



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

October 27, 2022

5:30 P.M.

The purpose of the Oakland Police Commission is to oversee the Oakland Police Department to ensure its policies, practices, and customs conform to national standards of constitutional policing, and to oversee the Office of the Inspector General, led by the civilian Office of Inspector General for the Department, as well as the Community Police Review Agency (CPRA), led by the Executive Director of the Agency, which investigates police misconduct and recommends discipline.

Pursuant to California Government Code Section 54953(e), members of the Police Commission, as well as the Commission's Counsel and Community Police Review Agency staff, will participate via phone/video conference, and no physical teleconference locations are required.



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

October 27, 2022

5:30 P.M.

The purpose of the Oakland Police Commission is to oversee the Oakland Police Department to ensure its policies, practices, and customs conform to national standards of constitutional policing, and to oversee the Office of the Inspector General, led by the civilian Office of Inspector General for the Department, as well as the Community Police Review Agency (CPRA), led by the Executive Director of the Agency, which investigates police misconduct and recommends discipline.

PUBLIC PARTICIPATION

The Oakland Police Commission encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

OBSERVE:

- To observe, the public may view the televised video conference by viewing KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating City of Oakland KTOP – Channel 10
- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/85089962362> at the noticed meeting time. Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled “Joining a Meeting”
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 669 900 9128 or +1 669 444 9171 or +1 719 359 4580 or +1 253 215 8782 or +1 346 248 7799 or +1 646 931 3860

Webinar ID: 850 8996 2362

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

PROVIDE PUBLIC COMMENT: There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Commission and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to radwan@oaklandca.gov. Please note that e-Comment **submissions close at 4:30 pm**. All submitted public comment will be provided to the Commissioners prior to the meeting.
- By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”
- By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“*9”) to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

If you have any questions about these protocols, please e-mail opc@oaklandcommission.org.

OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

October 27, 2022

5:30 P.M.

The purpose of the Oakland Police Commission is to oversee the Oakland Police Department to ensure its policies, practices, and customs conform to national standards of constitutional policing, and to oversee the Office of the Inspector General, led by the civilian Office of Inspector General for the Department, as well as the Community Police Review Agency (CPRA), led by the Executive Director of the Agency, which investigates police misconduct and recommends discipline.

I. **Call to Order, Welcome, Roll Call and Determination of Quorum**

Chair Tyfahra Milele

Roll Call: Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner Regina Jackson, Commissioner David Jordan; Alternate Commissioner Angela Jackson-Castain; Alternate Commissioner Karely Ordaz

II. **Closed Session**

The Police Commission will take Public Comment on the Closed Session items.

THE OAKLAND POLICE COMMISSION WILL ADJOURN TO CLOSED SESSION AND WILL REPORT ON ANY FINAL DECISIONS DURING THE POLICE COMMISSION'S OPEN SESSION MEETING AGENDA.

CONFERENCE WITH COUNSEL — Existing Litigation under Gov. Code § 54954.5 and 54956.9(a)

Marleen L. Sacks, Alameda County Taxpayers' Association v. City of Oakland, Oakland Police Commission, John Alden, Ed Reiskin, Libby Schaaf and DOES 1-5. Alameda County Superior Court Case No. RG20078708.

III. **Call to Order, Roll Call and Re-Determination of Quorum**

Chair Tyfahra Milele

Roll Call: Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner Regina Jackson, Commissioner David Jordan; Alternate Commissioner Angela Jackson-Castain; Alternate Commissioner Karely Ordaz

IV. **Report out of Closed Session**

The Commission will report on any actions taken during Closed Session, as required by law

- a. Report out
- b. Public Comment

V. **Open Forum Part 1 (2 minutes per speaker, 15 minutes total)**

Members of the public wishing to address the Commission on matters that are not on tonight's agenda but are related to the Commission's work should raise their hands and they will be called on in the order their hands were raised. Comments regarding agenda items should be held until the agenda item is called for discussion. Speakers not able to address the Commission during this Open Forum will be given priority to speak during Open Forum Part 2.

OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

October 27, 2022

5:30 P.M.

VI. **Update from Oakland Police Department (OPD)**

Representatives of the Oakland Police Department will provide an update. Topics discussed in the update may include crime statistics; a preview of topics which may be placed on a future agenda; responses to community member questions; and specific topics requested by the Commission.

This is a recurring item. (Attachment 6).

- a. Discussion
- b. Public Comment
- c. Action, if any

VII. **Update from Interim Executive Director, CRPA – Aaron Zisser**

Director Zisser will provide updates on the Community Police Review Agency (CPRA), to the extent permitted by state and local law. Topics discussed in the update may include the Agency's pending cases, completed investigations, staffing, and recent activities.

This is a recurring item. (Attachment 7).

- a. Discussion
- b. Public Comment
- c. Action, if any

VIII. **Office of the City Attorney Biannual Report**

The Office of the City Attorney (OCA) will present their biannual report on Police-Discipline Process and Recent Arbitration Decisions (**Attachment 8**).

- a. Discussion
- b. Public Comment
- c. Action, if any

IX. **Report from Commission Counsel and Chief of Staff on Commission Powers and Duties, Agenda Planning, and Budgeting Schedule/Calendar 2022-23**

What are the Commission's duties under the City Charter and Municipal Code that it is obligated to perform in the remainder of the 2022-23 fiscal year? What next steps should the Commission consider if the City of Oakland stays on track with sustainability and Court oversight ends? How can the Police Commission prioritize its work and resources (including budget development) to ensure strong reform oversight continues after Court oversight ends? *Counsel Bonny Garcia and Thuy Nguyen, and Interim Chief of Staff Kelly Yun* (**Attachment 9**).

- a. Discussion
- b. Public Comment
- c. Action, if any

OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

October 27, 2022

5:30 P.M.

X. Commission Retreat

The Commission will discuss details of the upcoming retreat taking place November 5, 2022 ([Attachment 10 — Supplemental](#))

- a. Discussion
- b. Public Comment
- c. Action, if any

XI. Committee Reports

Representatives from Standing and Ad Hoc Committees will provide updates on their work. *This is a recurring item.*

CPRA Policies

(Commissioners Harbin-Forte, Jackson-Castain, Ordaz)

The Ad Hoc is tasked with reviewing and establishing standard operating procedures and policies for the Community Police Review Agency (CPRA)

Racial Profiling

(Committee as a whole)

The purpose of this Ad Hoc is to gather information and make recommendations for an updated policy to effectively reduce racial profiling.

CPRA Executive Director Search

(Commissioners Milele, Jackson and Peterson)

The Ad Hoc is tasked with recruiting for the open CPRA position.

- a. Discussion
- b. Public Comment
- c. Action, if any

XII. Open Forum Part 2 (2 minutes per speaker, 15 minutes total)

Members of the public wishing to address the Commission on matters that were not on tonight's agenda but are related to the Commission's work should raise their hands and they will be called on in the order their hands were raised.

XIII. Upcoming/Future Agenda Items

The Commission will engage in a working session to discuss and determine agenda items for the upcoming Commission meeting and to agree on a list of agenda items to be discussed on future agendas. *This is a recurring item.*

- a. Discussion
- b. Public Comment
- c. Action, if any

OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

October 27, 2022

5:30 P.M.

XIV. Adjournment

NOTICE: In compliance with the Americans with Disabilities Act, for those requiring special assistance to access the videoconference meeting, to access written documents being discussed at the Discipline Committee meeting, or to otherwise participate at Commission meetings, please contact the Police Commission's Chief of Staff, Kelly Yun, at kyun@oaklandca.gov for assistance. Notification at least 48 hours before the meeting will enable the Police Commission to make reasonable arrangements to ensure accessibility to the meeting and to provide any required accommodations, auxiliary aids or services.



