move that we extend this contract, offer this contract to Ms. Adwan.

Regina Jackson: Very good. It has been properly moved. Is there a second? Commissioner-

Jose Dorado: Second.

Regina Jackson: Okay. I think that was Dorado quick on the buzzer. It has been properly moved and seconded.

John Alden: Madam Chair, this is Mr. Alden. If I might just suggest also that the motion include approving the draft resolution to that effect as part of the agenda packet.

Regina Jackson: Oh yes. I'm sorry. So this is back to you. Commissioner Harris, can you make a friendly amendment that would include approving a contract for Ms. Adwan and approving the draft resolution as well?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Ginale Harris: Yes, Chair. I'd like to amend my motion to approving the contract and approving the resolution that is in the agenda packet tonight.
- Regina Jackson: Excellent. Back to you Commissioner Dorado for a second.
- Jose Dorado: Yes. I'll accept that.
- Regina Jackson: Excellent. So it has been properly moved and seconded. Mr. Alden, I think we need to go to public comment and then we can come back and vote.
- John Alden: That's correct. I will switch over to public comment.
- Regina Jackson: Thank you.
- John Alden: Is there any members of the public who wish to make a comment at this time, please make sure to raise your hand in the queue. We'll give folks just a moment and then we will start calling on speakers.
- John Alden: Madam Chair, I am seeing four speakers in the queue... Sorry. Five. Ending with Ann. I believe that's Ann Jenks. Our first speaker in the queue is Bruce Schmiechen. Mr. Schmiechen, you may speak when you're ready.
- Bruce Schmiechen: Yeah. Thank you. First of all, I wanted to echo some Lindsay Poland said earlier, I was kind of stunned and actually quite upset when I went to the draft and found that those links to the training manuals, which were essential weren't part of that. It seemed very problematic. But I thought that was the most stunning thing. But I'm even more stunned by this presentation by Raheem, in which he's got an advisory council. There's never been any transparency for this thing. And I find out that Commissioner Harris doesn't even know who's on the council. This is insane. I mean, it's really crazy. And he has a methodology which is opaque. I love to see... I think all these stuffs he's doing isn't transparent. This is unacceptable. It's crazy. I don't know what to say. I'm really shocked by his presentation.
- John Alden: Thank you, Mr. Schmiechen. Our next speaker is Joseph Mente. Mr. Mente, please proceed when you're ready.
- Joseph Mente: Hear me? Can you hear me?
- John Alden: Just barely. If you could get a little closer to the microphone that might help.
- Joseph Mente: How about now?
- John Alden: Much better. Thank you so much.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Joseph Mente: Joseph Mente, District 1. I'm thankful for all hard work and time that went into this effort and Ms. Adwan seems incredibly well qualified. I'm concerned specifically about the proposed sample size of 300. I appreciate the limitations involved, but that doesn't seem to have strong statistical power given the number of subgroups and the multi-variant nature. I hope that we can reach out to more community members specifically in the range of 800 to a 1,000.
- Joseph Mente: There's a strong potential for availability bias in the sample. So if someone could comment to that. Thank you. I see my time-
- John Alden: Thank you, Mr. Mente. Madam Chair, was that an item that you wanted to get to now? Or after the comments were over?
- Regina Jackson: After the comments were over?
- John Alden: Very good. Our next speaker in the queue is a phone number ending with 8983. If I recall, Mr. Lindsay Poland.
- Regina Jackson: He's already spoken on this subject.
- John Alden: That is a good point. Madam Chair, he did. I will move to the next speaker. Our next speaker in the queue is Assata Olugbala. Ms Olugbala, you may begin when you're ready.
- Assata Olugbala: Under the circumstances of social distancing and the lack of capacity to have contact with people. Understanding that 44.3% of African Americans don't have internet access in their homes, the ability to interact with a sizable amount of the community is going to be very limited. I'm used to going to OUSD meetings and they have Spanish interpreters, interpreters for Chinese in Mandarin. And in this city of Oakland, we don't have that. So a lot of people are going to be left out based on language necessity. 300, as someone said is so small of a group of people to really get anything of significance. So I'm not feeling this at all as far as the ability to get-
- John Alden: I'm so sorry, Ms. Olugbala, but your time has expired. Thank you for your comments.
- John Alden: Our next speaker in the queue is listed as Ann Jenks. Ann, you may start when you're ready.
- Ann Jenks: I'm a little concerned about the timeline that has Raheem developing separate policy recommendations. It seems to make a lot more sense to me that you integrate their findings into the Ad Hoc work to develop policy, hopefully with community participation. I'm not going to comment on the lack of transparency



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

because, well, I fear I will bore you. But I definitely urge you to consider getting support. And the work from somebody is familiar with the San Francisco process for policy development, which has emphasized transparency and integrating public voices into every aspect of their policy development. I think that's a very wise move, right now.

- Anne Janks: Thank you, and good night.
- John Alden: All right. Somehow I was muted there for a moment. Thank you, Ms. Jenks. Our next... Well originally our queue ended with Ms. Jenks. We've had two more speakers, add on since then. Madam Chair, would you like me to go to those two new speakers?
- Regina Jackson: Absolutely. Thank you.
- John Alden: Of course. Our next speaker will be Jennifer Too. And then our last speaker will be Megan Stephan. Ms. Too, you are unmuted, feel free to proceed.
- Jennifer Tu: Thank you. I was wondering if the Ad Hoc Committee had access to training bulletins and if they had the opportunity to revise them. Since we know that training board are an integral part of the policy.
- Regina Jackson: I'm-
- John Alden: Ms. Too? Madam Chair, please go ahead if you'd like to.
- Regina Jackson: Yes. Apparently, there is some lag with the training bulletins. We will be following up... I remember the Ad Hoc will be following up tomorrow. We definitely hear you.
- John Alden: Okay. Thank you, Ms. Too. Our next and final speaker is Megan Stephan. Megan, please go ahead when you're ready.
- Megan Steffan: Thank you. And thank you all for your work this late into the night and probably into tomorrow. I just wanted to say I'm also a little bit concerned by the lack of a concrete research plan. I fear that my expectations were too high after seeing the kind of presentation that the third party vendor put together for Andrew Peterson, but it would be great for the process to be more transparent. Speaking subjunctives about what one might do to complete a research project is something that I, as an applied researcher, would never do. You always want to show a research plan to the client. And I think these meetings are a great place to do that because obviously you have a really engaged public. But I really hope that, that's happening behind the scenes with the Ad Hoc Committee. Thank you.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

John Alden: Thank you Ms. Stephan.

John Alden: Madam Chair, that completes our public comment on this item.

Regina Jackson: Okay. Thank you very much. So our last motion was properly moved and seconded. We've taken public comment just as a reminder, this motion is to approve the contract for Ms. Rania Adwan as well as to approve the draft resolution that's in the packet. May we vote please. Judge Brenda Harbin Forte?

Ginale Harris: I.

Regina Jackson: Thank you. Commissioner Harris?

Ginale Harris: I.

Regina Jackson: Thank you. Commissioner Gage?

Henry Gage, III: Yes.

Regina Jackson: Thank you. Commissioner Dorado?

Jose Dorado: I.

Regina Jackson: Thank you. Commissioner Anderson?

Tara Anderson: I.

Regina Jackson: Thank you. Commissioner Smith?

Thomas Lloyd Smith: Yes.

Regina Jackson: And I for myself. So we have... It's a unanimous vote of approval. Welcome aboard, Ms. Adwan. We hope that the contract process can move at lightning speed and I'm sure Mr. Alden will assist with that.

Rania Adwan: Thank you so much. I do want to give a quick shout out to Chrissie Love because she really has been phenomenal and I'm very excited to get started with you guys.

Regina Jackson: Excellent. Thank you. There is a hand. Commissioner Anderson, you've been unmuted.

Tara Anderson: Thank you. And we're very excited to have you through the Chair. And I do think there's some business that we can take care of in the near term while that



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

contracting process is finalized. And so just... I don't know that we need a formal motion on this. Consult with the Chair and Vice Chair on that. But extending the open comment period to August the 28th would be one recommendation I have for our process. And that when we have Raheem come back on August the 27th, we have the very detailed scope of work that is a part of their contract, be a part of the packet of materials. And in addition to the membership list of the advisory council and other items that are responsive to the questions that have been asked and concerns around transparency.

Tara Anderson: And then, I don't know if it makes sense, but we had discussed as Ad Hoc, some potential dates for virtual convenings and so we have some holds ideas of when they could be, but I don't know if it makes sense to talk about those, given the decision we just made and really just turning to my colleagues on the Ad Hoc and the Commission as a whole to help guide that part of our discussion, if we should even have it today.

Tara Anderson: But I just reemphasizing that, extending the open comment period to August 28th to Chair Jackson's point, ensuring that the training bulletins are also posted online, that we rename the area on the website are accessing because people aren't going to know to go to the press release. They'll just think it's not posted. And I will say we've been asking for that for some time that the training bulletin, skipping back a moment. So I do hope that we can get that delivered to us in the very near term so that it can be posted by Chrissy.