Weekly Crime Report — Citywide

10 Oct. – 16 Oct., 2022

Part 1 Crimes <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2020	YTD 2021	YTD 2022	YTD % Change 2021 vs. 2022	3-Year YTD Average	YTD 2022 vs. 3-Year YTD Average
Violent Crime Index (homicide, aggravated assault, rape, robbery)	86	4,630	5,324	4,947	-7%	4,967	0%
Homicide – 187(a)PC	2	78	102	102	0%	94	9%
Homicide – All Other *	-	5	8	2	-75%	5	-60%
Subtotal - 187(a)PC + all other	2	83	110	104	-5%	99	5%
Aggravated Assault	35	2,566	2,971	2,515	-15%	2,684	-6%
Assault with a firearm – 245(a)(2)PC	3	361	505	373	-26%	413	-10%
Subtotal - Homicides + Firearm Assault	5	444	615	477	-22%	512	-7%
Shooting occupied home or vehicle – 246PC	1	300	446	291	-35%	346	-16%
Shooting unoccupied home or vehicle – 247(b)PC	1	161	233	131	-44%	175	-25%
Non-firearm aggravated assaults	30	1,744	1,787	1,720	-4%	1,750	-2%
Rape	1	183	127	138	9%	149	-8%
Robbery	48	1,803	2,124	2,192	3%	2,040	7%
Firearm	23	551	864	919	6%	778	18%
Knife	2	140	95	83	-13%	106	-22%
Strong-arm	20	778	637	619	-3%	678	-9%
Other dangerous weapon	1	64	59	69	17%	64	8%
Residential robbery – 212.5(a)PC	1	66	74	49	-34%	63	-22%
Carjacking – 215(a) PC	1	204	395	453	15%	351	29%
Burglary	31	7,440	7,863	9,079	15%	8,127	12%
Auto	11	5,356	6,334	7,030	11%	6,240	13%
Residential	3	1,046	843	818	-3%	902	-9%
Commercial	9	838	485	991	104%	771	28%
Other (Includes boats, aircraft, and so on)	1	147	142	108	-24%	132	-18%
Unknown	7	53	59	132	124%	81	62%
Motor Vehicle Theft	129	7,055	7,216	7,619	6%	7,297	4%
Larceny	36	4,973	4,900	5,537	13%	5,137	8%
Arson	2	158	147	139	-5%	148	-6%
Total	284	24,261	25,458	27,323	7%	25,681	6%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.
 PNC = Percentage not calculated — [Percentage cannot be calculated.](#)
 All data extracted via Coplink Analytics.



Weekly Gunfire Summary

10 Oct. – 16 Oct., 2022

Citywide <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2020	YTD 2021	YTD 2022	YTD % Change 2021 vs. 2022	3-Year YTD Average	YTD 2022 vs. 3-Year YTD Average
Homicide – 187(a)PC	2	78	102	102	0%	94	9%
Homicide – All Other *	-	5	8	2	-75%	5	-60%
Subtotal - 187(a)PC + all other	2	83	110	104	-5%	99	5%
Assault with a firearm – 245(a)(2)PC	3	361	505	373	-26%	413	-10%
Subtotal - 187 + 245(a)(2)	5	444	615	477	-22%	512	-7%
Shooting occupied home or vehicle – 246PC	1	300	446	291	-35%	346	-16%
Shooting unoccupied home or vehicle – 247(b)PC	1	161	233	131	-44%	175	-25%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	7	905	1,294	899	-31%	1,033	-13%
Negligent discharge of a firearm – 246.3PC	29	915	1,477	1,266	-14%	1,219	4%
Grand Total	36	1,820	2,771	2,165	-22%	2,252	-4%

Area 1 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2020	YTD 2021	YTD 2022	YTD % Change 2021 vs. 2022	3-Year YTD Average	YTD 2022 vs. 3-Year YTD Average
Homicide – 187(a)PC	1	7	11	28	155%	15	83%
Homicide – All Other *	-	-	-	1	PNC	0	200%
Subtotal - 187(a)PC + all other	1	7	11	29	164%	16	85%
Assault with a firearm – 245(a)(2)PC	-	42	75	68	-9%	62	10%
Subtotal - 187 + 245(a)(2)	1	49	86	97	13%	77	25%
Shooting occupied home or vehicle – 246PC	-	37	69	40	-42%	49	-18%
Shooting unoccupied home or vehicle – 247(b)PC	-	21	36	19	-47%	25	-25%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	1	107	191	156	-18%	151	3%
Negligent discharge of a firearm – 246.3PC	2	76	116	90	-22%	94	-4%
Grand Total	3	183	307	246	-20%	245	0%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unbounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.
PNC = Percentage not calculated — [Percentage cannot be calculated.](#)
All data extracted via Coplink Analytics.



Weekly Gunfire Summary

10 Oct. – 16 Oct., 2022

Area 2 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2020	YTD 2021	YTD 2022	YTD % Change 2021 vs. 2022	3-Year YTD Average	YTD 2022 vs. 3-Year YTD Average
Homicide – 187(a)PC	-	1	6	3	-50%	3	-10%
Homicide – All Other *	-	1	-	-	PNC	0	-100%
Subtotal - 187(a)PC + all other	-	2	6	3	-50%	4	-18%
Assault with a firearm – 245(a)(2)PC	-	22	35	23	-34%	27	-14%
Subtotal - 187 + 245(a)(2)	-	24	41	26	-37%	30	-14%
Shooting occupied home or vehicle – 246PC	-	10	16	7	-56%	11	-36%
Shooting unoccupied home or vehicle – 247(b)PC	-	2	8	3	-63%	4	-31%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	-	36	65	36	-45%	46	-21%
Negligent discharge of a firearm – 246.3PC	-	15	39	29	-26%	28	5%
Grand Total	-	51	104	65	-38%	73	-11%

Area 3 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2020	YTD 2021	YTD 2022	YTD % Change 2021 vs. 2022	3-Year YTD Average	YTD 2022 vs. 3-Year YTD Average
Homicide – 187(a)PC	-	9	20	17	-15%	15	11%
Homicide – All Other *	-	-	-	-	PNC	-	PNC
Subtotal - 187(a)PC + all other	-	9	20	17	-15%	15	11%
Assault with a firearm – 245(a)(2)PC	-	55	75	66	-12%	65	1%
Subtotal - 187 + 245(a)(2)	-	64	95	83	-13%	81	3%
Shooting occupied home or vehicle – 246PC	-	23	31	31	0%	28	9%
Shooting unoccupied home or vehicle – 247(b)PC	-	19	26	18	-31%	21	-14%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	-	106	152	132	-13%	130	2%
Negligent discharge of a firearm – 246.3PC	5	107	156	155	-1%	139	11%
Grand Total	5	213	308	287	-7%	269	7%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.
PNC = Percentage not calculated — [Percentage cannot be calculated.](#)
All data extracted via Coplink Analytics.



Weekly Gunfire Summary

10 Oct. – 16 Oct., 2022

Area 4 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2020	YTD 2021	YTD 2022	YTD % Change 2021 vs. 2022	3-Year YTD Average	YTD 2022 vs. 3-Year YTD Average
Homicide – 187(a)PC	-	16	15	19	27%	17	14%
Homicide – All Other *	-	1	1	-	-100%	1	-100%
Subtotal - 187(a)PC + all other	-	17	16	19	19%	17	10%
Assault with a firearm – 245(a)(2)PC	-	40	73	47	-36%	53	-12%
Subtotal - 187 + 245(a)(2)	-	57	89	66	-26%	71	-7%
Shooting occupied home or vehicle – 246PC	1	47	60	52	-13%	53	-2%
Shooting unoccupied home or vehicle – 247(b)PC	-	23	31	22	-29%	25	-13%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	1	127	180	140	-22%	149	-6%
Negligent discharge of a firearm – 246.3PC	4	165	244	207	-15%	205	1%
Grand Total	5	292	424	347	-18%	354	-2%

Area 5 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2020	YTD 2021	YTD 2022	YTD % Change 2021 vs. 2022	3-Year YTD Average	YTD 2022 vs. 3-Year YTD Average
Homicide – 187(a)PC	1	22	25	16	-36%	21	-24%
Homicide – All Other *	-	-	2	1	-50%	1	0%
Subtotal - 187(a)PC + all other	1	22	27	17	-37%	22	-23%
Assault with a firearm – 245(a)(2)PC	2	101	108	74	-31%	94	-22%
Subtotal - 187 + 245(a)(2)	3	123	135	91	-33%	116	-22%
Shooting occupied home or vehicle – 246PC	-	98	154	84	-45%	112	-25%
Shooting unoccupied home or vehicle – 247(b)PC	-	51	75	34	-55%	53	-36%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	3	272	364	209	-43%	282	-26%
Negligent discharge of a firearm – 246.3PC	10	257	449	387	-14%	364	6%
Grand Total	13	529	813	596	-27%	646	-8%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unbounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.
PNC = Percentage not calculated — [Percentage cannot be calculated.](#)
All data extracted via Coplink Analytics.



Weekly Gunfire Summary

10 Oct. – 16 Oct., 2022

Area 6 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2020	YTD 2021	YTD 2022	YTD % Change 2021 vs. 2022	3-Year YTD Average	YTD 2022 vs. 3-Year YTD Average
Homicide – 187(a)PC	-	23	25	19	-24%	22	-15%
Homicide – All Other *	-	3	5	-	-100%	3	-100%
Subtotal - 187(a)PC + all other	-	26	30	19	-37%	25	-24%
Assault with a firearm – 245(a)(2)PC	1	88	124	77	-38%	96	-20%
Subtotal - 187 + 245(a)(2)	1	114	154	96	-38%	121	-21%
Shooting occupied home or vehicle – 246PC	-	80	114	77	-32%	90	-15%
Shooting unoccupied home or vehicle – 247(b)PC	1	44	52	34	-35%	43	-22%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	2	238	320	207	-35%	255	-19%
Negligent discharge of a firearm – 246.3PC	8	278	461	375	-19%	371	1%
Grand Total	10	516	781	582	-25%	626	-7%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.
 PNC = Percentage not calculated — [Percentage cannot be calculated.](#)
 All data extracted via Coplink Analytics.