Tara Anderson: And then the components that should be included in the next meeting agenda relative to the Raheem contract and the spirit of transparency, and who's on the advisory council for the Raheem engagement.

Tara Anderson: But again, the thing I feel least comfortable recommending anything about is the sequencing of the virtual town halls and doing so without pausing and taking advisement from the very person that we've all agreed should be leading this process for us.

Regina Jackson: So your recommendation is that given those changes that we approve this public engagement plan? Am I reaching, or am I reading you correctly?

Tara Anderson: Yes, that could be a proposal. We do say in this plan though, that we would do for town halls. I don't know, that's realistic given the timeline, given the contracting arrangement of having project management.

Tara Anderson: So there are some pieces of this, I don't know if we can adopt it as a whole, today. I guess, save that one line under town halls, a minimum of four virtual town halls. I don't think that we have the capacity to do that in this timeline. But



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

that may be fine. A minimum of three virtual town halls. Because we're still committing to a special hearing in September.

Regina Jackson: Okay. So it is still. four, it's just not by August, it's by September. Is that what I'm understanding?

Tara Anderson: Well, the way that we wrote it here, they're distinct from each other, this special hearing and the town halls.

Regina Jackson: Yes.

Tara Anderson: Yes, there would be four meetings, or convenings, public spaces for dialogue, but three of them would be a town hall format and one would be more like today's meeting.

Regina Jackson: Certainly. So, I mean, it seems to me that you could make a motion and either red line the minimum of four and make it minimum of three, or combine all four in various town hall and special hearing components. However you choose. The point that I want to make is that we're five minutes away from midnight, and we still need to at least vote on our August meeting, even if we want to table the rest. Your pleasure. Commissioner Anderson?

Tara Anderson: Thank you Chair. I was pausing to present the opportunity for my fellow ad hoc members to voice their opinion on this matter.

Regina Jackson: [inaudible 00:01:40].

Tara Anderson: But hearing a pause from them, I guess, and your recommendations. I would recommend that we, under the section for public posting on the police commission website, we amend the draft proposal for the timeline to extend to August the 28th, which is the last Friday in August, the public written feedback period. And that we have a minimum of three virtual town halls, instead of the four there. And then I would move that we adopt this timeline with the amendments that I recommended.

Regina Jackson: Okay. So now I see two hands from your fellow ad hocers. Commissioner Gage followed by Commissioner Harris. Commissioner Gage, you have been unmuted.

Henry Gage, III: Thank you, Chair. I'm looking at page two of attachment 12, against some notes from our ad hoc, because I agree with the recommendation to reduce the number of virtual town halls as a result of our capacity. However, this document does set in stone a number of other dates that I'm concerned we may need flexibility for, after we've had the opportunity to confer with our new project manager. I'd ask, instead of this document being voted upon by the commission



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

and making it binding at this time, that if we presented as advisory and a recommendation to allow us some flexibility, as our timeline has changed in the past and will likely change going forward.

Regina Jackson: Okay, shall I move to the next commissioner while we pause? Or are you looking for an actual answer right now?

Henry Gage, III: I would argue that, just comparing a number of the dates in August and September, 2020, for example, the Special Use of Force hearing in the documents currently scheduled for September 30th, a Wednesday. And I believe we discussed moving that hearing to September 24th, to coincide with a regular police commission meeting.

Henry Gage, III: Small changes like that could be inconsequential when it comes to scheduling, but if we have a vote tonight adopting this document in whole, and we miss things like that on the red line, it becomes an administrative headache. I'd simply state that this document represents our intentions of how we'd like to move forward, but I don't believe it needs to be subject to an immediate vote.

Regina Jackson: Okay. So if you're perhaps recommending that there are a series of changes that can't really be made until the next time we meet that you operate with this as a best laid plan, but make the specific changes in advance of the next time we meet. Is that what you're proposing?

Henry Gage, III: It would be nice to have the opportunity to meet with our new project manager before we set two new dates in stone.

Regina Jackson: Okay. So can I go ahead to Commissioner Harris and see if she's got a question or a suggestion or-

Henry Gage, III: Please. Thank you.

Regina Jackson: Okay. Commissioner Harris, you're unmuted.

Ginale Harris: Thank you Chair. So two comments. I want to say that I do not agree with taking away one of the town halls, because we need as many voices as possible. And I am very concerned about the outreach plan that we just heard from [Raheem 00:06:31:01]. I'm very concerned. And so I need to know what it is. I am not willing to vote on this document until we get some answers in regards to how we're going to be doing this. I don't think that shortening the town halls is going to help. I think it's going to hurt because the more information we get, the better information we'll have.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Ginale Harris: It is not easy getting information from people who do not trust the police. So I don't want to limit ourselves on banking that we will get these surveys filled out by our targeted population. I don't want to do that. So I am in agreeance with Commissioner Gage in regards to... I don't want to make these in stone until we know what the outreach plan is.

Ginale Harris: I was hoping last meeting that we were going to hear something, but we didn't. And so this meeting, I didn't get it either. So I really want to make sure that we have an understanding and the knowledge of how we're proceeding with or without the program, or the project manager. I mean, because we don't even know when her contract will be signed. So I don't want to wait for that. I want to continue on as we were continuing, to see how they are going to fulfill the contract that we hired them to do, because we didn't have a project manager then.

Regina Jackson: Okay, perhaps I can offer a suggestion. This document is a guideline. You meet with your project manager, make up [inaudible 06:33:15] to it and get the training bulletins and all those other things in place. Still promote however many, whether it's three or four, but solidify the dates. I mean, you're always having to change dates based upon whatever. In this pandemic, we can be a hot spot and... Or somebody gets sick. Do you all feel comfortable enough making the changes to the dates and how many later, after you've met with the project manager and then post them with our next meeting? It does not stop you from calling out the different town halls. You can do special [inaudible 06:34:03] promotions or say that these dates are estimates.

Ginale Harris: I would say, yes, chair. We have two weeks to get this together.

Regina Jackson: Yeah.

Ginale Harris: And I would say yes. And I would say that would, yes. I would say yes.

Regina Jackson: Yes. So, given that, if you feel comfortable, because we have to actually, we're at 12:03, we've got to extend the meeting again, just to at least figure out if we're going to meet [inaudible 00:09:35]. Then [inaudible 06:34:35] of you guys are comfortable with that. I think that that's a total, practical possibility. You got to promote your town halls independently of this work plan anyway. So I feel like dates can kind of be flexible, but this is your document.

Regina Jackson: Do you all want to move based upon the suggested language, or just not approve it right now? And I see Commissioner Gage, you're unmuted.

Henry Gage, III: Thank you Chair. I'd like to suggest that we move on from this item and note that this item has been discussed and received by the commission, but not



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

submit this item for a vote at this time. As an ad hoc, we will still need to meet to discuss additional details with respect to our work plan moving forward.

Regina Jackson: Okay. So accepted. We need to extend the meeting, oh my goodness... Five more minutes? We still have to do public comment on this item and then we'll table the rest of the items except for the August item.

Brenda Harbin-Forte: [crosstalk 06:36:04] Why don't we just extend the meeting until 12:30? I'll make a motion to extend the meeting to 12:30.

Regina Jackson: Okay.

Brenda Harbin-Forte: And let's finish it in five or 10 minutes.

Regina Jackson: Hey! That sounds like a great goal. It has been properly moved. Is there a second?

Tara Anderson: Second.

Regina Jackson: Thank you. Is that Commissioner Anderson?

Tara Anderson: Yes, thank you.

Regina Jackson: Thank you. It has been moved and seconded. Let's vote to extend the meeting until 12:30. Commissioner Dorado?

Jose Dorado: Aye.

Regina Jackson: Thank you. Commissioner Anderson?

Tara Anderson: Aye.

Regina Jackson: Thank you. Commissioner Smith?

Thomas Lloyd Smith: Aye.

Regina Jackson: Thank you. Commissioner Gage?

Henry Gage, III: Yes.

Regina Jackson: Thank you. Commissioner Harris?

Ginale Harris: No.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Regina Jackson: Okay.

Ginale Harris: I'm sorry, Chair, but I get up at 4:00 AM, and this is not, I can't continue to do this every meeting.

Thomas Lloyd Smith: I wanted to say the same, but-

Ginale Harris: Yeah, I can't.

Regina Jackson: You can't stay on, it's okay. Commissioner [Harbin-Forte 06:37:19]?

Brenda Harbin-Forte: Aye.

Regina Jackson: Okay. And aye for myself. So we are six to one, extended to 12:30, and Commissioner Harris, if you need to drop off, we understand.

Ginale Harris: Well, I'm the lead of this ad hoc, so I don't have a choice. So I would like to wrap this up so I could go.

Regina Jackson: Okay. Sounds good. So now that we have extended the meeting, let's go to public comment on this item and then we can decide what items to hear and which to [inaudible 06:37:50] to the next meeting. Mr. Alden?