ShotSpotter Activation Leads to Multiple Firearm Recoveries

OPD Media <opdmedia@oaklandca.gov>

Fri 10/14/2022 3:31 PM

To: OPD Media <opdmedia@oaklandca.gov>

📎 2 attachments (368 KB)

ShotSpotter Firearm Recoveries - 47th Ave.pdf; 2000 47th Ave Recovery.JPG;



For Immediate Release

October 14, 2022

ShotSpotter Activation Leads to Multiple Firearm Recoveries



This year, the Oakland Police Department (OPD) has investigated nearly 6,000 ShotSpotter activations citywide, down 13% from this time last year.

Shortly before 11:00 PM, on October 6, 2022, OPD officers responded to multiple ShotSpotter activations in the 2000 block of 47th Avenue. Officers located evidence of a shooting, which included multiple shell casings and two discarded firearms. Officers saw an individual leaving the area shortly after the shooting. Officers were able to detain the individual to investigate their possible involvement in the shooting. Officers were not able to determine the individual's involvement in the incident; however, the individual was placed under arrest for multiple outstanding warrants.

This is an ongoing investigation. Anyone with information can contact the Oakland Police Department's Criminal Investigation Division at **(510) 238-3426**.

OPD has recovered nearly 1,200 firearms this year, and ShotSpotter technology has assisted in many of those recoveries.

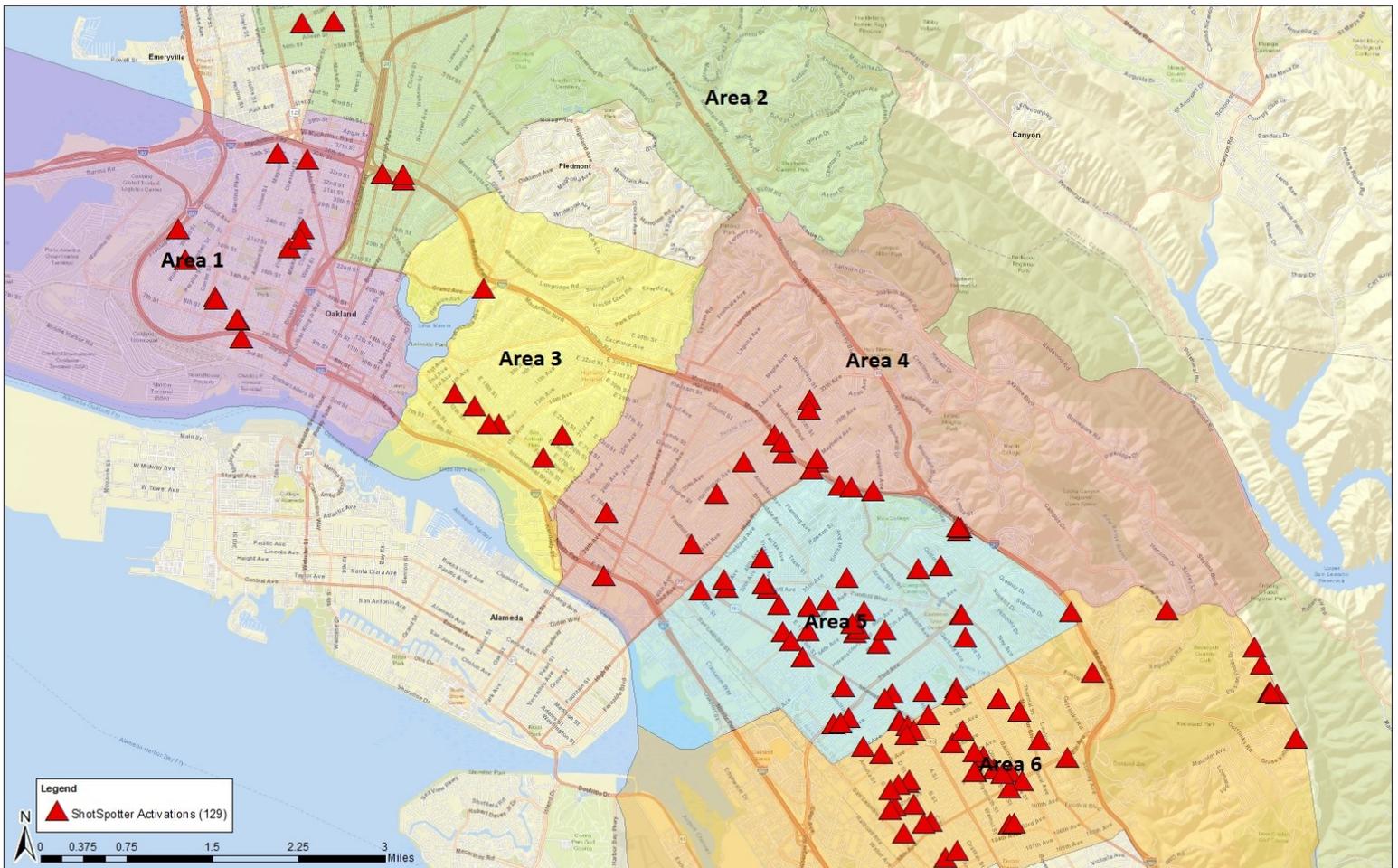
Ofc. Darryl Rodgers
Trust Building Officer - East
Oakland Police Department



Weekly ShotSpotter Activations Report — Citywide

03 Oct. – 16 Oct., 2022

ShotSpotter Activations	Weekly Total	YTD 2020	YTD 2021	YTD 2022	YTD % Change 2021 vs. 2022	3-Year YTD Average	YTD 2022 vs. 3-Year YTD Average
Citywide	129	4,744	7,006	6,097	-13%	5,949	2%
Area 1	12	396	767	610	-20%	591	3%
Area 2	5	166	225	175	-22%	189	-7%
Area 3	7	505	770	615	-20%	630	-2%
Area 4	18	836	1,117	1,083	-3%	1,012	7%
Area 5	39	1,508	2,179	1,713	-21%	1,800	-5%
Area 6	48	1,333	1,948	1,901	-2%	1,727	10%



All data sourced via ShotSpotter Insight.



Monthly Risk Analysis Report – Citywide

Through September 30, 2022

	Mar '22- Aug '22 Avg	Sep 2022	% Change	YTD 2021	YTD 2022	% Change
Stops						
Dispatch Stops	617.0	591	-4%	6,364	5,524	-13%
Non-Dispatch Stops	500.7	397	-21%	4,991	4,317	-14%
% Intel Led	53% (264.2)	50% (199)	-3%	41% (2,039)	53% (2,282)	+12%
% Non-Intel Led African American	45% (105.5)	37% (75)	-8%	43% (1,279)	44% (897)	+1%
% Non-Intel Led Hispanic	35% (83.8)	41% (81)	+6%	33% (984)	37% (749)	+4%
% Non-Intel Led Traffic Stops	79% (188.0)	79% (157)	0%	83% (2,440)	79% (1,600)	-4%
Total Stops	1,117.8	988	-12%	11,355	9,841	-13%
Use of Force (all force by every officer and every subject)						
Level 1	0.2	0	-100%	4	2	-50%
Level 2	0.8	0	-100%	13	5	-62%
Level 3	4.3	1	-77%	44	33	-25%
Level 4 (Excluding Type 32)	160.8	117	-27%	1,305	1,340	+3%
Total	166.2	118	-29%	1,366	1,380	+1%
L4 Type 32s (Reporting began June 4, 2022)		304			1,250	
% African American (each subj counted once)	61% (82.0)	54% (88)	-7%	64% (469)	60% (680)	-4%
% Hispanic (each subj counted once)	25% (33.2)	25% (40)	0%	23% (167)	24% (273)	+1%
Officer Involved Shootings						
# of Incidents	0.2	0	-100%	2	1	-50%
# of Officers that Discharged Their Firearm	0.2	0	-100%	3	1	-67%
Canine Deployment						
Actual Deployments	3.0	2	-33%	42	34	-19%
Bites	0.2	0	-100%	2	1	-50%
Arrests (top violation per arrest, subject counted once) (Data may be delayed coming from the County)						
Misdemeanor	216.2	114	-47%	2,531	2,250	-11%
Felony	296.0	149	-50%	2,255	2,103	-7%
Total	514.6	264	-49%	4,847	4,381	-10%
Complaints (by complaint date)						
Service Complaint Allegations	88.8	83	-7%	550	702	+28%
Total Allegations	363.2	253	-30%	2,729	2,977	+9%
Total Cases	156.8	145	-8%	1,160	1,288	+11%
Pursuits						
# of Incidents	11.7	13	+11%	73	111	+52%
# Units Involved		22		118	197	+67%
Ave # of Units per Pursuit	1.8	1.7	-6%	1.6	1.8	+13%
Collisions						
# of Incidents w/ Sworn Employees	7.5	7	-7%	77	69	-10%
# of Incidents w/ Civilian Employees	0.3	0	-100%	6	4	-33%
Other Officer Activity Data						
# of Incident Reports	6,051.0	3,914	-35%	55,768	51,616	-7%
# of Armored Vehicle Deployments	21.0	17	-19%	158	178	+13%

Numbers are preliminary and subject to change



For Immediate Release October 7, 2022

OPD NEWS:

An Arrest Made in OPD's 100th Homicide Investigation of 2022

The Oakland Police Department (OPD) arrested Kahalil Attiba for the homicide of Louis Truehill. The murder occurred on October 3, 2022, in the 1300 block of Kirkham Street.

The dedicated hard work and combined efforts of OPD's Violent Crime Operations Center (VCOC), Homicide Investigators, United States Marshals Service, and Oakland Housing Authority Police led to the arrest.

The Alameda County District Attorney's Office charged Attiba with murder.

BACKGROUND:

The Oakland Police Department (OPD) is investigating the 100th homicide in the City of Oakland. The Oakland Fire Department (OFD) advised OPD's Communications Division of a shooting victim in the 1300 block of Kirkham Street, just before 3:00 PM today.

Patrol officers were immediately dispatched to the scene, where they located OFD and Falk Ambulance providing medical care for the shooting victim. Unfortunately, the victim died on the scene.

Oakland Police Homicide Investigators responded to take over the investigation into the circumstances surrounding the death.

The victim's identity is being withheld pending notification to the next of kin. Anyone with information can contact the Homicide Section at (510) 238-3821 or the TIP LINE at (510) 238-7950.



For Immediate Release October 6, 2022
OPD NEWS:

OPD's New Crime Plan Leads to More Firearms Off the Streets



The Oakland Police Department (OPD) continues to address violent crime in an effort to make the city of Oakland a safer community. In less than 24-hours, the Ceasefire Division made seven arrests and recovered five firearms.

On October 5, 2022, Ceasefire officers located an individual wanted for outstanding warrants. Officers initiated a car stop; the individual began ramming their fully marked patrol vehicle. The individual was safely taken into custody and a firearm was recovered from their waistband. Officers also located an AR-style assault weapon with a 40-round capacity magazine following a search of the individual's residence.

Officers also made an unrelated arrest in the 4700 block of International Boulevard for an individual wanted in connection with a gun related case.

On October 4, 2022, just after 7:30 PM, officers observed a vehicle run a stop sign in the area of Avenal and Bancroft Avenues. The officers initiated a car stop; the vehicle took off at a high rate of speed. Officers later located the vehicle in the 5600 block of Harmon Avenue and conducted an enforcement stop.

Officers arrested two individuals for multiple firearm related charges and recovered two firearms with extended magazines, one of which containing a device allowing the firearm to fire multiple rounds with a single pull of the trigger.

Less than two hours later, in the area of 89th Avenue and MacArthur Boulevard, officers assigned to the Ceasefire Division made three additional arrests and recovered a firearm. The arrests were for illegal possession of a firearm, possession of a stolen vehicle, and an outstanding warrant.

Since the implementation of Chief Armstrong's new Crime Plan nine days ago, OPD has made nearly two dozen arrests of individuals connected with violent crime, including shootings and homicides, and recovered roughly 30 firearms.

For more on OPD's Crime Plan, click on the link below:

<https://www.oaklandca.gov/news/2022/opd-allocates-more-officers-to-combat-gun-violence>

Shooting Investigation Leads to Firearm and Narcotic Recoveries

OPD Media <opdmedia@oaklandca.gov>

Fri 10/7/2022 3:17 PM

To: OPD Media <opdmedia@oaklandca.gov>



For Immediate Release

October 7, 2022

Shooting Investigation Leads to Firearm and Narcotic Recoveries



The Oakland Police Department (OPD) has recovered nearly 1,200 firearms so far this year, the same amount in all of 2021.

On October 2, 2022, shortly after 7:30 p.m., OPD Patrol Officers assigned to Police Area 1, responded to a shooting inside a residence in the 3100 block of Martin Luther King Jr Way. When officers arrived, they located one victim who had sustained gunshot wounds. Officers provided medical treatment to the victim until they were relieved by medical personnel. The victim was transported to an area hospital for treatment with non-life threatening injuries.

During the investigation, officers learned the shooting took place inside the residence, as officers located evidence of a shooting which included shell casings. Two individuals were arrested at the scene for their involvement in the shooting.

Officers were issued a search warrant to enter the residence. Ultimately, multiple handguns, ammunition, and a large amount of suspected narcotics, which included a kilogram of suspected cocaine were recovered from an associated vehicle.

This is an ongoing investigation and anyone with information is asked to contact the Oakland Police Department's **Criminal Investigation Division at (510) 238-3426.**

Respectfully,

Ofc. Darryl Rodgers
Trust Building Officer - East
Oakland Police Department



2022 Year-to-Date Recovered Guns

Recoveries through 16 Oct., 2022

Grand Total	1,213
--------------------	--------------

Crime Recoveries	
Felony	668
Felony - Violent	169
Homicide	28
Infraction	0
Misdemeanor	33
Total	898

Crime Gun Types	Felony	Felony - Violent	Homicide	Infraction	Misdemeanor	Total
Machine Gun	6					6
Other	4					4
Pistol	554	118	25		27	724
Revolver	18	11	1		2	32
Rifle	54	27	2		3	86
Sawed Off	4					4
Shotgun	9	8			1	18
Sub-Machinegun	1					1
Unknown/Unstated	18	5				23
Total	668	169	28	0	33	898

Non-Criminal Recoveries	
Death Investigation	11
Found Property	231
SafeKeeping	73
Total	315

Non-Criminal Gun Types	Death Investigation	Found Property	SafeKeeping	Total
Machine Gun				0
Other		4	1	5
Pistol	7	79	36	122
Revolver	2	41	8	51
Rifle	1	60	18	79
Sawed Off		2		2
Shotgun		31	8	39
Sub-Machinegun		3		3
Unknown/Unstated	1	11	2	14
Total	11	231	73	315



2022 vs. 2021 — Year-to-Date Recovered Guns

Recoveries through 16 Oct.

Gun Recoveries	2021	2022	Difference	YTD % Change 2021 vs. 2022
Grand Total	968	1,213	245	25%

Crime Recoveries	2021	2022	Difference	YTD % Change 2021 vs. 2022
Felony	515	668	153	30%
Felony - Violent	185	169	-16	-9%
Homicide	27	28	1	4%
Infraction	0	0	0	PNC
Misdemeanor	32	33	1	3%
Total	759	898	139	18%

Non-Criminal Recoveries	2021	2022	Difference	YTD % Change 2021 vs. 2022
Death Investigation	19	11	-8	-42%
Found Property	97	231	134	138%
SafeKeeping	93	73	-20	-22%
Total	209	315	106	51%

PNC = Percentage not calculated
[Percentage cannot be calculated.](#)



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of September 2022
(Sorted by One-Year Goal)

Attachment 7
Page 1 of 5
 (Total Pending = 126)