John Alden: Madam Chair, forgive me if I missed something here. But if I followed correctly, there was a discussion, an action item proposed, then comment from the public, and then there hasn't been any other action, I don't think, that the commission has proposed or taken. So it could be public comment again. It's not clear to me that it's required.

Regina Jackson: [crosstalk 06:38:12] did we do public comment on this? [inaudible 06:38:15] already. I don't think we did.

Ginale Harris: No, we didn't.

John Alden: Okay. Maybe I'm misremembering and it's midnight. [crosstalk 06:38:27]

Brenda Harbin-Forte: I'm sorry... This is Harbin-Forte. I thought we did take public comment. We got-

Tara Anderson: I guess-

Brenda Harbin-Forte: Yeah, we got the objection, I thought, and the concern about the presentation and stuff.

Tara Anderson: Yeah.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Brenda Harbin-Forte: We had public comment.
- Regina Jackson: Okay. Then I'm tired. No problem.
- Brenda Harbin-Forte: And the fact that there were only 300 [inaudible 00:13:49].
- Regina Jackson: Oh, you're absolutely correct. I'm tripping. Sorry. Okay. So why don't we move ahead to March meetings? And the actual recommendation is that, much like last year, we skip one of the meetings. You all have done an extraordinary job. For a period of time, we were... Excuse me, meeting weekly with the town halls, in addition to ad hoc meetings, you all deserve a break. We all deserve a break. And the reason that I'm promoting the deadline as August 7th or something is to allow Mr. Alden to take vacation with his family, because this is the better timing for him to be gone, rather than the end of the month when school's back in. Am I speaking out of turn, Mr. Alden?
- John Alden: Bless you, Madam Chair. You're exactly right.
- Regina Jackson: Okay, thanks. Thank you. So, Commissioner Gage, you're unmuted.
- Henry Gage, III: Thank you chair. We skipped over item 13 and to that effect, I'd like to make a motion that we suspend the rules, take item 14 out of order and table the remainder of the agenda.
- Regina Jackson: Okay. I will second that motion. Thank you very much, because clearly, again, I'm tired. Can we take a vote guys?
- John Alden: [inaudible 06:40:27] We get a second, there?
- Regina Jackson: Oh, I did the second. [inaudible 06:40:35] and I seconded.
- Brenda Harbin-Forte: Point of order.
- Regina Jackson: Oh-
- Brenda Harbin-Forte: We should probably have someone else second.
- Regina Jackson: Okay.
- Ginale Harris: Second.
- Regina Jackson: Thank you very much. It's been seconded by Commissioner Harris. It's been properly moved and seconded. We need to take public comment.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Henry Gage, III: Chair? Not in the motion to suspend the rules.

Regina Jackson: No? Okay. Well, thank you very much. All right, so let's vote. Commissioner Brenda Harbin-Forte?

Brenda Harbin-Forte: Aye.

Regina Jackson: Thank you. Commissioner Harris?

Ginale Harris: Aye.

Regina Jackson: Thank you. Commissioner Gage?

Henry Gage, III: Yes.

Regina Jackson: Thank you. Commissioner Dorado?

Jose Dorado: Aye.

Regina Jackson: Excellent. Thank you. Commissioner Anderson?

Tara Anderson: Aye.

Regina Jackson: Commissioner Smith?

Thomas Lloyd Smith: Aye.

Regina Jackson: And aye for myself. So we have unanimously suspended the rules and... Man, I can't even come up with words, delay-

Henry Gage, III: [crosstalk 00:06:42:04].

Regina Jackson: ... table items except for item 14. We're tabling-

Henry Gage, III: And Chair, before we close the meeting, we'll have to take public comment on the items that we tabled.

Regina Jackson: Yes. I'm clear. I was just taking them out of order. I keep trying to do it in one fell swoop. So we tabled everything except for item 14. Now we're going to go back and take public comment for items 13 through 16. Or 17.

Brenda Harbin-Forte: Madam Chair, I'm sorry, this is Commissioner Harbin-Forte. Point of order.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: Yes.
- Brenda Harbin-Forte: With respect to item 12, the use of force, how did we leave that?
- Regina Jackson: We approved a vote to extend a contract to the project manager and approved the draft resolution. We decided not to approve this work plan, and [inaudible 06:43:02] to spend more time to update it and decide what they want to do after they meet with the project manager.
- Brenda Harbin-Forte: Okay, perfect. Thank you.
- Regina Jackson: Uh-huh (affirmative). And I see Commissioner Gage's hand again. You're unmuted.
- Henry Gage, III: Thank you, Chair. Given that we've tabled there render the agenda, we can go ahead and vote on item 14 before taking public comment, both on 14 and then later after the vote on the remainder of the tabled items.
- Regina Jackson: Okay. Mr. Alden?
- John Alden: Sorry, Madam Chair. It's a little after midnight, so I think I missed what we're doing next. We're taking public comment on which items?
- Regina Jackson: Item 14.
- John Alden: Just item 14. Okay. Very good.
- Regina Jackson: And then we'll take public comment after we decide what we're doing on 14. Then we'll take public comment on all the other items.
- John Alden: Got it. So for those members of the public who wish to comment on item 14, the commission's consideration on skipping the first meeting in August. Please raise your hand. While people are doing that. Madame Chair. I'm not sure I caught the motion and second for that concept of skipping the first meeting in August.
- Regina Jackson: Oh, Henry, excuse me, Commissioner Gage moved and Commissioner Harbin-Forte seconded.
- Ginale Harris: Very good. I see two people in the queue. We'll have... Sorry, three. Anne [Jenks 00:06:44:44], Bruce Schmeken and then Kevin [Cantu 00:22:11]. Anne Jenks will be first, as soon as I can get the clock. One moment, please.
- Ginale Harris: Okay. Very good. Ms. Jenks, you are first. Please proceed when you're ready.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Anne Jenks: Hey, you all. Cancel any meetings you want in August, but for the love of God, please do a special meeting just to create a policy on what OPD should do in response to unidentified people who may or may not be armed federal troops, in Oakland. And do that, and then I don't care. Take the whole month of August off. Thanks a lot. I know it's late. Good night.
- John Alden: Thank you Miss Jenks. Our next speaker is Bruce Schmiechen. Sir, you are unmuted.
- Bruce Schmiechen: Thank you. Boy, I don't want to tell anybody to meet in August. I'm not really going to do that, but after some of what I've heard tonight, I have so many concerns about lack of transparency on this use of force outreach, so-called outreach work plan that nobody knows anything about, not even the people on the subcommittee, that I'm really concerned that there'll be no possibility for any kind of, I mean, not even input, just knowing what the hell is going on. I'm still kind of in a state of shock after hearing that particular presentation. And it's not about me. It's really, because we've done these kinds of outreach things. I mean, and what I heard was so weird. So I just, I don't know. Is there going to be a process for some kind of, at least transparency? That's a question, I'll leave it at that.
- Regina Jackson: I believe that they want to meet with the project manager to tie up all of these loose ends.
- John Alden: Our last speaker on this topic is Kevin Cantu. Mr. Cantu, please proceed when you're ready.
- Kevin Cantu: I'd just like to raise a glass to anyone who is... To you, commissioners and anyone else who's still on the line. In August, perhaps if there is some particularly important thing, I think as our first commenter just mentioned, I think there are some important things, but perhaps have some shorter meetings, because it is August. You all do deserve a break. Good night.
- John Alden: Thank you Mr. Cantu. Madam Chair, those are all the speakers we had on item 14.
- Regina Jackson: Thank you. Judge Harbin-Forte, you're unmuted.
- Brenda Harbin-Forte: We should give some reassurance to the person who raised us a concern about transparency. These town hall meetings that we're talking about having, and that will occur, will provide for community input. And it will certainly allow for more than 300 people to be consulted. So we're going to, as I understand, there's going to be at least three town halls, plus a big group meeting. So that



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

may well allay some of their concerns about getting appropriate input and some transparency.

Regina Jackson: Thank you, Commissioner. This has been kind of a cloud over this work, so it's not specific to Raheem. There've been folks at issue with who gets to work with the ad hoc. What kind of information is coming out. It's a little deeper, but I believe that the ad hoc is doing a great job of trying to isolate how many, where, and when. I just think that the dates are shifting.

Brenda Harbin-Forte: Okay. I guess I just wanted to say that, yes, it's not like there's going to be done or that a policy is going to be adopted without any public input.

Regina Jackson: No, no.

Brenda Harbin-Forte: I just thought I would lay the concerns of the people who seem to be suggesting that there is going to be a policy adopted without any transparency or public input, and that, as I understand it, that's not going to be the case. It's just that the ad hoc committee will go back. They may need to tweak some dates and some deadlines, but there will be perfect input.

Regina Jackson: Exactly. They've been working on this since, I believe, November, so this is not a new thing, and they've worked really, really hard.

Brenda Harbin-Forte: Yes.

Regina Jackson: They're going to fix some things. I believe that I need a motion, or did we move and second on the fact that we were going to not meet the second week in August?

John Alden: Madam Chair, I believe you were telling me that Commissioner Gage moved and Commissioner Harbin-Forte seconded the motion.