Case #	Incident Date	Date Received CPRA	Date Received IAD	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
21-1410	11/20/2021	11/20/2021	11/20/2021	Investigator	AL	05/19/2022	Tolled	Use of Force	1	14	17	Use of Force
21-1114	09/22/2021	09/22/2021	09/22/2021	Investigator	JS	03/22/2022	Tolled	Use of Force	1	3	3	Use of Force
21-0993	08/25/2021	08/25/2021	08/25/2021	Investigator	MM	02/27/2022	Tolled	Use of Force	1	3	6	Use of Force, Performance of Duty, Supervision
22-0622	05/25/2022	05/25/2022	05/25/2022	Investigator	MM	11/21/2022	Tolled	Use of Force	1	1	1	Use of Force
19-1169	10/17/2019	10/22/2019	10/17/2019	Investigator	ED	04/14/2020	10/20/2022	Discrimination, Use of Force	1	2	7	Use of Force, Discrimination, False Arrest
21-1411	11/19/2021	11/23/2021	11/19/2021	Investigator	AL	05/18/2022	11/18/2022	Discrimination	1	2	4	Discrimination; Performance of Duty, False Arrest
21-1426	11/22/2021	12/21/2021	11/22/2021	Investigator	AL	05/21/2022	11/21/2022	Use of Force	1	4	6	Use of Force
21-1478	12/06/2021	12/07/2021	12/06/2021	Investigator	ED	06/04/2022	12/05/2022	Use of Force	1	2	10	Use of Force, Refusal to Provide Name and Serial Number, Unlawful Detention, Performance of Duty
21-1514	10/13/2021	12/14/2021	12/13/2021	Investigator	MM	06/11/2022	12/12/2022	Use of Force	1	1	2	Use of Force, False Arrest
21-1547	12/20/2021	12/22/2021	12/20/2021	Investigator	ED	06/18/2022	12/19/2022	Use of Force	1	1	1	Use of Force
21-1558	12/24/2021	12/28/2021	12/24/2021	Investigator	ED	06/22/2022	12/23/2022	Use of Force	1	3	10	Use of Force, Miranda, Performance of Duty
21-1569	06/11/2021	12/27/2021	12/27/2021	Investigator	MM	06/25/2022	12/26/2022	Discrimination	1	15	30	Failure to Accept or Refer, Discrimination, Performance of Duty
22-0001	01/01/2022	01/04/2022	01/02/2022	Investigator	JS	07/01/2022	01/01/2023	Use of Force	1	5	4	Use of Force
22-0018	01/08/2022	01/11/2022	01/08/2022	Investigator	MM	07/07/2022	01/07/2023	Use of Force	1	4	4	Use of Force
22-0040	01/15/2022	01/18/2021	01/15/2022	Investigator	AL	07/14/2022	01/14/2023	Use of Force	1	1	1	Use of Force
22-0065	01/21/2022	01/25/2022	01/21/2022	Investigator	MM	07/20/2022	01/20/2023	Use of Force	1	1	1	Use of Force
22-0093	01/27/2022	02/01/2022	01/27/2022	Investigator	MM	07/26/2022	01/27/2023	Racial Discrimination	1	1	5	Racial Discrimination
20-1406	11/03/2020	11/06/2020	11/03/2020	Investigator	ED	05/02/2021	02/06/2023	Use of Force	1	6	6	Use of Force
22-0132	02/08/2022	02/08/2022	02/08/2022	Investigator	JS	08/07/2022	02/07/2023	Discrimination	1	3	2	Discrimination, Performance of Duty
22-0139	02/10/2022	02/15/2022	02/10/2022	Investigator	JS	08/09/2022	02/09/2023	Use of Force	1	1	7	Use of Force
22-0145	02/12/2022	02/15/2022	02/12/2022	Investigator	JS	08/11/2022	02/11/2023	Use of Force, Discrimination	1	4	11	Use of Force, Performance of Duty, Demeanor, Harrassment/Discrimination
22-0155	02/15/2022	02/17/2022	02/16/2022	Investigator	JS	08/15/2022	02/16/2023	Use of Force	1	7	6	Use of Force, Unlawful Search, Performance of Duty
22-0181	02/23/2022	02/24/2022	02/23/2022	Investigator	AL	08/22/2022	02/23/2023	Use of Force	1	1	1	Use of Force
22-0203	02/28/2022	03/02/2022	02/28/2022	Investigator	JS	08/27/2022	02/27/2023	Obedience to Laws	1	2	3	Obedience to Laws, Performance of Duty

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of September 2022
(Sorted by One-Year Goal)

Case #	Incident Date	Date Received CPRA	Date Received IAD	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
22-0212	03/02/2022	03/04/2022	03/02/2022	Investigator	AL	08/29/2022	03/01/2023	In-Custody Death	1	12	12	Performance of Duty, Supervisors Authorities and Responsibilities, General Conduct
21-0238	03/02/2021	03/02/2021	03/02/2021	Investigator	ED	08/29/2021	03/02/2023	Use of Force	1	4	4	Use of Force, Supervisors Authorities and Responsibilities
22-0228	03/04/2022	03/10/2022	03/04/2022	Investigator	AL	08/31/2022	03/03/2023	Discrimination, Use of Force	1	3	3	Use of Force, Harassment/Discrimination
22-0230	03/05/2022	03/10/2022	03/05/2022	Investigator	AL	09/01/2022	03/04/2023	Use of Force	1	1	2	Use of Force; Performance of Duty
22-0225	03/05/2022	03/10/2022	03/05/2022	Investigator	ED	09/01/2022	03/04/2023	Use of Force	1	2	6	Use of Force; Performance of Duty
22-0227	03/02/2022	03/10/2022	03/05/2022	Investigator	JS	09/01/2022	03/04/2023	Use of Force	1	7	7	Use of Force
22-0247	03/04/2022	03/07/2022	03/07/2022	Investigator	JS	09/03/2022	03/07/2023	Use of Force, Custody of Prisoners	1	4	6	Use of Force, Custody of Prisoners
22-0241	03/07/2022	03/10/2022	03/09/2022	Investigator	AL	09/05/2022	03/08/2023	Use of Force	1	1	3	Unlawful Arrest, Unlawful Search, Use of Force
22-0248	03/10/2022	03/15/2022	03/10/2022	Investigator	JS	09/06/2022	03/09/2023	Use of Force	1	3	6	Use of Force
22-0267	03/11/2022	03/15/2022	03/11/2022	Investigator	ED	09/07/2022	03/10/2023	Use of Force	1	1	1	Use of Force
22-0261	03/12/2022	03/15/2022	03/12/2022	Investigator	MM	09/08/2022	03/11/2023	Truthfulness	1	3	2	Demeanor, Truthfulness
22-0258	03/13/2022	03/15/2022	03/13/2022	Investigator	JS	09/09/2022	03/12/2023	Use of Force	1	1	1	Use of Force
22-0288	02/26/2022	03/22/2022	03/18/2022	Investigator	ED	09/14/2022	03/17/2023	Discrimination	1	1	3	Discrimination; False Arrest
22-0290	03/18/2022	03/22/2022	03/18/2022	Investigator	MM	09/14/2022	03/17/2023	Racial Profiling	1	2	6	Racial Profiling, False Arrest
22-0449	11/16/2010	04/21/2022	03/20/2022	Investigator	ED	10/17/2022	03/19/2023	Use of Force	1	1	1	Use of Force
22-0335	03/26/2022	03/30/2022	03/26/2022	Investigator	JS	09/22/2022	03/25/2023	Discrimination	1	1	1	Discrimination, Demeanor
22-0349	03/31/2022	04/05/2022	03/31/2022	Investigator	AL	09/27/2022	03/31/2023	Use of Force	1	1	2	Use of Force; Performance of Duty
22-0395	04/10/2022	04/12/2022	04/10/2022	Investigator	MM	10/07/2022	04/09/2023	Use of Force	1	2	4	Conduct/Demeanor, Use of Force
22-0403	04/12/2022	04/14/2022	04/12/2022	Investigator	MM	10/09/2022	04/12/2023	Use of Force	1	1	1	Use of Force
22-0409	04/13/2022	04/15/2022	04/13/2022	Investigator	JS	10/10/2022	04/13/2023	Discrimination, Use of Force	1	1	6	Discrimination, Use of Force, Improper Arrest, Custody of Prisoners, Demeanor, Performance of Duty
22-0428	04/16/2022	04/19/2022	04/16/2022	Investigator	JS	10/13/2022	04/16/2023	Truthfulness, Use of Force	1	3	4	Truthfulness, Use of Force
22-0464	04/21/2022	04/27/2022	04/22/2022	Investigator	MM	10/19/2022	04/21/2023	Racial Discrimination	1	3	3	Racial Profiling, False Arrest
22-0477	04/24/2022	04/27/2022	04/24/2022	Investigator	AL	10/21/2022	04/23/2023	Racial Discrimination	1	2	2	Racial Discrimination
22-0494	04/28/2022	05/03/2022	04/28/2022	Investigator	MM	10/25/2022	04/27/2023	Use of Force	1	1	1	Use of Force
22-0528	05/05/2022	05/10/2022	05/05/2022	Investigator	MM	11/01/2022	05/04/2023	Use of Force	1	1	1	Use of Force
22-0532	05/08/2022	05/10/2022	05/08/2022	Investigator	AL	11/04/2022	05/07/2023	Use of Force	1	2	2	Use of Force

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of September 2022
(Sorted by One-Year Goal)

Attachment 7
Page 3 of 5
 (Total Pending = 126)

Case #	Incident Date	Date Received CPRA	Date Received IAD	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
22-0563	05/13/2022	05/18/2022	05/13/2022	Investigator	JS	11/09/2022	05/12/2023	Use of Force, Discrimination	1	2	4	Use of Force, Demeanor, Discrimination, Performance of Duty
22-0569	05/13/2022	05/18/2022	05/13/2022	Investigator	JS	11/09/2022	05/12/2023	Discrimination	1	2	5	Use of Force, Discrimination, Demeanor, Improper Seizure, Performance of Duty
22-0576	05/16/2022	05/18/2022	05/16/2022	Investigator	AL	11/12/2022	05/15/2023	Truthfulness	1	1	1	Truthfulness
22-0575	05/16/2022	05/18/2022	05/16/2022	Investigator	JS	11/12/2022	05/15/2023	Use of Force, Disrrimination, Truthfulness	1	1	3	Use of Force, Discrimination, Truthfulness
22-0617	05/18/2022	05/20/2022	05/24/2022	Investigator	JS	11/13/2022	05/17/2023	Use of Force	1	9	25	Use of Force, Demeanor, Improper Detention, Performance of Duty
22-0583	05/18/2022	05/20/2022	05/18/2022	Investigator	MM	11/14/2022	05/17/2023	Discrimination	1	2	2	Harssment, Discrimination
21-1140	09/26/2021	09/26/2021	09/26/2021	Investigator	ED	03/25/2022	05/18/2023	Other	2	5	5	Performance of Duty, Supervisors Authority and Responsibilities
22-0618	05/24/2022	05/25/2022	05/24/2022	Investigator	AL	11/20/2022	05/23/2023	Racial Discrimination	1	1	2	Racial Discrimination/Performance of Duty - false arrest
22-0597	05/22/2022	05/24/2022	05/22/2022	Investigator	MM	11/18/2022	05/23/2023	Racial Discrimination; Use of Force	1	1	2	Racial Discrimination; Use of Force
22-0626	05/25/2022	05/26/2022	05/25/2022	Investigator	ED	11/21/2022	05/24/2023	Racial Discrimination; Use of Force	1	2	3	Racial Discrimination; Use of Force
22-0630	05/26/2022	05/31/2022	05/26/2022	Investigator	MM	11/22/2022	05/25/2023	Use of Force	1	1	1	Use of Force
22-0635	05/26/2022	05/31/2022	05/26/2022	Investigator	MM	11/22/2022	05/25/2023	Use of Force	1	9	9	Use of Force
22-0638	05/28/2022	06/02/2022	05/28/2022	Investigator	ED	11/24/2022	05/27/2023	Racial Discrimination	1	1	3	Racial Discrimination; Demeanor
22-0661	06/01/2022	06/07/2022	06/01/2022	Investigator	MM	11/28/2022	05/31/2023	Use of Force	1	4	5	Use of Force
22-0670	06/02/2022	06/07/2022	06/03/2022	Investigator	AL	11/30/2022	06/02/2023	Use of Force	1	1	2	Use of Force, Performance of Duty
22-0667	06/02/2022	06/07/2022	06/03/2022	Investigator	JS	11/30/2022	06/03/2023	Racial Discrimination	1	3	12	Racial Discrimination; Demeanor
22-0678	06/05/2022	06/07/2022	06/05/2022	Investigator	MM	12/02/2022	06/04/2023	Racial Discrimination	1	1	4	Racial Discrimination; Performance of Duty/Demeanor
22-0729	06/12/2022	06/14/2022	06/12/2022	Investigator	ED	12/09/2022	06/11/2023	Use of Force	1	2	2	Use of Force
22-0728	06/11/2022	06/14/2022	06/12/2022	Investigator	JS	12/09/2022	06/12/2023	Use of Force	1	1	1	Use of Force
22-0744	06/14/2022	06/21/2022	06/14/2022	Investigator	MM	12/11/2022	06/13/2023	Use of Force	1	1	2	Unlawful Detention, Use of Force
22-0741	06/15/2022	06/15/2022	06/16/2022	Investigator	AL	12/12/2022	06/14/2023	Use of Force	1	1	3	Use of Force, Obedience to Laws
22-0740	06/15/2022	06/16/2022	06/15/2022	Investigator	JS	12/12/2022	06/14/2023	Use of Force	1	1	3	Use of Force, Demeanor, No MOR Violation
22-0753	10/17/2021	06/21/2022	06/17/2022	Investigator	ED	12/14/2022	06/16/2023	Racial Discrimination	1	1	1	Racial Discrimination

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of September 2022
(Sorted by One-Year Goal)

Case #	Incident Date	Date Received CPRA	Date Received IAD	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
22-0783	06/22/2022	06/28/2022	06/22/2022	Investigator	JS	12/19/2022	06/21/2023	Use of Force	1	1	2	Use of Force
22-0800	06/25/2022	06/28/2022	06/25/2022	Investigator	ED	12/22/2022	06/24/2023	Racial Discrimination In-Custody Death;	1	1	1	Racial Discrimination Unauthorized pursuit;
22-0796	06/26/2022	06/26/2022	06/26/2022	Investigator	ED	12/23/2022	06/25/2023	Truthfulness	1	2	2	Truthfulness
22-0810	06/27/2022	06/29/2022	06/27/2022	Investigator	JS	12/24/2022	06/26/2023	Use of Force	1	5	5	Use of Force
22-0828	06/15/2022	07/01/2022	07/06/2022	Investigator	AL	12/28/2022	06/30/2023	Use of Force/Discrimination	1	1	6	Use of Force/Discrimination/Performance of duty-false arrest/Demeanor
22-0838	07/01/2022	07/06/2022	07/01/2022	Investigator	AL	12/28/2022	06/30/2023	Use of Force	1	2	4	Use of Force, Unlawful Arrest
22-0835	07/01/2022	07/06/2022	07/01/2022	Investigator	AL	12/28/2022	07/01/2023	Racial Discrimination; Use of Force	1	2	4	Racial Discrimination; Use of Force
22-0836	07/02/2022	07/06/2022	07/02/2022	Investigator	AL	12/29/2022	07/01/2023	Discrimination	1	2	3	Discrimination/Performance of Duty/Demeanor
22-0839	07/05/2022	07/06/2022	07/05/2022	Investigator	ED	01/01/2023	07/04/2023	Use of Force	1	1	5	Use of Force, Service, Demeanor
22-0850	07/05/2022	07/07/2022	07/06/2022	Investigator	AL	01/02/2023	07/05/2023	Use of Force	1	1	1	Use of Force
22-0864	07/04/2022	07/12/2022	07/06/2022	Investigator	MM	01/02/2023	07/05/2023	Discrimination	1	1	2	Discrimination, Performance of Duty
22-0869	07/08/2022	07/12/2022	07/08/2022	Investigator	AL	01/04/2023	07/07/2023	Discrimination	1	1	4	Conduct, Refusal to Provide Name, Failure to Accept or Refer a Complaint, Discrimination
22-0877	07/08/2022	07/12/2022	07/08/2022	Intake	KC	01/04/2023	07/08/2023	Discrimination	1	1	2	Discrimination
22-0872	05/31/2022	07/18/2022	07/09/2022	Investigator	JS	01/05/2023	07/09/2023	Discrimination	1	1	2	Discrimination, Unlawful detention
22-0871	07/09/2022	07/12/2022	07/11/2022	Investigator	MM	01/05/2023	07/09/2023	Use of Force	1	2	2	Use of Force
22-0884	07/11/2022	07/13/2022	07/12/2022	Intake	FC	01/08/2023	07/11/2023	Use of Force	1	1	2	Use of Force, Performance of Duty
22-0893	07/14/2022	07/19/2022	07/14/2022	Investigator	AL	01/10/2023	07/14/2023	Discrimination	1	1	2	Discrimination
22-0904	07/15/2022	07/19/2022	07/15/2022	Intake	KC	01/11/2023	07/15/2023	Harassment (Gender)	1	1	5	Harassment, Performance of duty, Demeanor, service complaint
22-0919	07/11/2022	07/20/2022	07/19/2022	Intake	FC	01/15/2023	07/18/2023	Discrimination	1	1	4	Demeanor, Performance of Duty, Discrimination, Retaliation
22-0977	07/07/2021	07/26/2022	07/26/2022	Intake	FC	01/22/2023	07/25/2023	Use of Force	1	1	5	Use of Force, Performance of Duty
22-0945	06/10/2022	07/27/2022	07/26/2022	Intake	KC	01/22/2023	07/25/2023	Discrimination	1	2	2	Discrimination/ Performance of Duty
22-0984	04/14/2022	07/28/2022	07/28/2022	Investigator	MM	01/24/2023	07/27/2023	Harassment, Truthfulness	1	2	5	Retaliation, Harassment, Reports, Service, Truthfulness
22-0299	03/20/2022	07/29/2022	07/29/2022	Investigator	AL	01/25/2023	07/28/2023	Harassment	1	1	2	Harassment, Obedience to Laws
22-1025	07/21/2022	08/10/2022	07/29/2022	Intake	FC	01/25/2023	07/28/2023	Use of Force	1	1	2	Use of Force, Performance of Duty

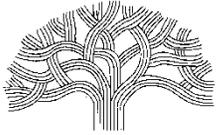
*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of September 2022
(Sorted by One-Year Goal)