Regina Jackson: You're correct that we did that. Right. So now we've got to just go back and hear public comment on the other items. Correct?

John Alden: Well, I think we need a vote on that motion, and then public comment on those tabled items.

Regina Jackson: Okay. Thank you very much. I thought... Okay. Commissioner Harbin-Forte, how are you voting on us skipping the first meeting on August?

Brenda Harbin-Forte: [crosstalk 06:51:03].

Henry Gage, III: [crosstalk 06:51:03] Madam Chair?



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Regina Jackson: Excellent. Pardon me?

Henry Gage, III: I believe we were still in the middle of public comment on item 14.

Regina Jackson: No, we finished that.

John Alden: We definitely finished that.

Henry Gage, III: My apologies.

Regina Jackson: [crosstalk 06:51:18] Some things I'm catching and some things I'm not. I appreciate everybody's help. Commissioner Harris.

Ginale Harris: Aye.

Regina Jackson: Thank you. Commissioner Gage?

Henry Gage, III: Yes.

Regina Jackson: Thank you. Commissioner Dorado?

Jose Dorado: Aye.

Regina Jackson: Thank you. Commissioner Anderson?

Tara Anderson: Aye.

Regina Jackson: Thank you. Commissioner Smith?

Thomas Lloyd Smith: Yes.

Regina Jackson: Thank you. And aye for myself, the motion passes and I have a hand up from Commissioner Harris.

Ginale Harris: Chair, I believe you said August 7th and the meeting date is August 6.

Regina Jackson: Okay. Thank you very much. So it's August 6th that we will be taking off. Thank you for the clarification. So Mr. Alden, we now need to go back and get public comment from items 13, 15, 16, and I believe that's it.

Henry Gage, III: I'm sorry, Chair. August 6th is not a meeting date for this commission. August 13th would be our first meeting date in August.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

- Regina Jackson: The second week. Sorry about that. Obviously-
- Ginale Harris: You are right. You are right.
- Regina Jackson: Okay. So August 13th is the date that we will skip.
- John Alden: Very good. So for those members of the public who wish to provide public comment on 13, 15 and 16, the tabled items, please raise your hand now, and we'll call on you in the order in which your hands raise. Give me just a moment.
- John Alden: All right. Our first speaker in that regard is [Assata Olugbala 06:53:35]. Miss Olugbala, you are in the queue. Feel free to begin when you're ready.
- Assata Olugbala: Thank you. I wanted to comment on the findings of the CPRA report related to seven pages that they've concluded with only three sustained findings. The majority of their findings of those seven pages were exoneration and unfounded. The pending cases, 88. The majority of those pending cases deal with use of force, racial profiling, and related to service complaints. This is serious. This is an ongoing issue with the CPRA where very few conclusions result in officers being sustained or held accountable for their behaviors. This is unacceptable. And at some point we've got to get something done related to this.
- John Alden: I'm so sorry, but your time's expired. Thank you for your comments. Our last speaker on this topic is Bruce Schmiechen. Sir, you are unmuted.
- Bruce Schmiechen: Thank you. I believe buried somewhere in number 15 is accepting some kind of an interim policy, which is really inadequate for process, for policy-making moving forward. And I believe it puts it off until November to actually do a decent policy. What I've heard tonight makes it even more urgent, I think, that we not proceed with any other policymaking until we have a process that is really, I mean, that would put a stop to some of the stuff I heard tonight, frankly, is one big part of my concern, so that we know what is going on.
- Bruce Schmiechen: So maybe what's going on is fine. I have no idea. That's the point. Nobody has any idea. So we need to do that before November. If that's embedded in that item, 15 as I believe it is. We need to make that process very quickly a policy and we'll help do it.
- John Alden: Thank you, Mr. Schmiechen. Madam Chair, those are all the public speakers we had on the tabled items.
- Regina Jackson: Thank you.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

John Alden: If you choose, I think a motion to adjourn is timely.

Regina Jackson: Okay. I've got a hand up from Commissioner Harris. Maybe that's what she's going to propose. Commissioner Harris, you're unmuted.

John Alden: Yes ma'am. I want to make a motion to adjourn. I can't even talk.

Regina Jackson: Is there a second?

Jose Dorado: Second.

Regina Jackson: Okay. It has been moved and seconded, we've taken public comment. Let's vote. Commissioner Harris?

Ginale Harris: Aye.

Regina Jackson: Commissioner Harbin-Forte? Uh-oh, did I unmute you? Okay.

Brenda Harbin-Forte: Aye. Did you hear me? Aye.