Case #	Incident Date	Date Received CPRA	Date Received IAD	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
22-0974	07/30/2022	08/01/2022	07/30/2022	Intake	KC	01/26/2023	07/29/2023	Use of Force	1	2	8	Use of Force, Performance of Duty, Demeanor
22-0997	07/13/2022	08/03/2022	08/03/2022	Intake	FC	01/30/2023	08/02/2023	Truthfulness	1	1	3	Truthfulness, Demeanor
22-0998	08/05/2022	08/04/2022	08/05/2022	Intake	KC	01/31/2023	08/03/2023	Use of Force	1	1	4	Use of Force
22-1011	08/07/2022	08/09/2022	08/07/2022	Intake	KC	02/03/2023	08/06/2023	Discrimination	1	1	2	Discrimination, Demeanor
22-1026	08/08/2022	08/10/2022	08/08/2022	Intake	KC	02/04/2023	08/07/2023	Use of Force	1	1	1	Use of Force
22-1047	08/13/2022	08/16/2022	08/13/2022	Intake	KC	02/09/2023	08/12/2023	Racial Discrimination	1	2	2	Racial Discrimination
22-1048	08/13/2022	08/16/2022	08/13/2022	Intake	KC	02/09/2023	08/12/2023	Racial Discrimination/Use of force	1	2	4	Racial Discrimination/Use of force
22-1075	08/18/2022	08/23/2022	08/18/2022	Intake	KC	02/14/2023	08/17/2023	Racial Discrimination/Use of force	1	2	6	Racial Discrimination/Use of force
22-1078	08/19/2022	08/23/2022	08/19/2022	Intake	FC	02/15/2023	08/18/2023	Truthfulness	1	1	2	Truthfulness, Service Complaint
22-1077	08/19/2016	08/23/2022	08/19/2022	Intake	KC	02/15/2023	08/18/2023	Harassment (Gender)	1	1	1	Harassment (Gender)
22-1081	08/20/2022	08/23/2022	08/20/2022	Intake	KC	02/16/2023	08/19/2023	Use of Force	1	1	1	Use of Force
22-1084	08/20/2022	08/23/2022	08/20/2022	Intake	KC	02/16/2023	08/19/2023	Use of Force	1	1	2	use of Force/Performance of duty
22-1090	08/22/2022	08/23/2022	08/22/2022	Intake	KC	02/18/2023	08/21/2023	Use of Force	1	1	1	Use of Force
22-1106	08/23/2022	08/25/2022	08/23/2022	Intake	FC	02/19/2023	08/22/2023	Use of Force	1	1	1	Use of Force
22-1105	08/23/2022	08/25/2022	08/23/2022	Intake	KC	02/19/2023	08/22/2023	Racial Discrimination	1	2	4	Racial Discrimination/False arrest
22-1110	08/24/2022	08/26/2022	08/24/2022	Intake	FC	02/20/2023	08/23/2023	Harassment	1	1	1	Harassment/Discrimination
22-1133	08/27/2022	08/31/2022	08/29/2022	Intake	KC	02/25/2023	08/29/2023	Discrimination	1	1	2	Discrimination
22-1138	08/30/2022	08/31/2022	08/30/2022	Intake	KC	02/26/2023	08/29/2023	Use of Force	1	2	4	Use of Force, Demeanor
22-1145	08/31/2022	09/02/2022	08/31/2022	Intake	FC	02/27/2023	08/30/2023	Harassment	1	2	4	Racial Harassment, Demeanor
22-1212	09/02/2022	09/16/2022	09/02/2022	Intake	FC	03/01/2023	09/01/2023	Use of Force	1	4	5	Use of Force, Performance of Duty, Refusal to Provide Name or Serial Number
22-1160	09/03/2022	09/12/2022	09/03/2022	Intake	KC	03/02/2023	09/02/2023	Use of Force	1	2	3	Use of Force/False arrest
22-1171	09/05/2022	09/12/2022	09/05/2022	Intake	FC	03/04/2023	09/04/2023	Use of Force	1	3	6	Performance of Duty, Use of Force
22-1174	08/23/2022	09/08/2022	09/06/2022	Intake	FC	03/05/2023	09/05/2023	Discrimination, Use of Force	1	1	4	Discrimination, Demeanor, Performance of Duty, Use of Force
22-1213	09/14/2022	09/16/2022	09/15/2022	Intake	FC	03/14/2023	09/14/2023	Harassment	1	1	1	Harassment
22-1217	09/16/2022	09/16/2022	09/16/2022	Intake	FC	03/15/2023	09/15/2023	Harassment	1	1	2	Harassment, Performance of Duty
22-1222	09/17/2022	09/20/2022	09/17/2022	Intake	KC	03/16/2023	09/16/2023	Racial Profiling	1	1	1	Racial profiling
22-1241	09/21/2022	09/22/2022	09/21/2022	Intake	FC	03/20/2023	09/20/2023	Harassment	1	1	1	Harassment
22-1258	09/25/2022	09/28/2022	09/25/2022	Intake	FC	03/24/2023	09/24/2023	Discrimination	1	3	3	Discrimination
22-1260	09/24/2022	09/28/2022	09/25/2022	Intake	KC	03/24/2023	09/24/2023	Racial Discrimination	1	1	1	Racial Discrimination

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
September 2022 Completed Investigations

Page 1 of 1
 (Total Completed = 1)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding
AL	21-1139	9/23/2021	9/7/2022	9/22/2022	Subject 1	Bias/Discrimination	Not Sustained
						Performance of Duty	Not Sustained
						Performance of Duty	Not Sustained
						Performance of Duty	Not Sustained

Definitions:

Sustained: The act(s) alleged by the complainant occurred and constituted misconduct.

Exonerated: The act(s) alleged by the complainant occurred. However, the act(s) were justified, lawful, or proper.

Unfounded: The act(s) alleged by the complainant did not occur.

Not Sustained: The available evidence can neither prove nor disprove the act(s) alleged by the complainant.

Not Mandated: The allegation was not one that CPRA is mandated to investigate under the Charter, so CPRA did not investigate due to limited resources.

No Jurisdiction: The Subject Officer of the allegation is not a sworn member of the OPD.

No MOR Violation: The alleged conduct does not violate any department rule or policy.

Service Related: The allegation pertains to the level of service provided by the Department as opposed to the misconduct of a single sworn officer.

ICR: Resolved through the Informal Complaint Resolution process pursuant to DGO M-3.1.

CITY OF OAKLAND



ONE FRANK H. OGAWA PLAZA • 6TH FLOOR • OAKLAND, CALIFORNIA 94612

Office of the City Attorney
Barbara J. Parker
City Attorney

(510) 238-3601
FAX: (510) 238-6500
TTY/TDD: (510) 238-3254

October 19, 2022

OAKLAND POLICE COMMISSION

**Re: Office of the City Attorney's Support for the Police-Discipline Process
and Recent Arbitration Decisions**

Police Commission Chair Milele and Members of the Oakland Police Commission:

I. INTRODUCTION

This report summarizes recent efforts by the Office of the City Attorney (OCA) to help improve the police-discipline process, including the outcomes of recent arbitration hearings.

Our last report was dated October 22, 2021.

II. CIVIL MATTERS

Negrete, et al. v. City of Oakland, et al.
Alameda Superior Court - Case No. RG21099122

In our last report, we provided an update regarding this case in which Petitioners sought a writ of mandate to overturn their terminations from OPD for their involvement in the shooting-death of Mr. Joshua Pawlik. Petitioners alleged that the Public Safety Officers' Procedural Bill of Rights Act (POBRA) and the City's personnel rules required the City to implement the Step 3 recommendation issued by Mr. Jeffrey Sloan.

Unfortunately, Judge Roesch agreed with Petitioners and order the City allow Petitioners to accept the Mr. Sloan's determination that the terminations were without cause. The City is moving forward to implement the court order.

Re: OCA's Support for the Police Discipline-Process and Recent Arbitration Decisions

Leal, et al. v. City of Oakland, et al.

Alameda Superior Court - Case No. 22CV012266

Petitioners sought a writ of mandate in Alameda Superior Court, challenging the City's denial of their untimely grievance of discipline. Petitioners are a police canine officer and sergeant who the City disciplined for their involvement in an out of compliance canine bite that caused serious injury to a member of the public. The underlying case was also investigated by the Community Police Review Agency (CPRA). The CPRA Director and the Chief agreed on the both sustained findings and the discipline imposed. The Petitioners allege that they are entitled to grieve their discipline and to an administrative appeal because the City's notices of discipline were inadequate.

The City has denied the allegations and is fighting the case, which is currently in the discovery phase.

III. TRAININGS

OCA has provided support and guidance to OPD's discipline process by participating in various trainings of OPD personnel. On December 13, 2021, OCA, in conjunction with OPD Executive Command, gave a training regarding the *Skelly* process and serving as a *Skelly* officer. The training was attended by newly appointed Captains, who were trained on their role as a *Skelly* officer in the discipline process.

We also provide ongoing training on conducting Internal Affairs investigations as a part of sergeants' regular supervisory trainings. In February of this year, OCA provided a training on conducting interviews. We provided the training approximately once a week starting in February 2022 until the end of April 2022. We presented the same training again in a transitional course for sergeants on June 16, 2022.