Regina Jackson: Yes ma'am. Thank you. Commissioner Gage.

Henry Gage, III: Yes.

Regina Jackson: Commissioner Dorado?

Jose Dorado: Aye.

Regina Jackson: Commissioner Anderson?

Tara Anderson: Aye.

Regina Jackson: Commissioner Smith?

Thomas Lloyd Smith: Aye.

Regina Jackson: Aye for myself. And I apologize to you all. I'm going to cut agenda items in the future. All right, [inaudible 06:57:24] you all enjoy your breaks of some sort. Thank you. [crosstalk 06:57:31] Commissioner, great job. [crosstalk 06:57:34] Take care. Signing off.

Brenda Harbin-Forte: [crosstalk 06:57:40] Great meeting.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

July 23, 2020

Henry Gage, III: Goodbye Judge.

Brenda Harbin-Forte: Bye bye. This was a good meeting.

Henry Gage, III: Yeah, it was your first one, and it was a long one. Get used to it.

Brenda Harbin-Forte: I learned a lot.

Tara Anderson: Great introduction.

Brenda Harbin-Forte: Bye everybody.

Henry Gage, III: Bye bye.

From: [Mary Vail](#)
To: [Regina Jackson](#)
Cc: [Love, Christine \(Chrissie\)](#); [Israel, Debra](#); [REDACTED] [John Jones](#); [REDACTED] [Elise R Bernstein](#)
Subject: Fwd: RE: Ruby's Op Ed/ onight's Police Commission meeting
Date: Thursday, July 23, 2020 3:11:55 PM

[EXTERNAL] This email originated outside of the City of Oakland. Please do not click links or open attachments unless you recognize the sender and expect the message.

Chair Jackson:

I have packed schedule for most of rest of this afternoon, but you can scroll down below for my further message about the shameful process by which the City Auditor finalized and issued her report and then refused to engage with the Commission about her findings and a doable road-map for the Commission to implement her recommendations. If an Auditor's findings are thorough, fact-based and impartial, he/she has no need to boycott public hearings about them and instead devote energies to campaigning for his/her "recommendations" and "findings" on social media and the SF Chronicle's editorial page.

Today's submission (7/21/20 e-mail below) augments the comments I submitted before and during the Commission's meeting of two weeks ago, on the substance of the Audit.

Lastly, I can only speak for myself as to the Auditor's 'hit job' (or as former Commissioner Prather calls it, "fake news") concerning the Police Commission Selection Panel; the current Panel has not discussed the audit. Two weeks later, I am still floored by it. The sole subject she addresses was long-ago addressed by a City Council Ordinance, some years ago. The Auditor could have looked at the processes the Panel used to recruit, assess and chose nominees to the Commission in our 2017 and 2019 nomination cycles; the Panel did undertake own evaluation of our 2017 process. The Auditor didn't, possibly because auditing the Selection Panel's performance was outside the audit charge given to her by Measure LL. Instead she took it upon herself to smear Panel Chair Chanin, former Panel member Jessie and former Panel Chair Chavez-Yoell.

Thank you for your consideration. I'll be following tonight's Commission meeting on KTOP. Time will tell, but maybe the Auditor will finally come out of hiding.

Mary Vail

[REDACTED]

[Redacted]

Date: 07/21/2020 10:42 PM
Subject: RE: Ruby's Op Ed

Mary

No Sh...

Michael

Michael Tigges

[Redacted]
[Redacted]
[Redacted]

From: Mary Vail [mailto:[Redacted]]

Sent: Tuesday, July 21, 2020 8:24 PM

To: [Redacted]

[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

Subject: Re: Ruby's Op Ed

It's a process issue-----but another thing Ruby has done wrong is refuse to attend Commission meetings where her audit is on the Agenda for discussion and dialogue. The Commission's response to semi-final draft audit and Courtney's rebuttal happened weeks ago.

Ruby's disappearing act is unprofessional and irresponsible. She should have shown up weeks ago, to hear the Commission's and CPRA's in-progress work and to have a dialogue with the Commission about what else can be done. She's either unwilling or afraid to do that or only interested in politicizing the Commission/police oversight, advancing her run for higher office, airing the grievances of the ex-OPD Chief and currying favor with the OPOA.

Voted for her twice----never again.

Mary

On 07/21/2020 3:04 PM Paula Hawthorn

[REDACTED] wrote:

I was thinking this was more of the same, from Ruby, but it is actually worse than the email she sent out.

<https://www.sfchronicle.com/opinion/openforum/article/Oakland-s-Police-Commission-resists-oversight-15421909.php>

Paula Hawthorn

[REDACTED]