We are currently working on a broader training for internal affairs investigators that will be put on in conjunction with Internal Affairs command staff and Third Degree Communications, Inc., an organization that provides California Police Officer Standards (POST) certified trainings. This training will start next month, November 2022. The topics will include drafting investigative reports, conducting credibility assessments, and interview skills. The training is scheduled to take a full day.

IV. ARBITRATIONS

We have not received a new arbitration decision since our last report.

V. CONCLUSION

OCA respectfully submits this report.

Re: OCA's Support for the Police Discipline-Process and Recent Arbitration Decisions

BARBARA J. PARKER,
City Attorney

A handwritten signature in black ink, appearing to be 'V. Harris', with a long horizontal stroke extending to the right.

By: Veronica Harris, Special Counsel

MEMORANDUM

To: Oakland Police Commission

From: Garcia Hernandez Sawhney, LLP, Counsel to the Police Commission

Re: Preparation for Potential Resolution of Court Oversight

Date: Agenda Item for Regular Meeting on October 27, 2022

Questions Presented: What are the Commission's duties under the City Charter and Municipal Code that it is obligated to perform in the remainder of the 2022-23 fiscal year? What next steps should the Commission consider if the City of Oakland stays on track with sustainability and Court oversight ends? How can the Police Commission prioritize its work and resources (including budget development) to ensure strong reform oversight continues after Court oversight ends?

For the remainder of the 2022-23 fiscal year, the Police Commission should consider the following priorities:

1. Exercising all its functions and duties that the voters of Oakland and City Council vested in the Commission in the Charter and the Municipal Code;
2. Enhancing its own proactive policy work and streamline its work approving/modifying OPD's proposed policies.¹
3. Developing a mechanism for OPC to support and track OPD's compliance with the N.S.A.'s tasks during Sustainability Period and after court oversight ends.
4. Communicating budget needs to the City in order to expand the capacity of its own staff and strengthen the Departments under its direct oversight (CPRA and OIG).²

Attachment 1: Commission Obligations under Charter and Municipal Code - a list of agenda matters that are functions/duties for OPC to monitor/exercise continuously and annually

Attachment 2: 2016 N.S.A. Tasks - a list of N.S.A. Tasks which are incorporated as part of OPC's delineated duties in City Charter in 2016.

Attachment 3: Proposed Budget Process Anticipating May 2023 Budget Season and NSA Exit - a proposed budget cycle schedule.

¹ See Charter Section 604(b)(4), (5).

² See the City Council's Police Commission Ordinance, Oakland Municipal Code § 2.45.180

**Attachment 1: Commission Obligations under Charter and Municipal Code
(Continuous Functions and Duties)**

Task	Charter/MC
Oversee OPD	C 604(a)(1)
Oversee CPRA	C 604(b)(1)
Review the Agency's dismissal and/or administrative closure of all complaints of misconduct involving Class I offenses	OMC 2.45.070(M)
Provide policy guidelines to CPRA Director for determining case prioritization	MC 2.45.070(J)
Determine the number of existing CPRA staff who would work at a "street-level or ground-floor, visible office that is accessible by public transportation."	MC 2.45.020
Oversee OIG	C 604(b)(1), MC 2.45.100(A)
Advise OIG of priorities and the functions and duties, including: <ul style="list-style-type: none"> • Prepare annual report • Monitor/eval # of officers receiving training on profiling, implicit bias, de-escalation, and other key topics • Develop and present a plan to the Commission to measure the performance of each element of the Department's discipline process for sworn officers • Complete all audits/reviews requested by the Mayor, City Administrator, City Council. • Monitor/eval/make recommendations re: <ul style="list-style-type: none"> • Recruiting and hiring sworn personnel • OPD Policies the Commission seeks to create or modify • OPD's risk mgmt. practices 	MC 2.45.120
Contract for Professional Services	C 604(b)(1)
Propose OPD Policies	C 604(b)(4)
Approve/Modify/Reject OPD's Proposed Policies	C 604(b)(5)
Comment on OPD Policies	C 604(b)(6)

Task	Charter/MC
Solicit input from members of the public regarding the quality of their interaction with the Agency and the Commission	MC 2.45.070(Q)
Review and submit comment on Department's policy/practice of publishing Department data sets "and request the Chief to consider its recommendations and respond to the comments in writing"	MC 2.45.070(P)
Maintain/update bylaws	MC 2.45.040
Notify Chief of required contents of Chief report	MC 2.45.070(F)
Make high level Commission, Chief, CPRA, OIG reports available on Commission website	MC 2.45.070(K)
Establish Rules and Procedures for mediation and resolution of complaints of police misconduct	MC 2.45.070(N)
Agendize and Consider Community Policing Advisory Board Reports/Recommendations	MC 2.45.070(O)
Request Records from OPD	C 604(e)(2)
Receive reports from Department via City Administrator on issues identified by the Commission	MC 2.45.070(R)
Request that the City Attorney submit semi-annual reports to the Commission and to City Council which shall include a listing and summary of	OMC 2.45.070(I)

**Attachment 1: Commission Obligations under Charter and Municipal Code
(Annual and Incident-Based Functions/Duties)**

[Annual Functions/Duties]

Task	Charter/ Municipal Code
Set Performance Metrics 1 Year in Advance of Performance Eval (Chief, CPRA Dir, IG)	MC 2.45.070(G)
Conduct 3 Performance Evals (Chief, CPRA Dir, IG)	MC 2.45.070(G)/(H)
At least twice each year, the Commission shall hold one (1) of its regularly scheduled meetings at a location outside of City Hall, agendized 10 days in advance	MC 2.45.090(B)
Hold a Hearing on Department Policies	C 604(b)(2)
Annual report to the Mayor/City Council/the public	C 604(b)(9)
Approve/Modify/Revoke OPD Use of "Military Equipment" via Annual Report Process	MC 9.65.030
[Specific to Budget Cycle]	
Review/comment on education and training re job-related stress and PTSD signs and symptom for sworn officers	MC 2.45.070(C)
Prepare a job related stress proposed budget for mayor by April 15 of each year	MC 2.45.070(D)
Propose staff position submission to City Administrator necessary to permit the Commission and the CPRA to fulfill its functions and duties.	MC 2.45.180
Review Mayor's Budget for OPD	C 604(b)(7)
Hold Hearing on Mayor's Budget for OPD	C 604(b)(7)
Develop and Approve Recommendations to City Council re Mayor's Budget	C 604(b)(7)

[Incident-Based Functions/Duties]

Task	Charter/ Municipal Code
Direct CPRA to investigate serious incidents not otherwise submitted by community members if requested by the Mayor/City Council	MC 2.45.070(L)
Convene Discipline Committees	C 604(G)(2), (5)
Issue Lawful Subpoenas	C 604(b)(3)
Direct CPRA to reopen a closed case	MC 2.45.070(M)
Require Chief or designee to respond to Commission requests made by a majority vote	C 604(b)(8)
Hiring/Removal Authority Over Chief, CPRA Director, OIG	C 604(b)(10), (e)(6), (7)

Attachment 2: 2016 N.S.A. Tasks

Oakland City Charter Section 604(b)(4) –Powers and Duties

(b) “The powers and duties of the Commission are as follows:”

...

(4) “Propose changes at its discretion or upon direction, by adoption of a resolution, of the City Council, including modifications to the Department’s proposed changes, to any policy, procedure, custom, or General Order of the Department which governs use of force, use of force review boards, profiling based on any of the protected characteristics identified by federal, state, or local law, or First Amendment assemblies, or **which contains elements expressly listed in federal court orders or federal court settlements which pertain to the Department and are in effect at the time this Charter Section 604 takes effect.**”

See [tasks in effect](#) as of 2016

N.S.A. Task	Description
1.	IAD Staffing & Resources
2.	Timeliness Standards & Compliance w/IAD Investigations
3.	IAD Integrity Tests
4.	Complaint Control System for IAD
5.	Complaint Procedures for IAD
6.	Refusal to Accept or Refer Citizen Complaints
7.	Methods for Receiving Citizen Complaints
8.	Classification of Citizen Complaint
9.	Contact of Citizen Complaint
10.	IAD Manual *tasks in gray do not require assessment
11.	Summary of Citizen Complaints Provided to OPD Personnel
12.	Disclosure of Possible Investigator Bias
13.	Documentation of Pitchess Responses
14.	Investigation of Allegations on MOR Violations
15.	Reviewing Findings & Disciplinary Responses
16.	Support IAD Process-Supervisor/Managerial Accountability
17.	Audit, Review and Evaluation of IAD Functions
18.	Arrest Approval and Report Review
19.	Unity of Command
20.	Span of Control for Supervisors
21.	Members, Employees & Supervisors Performance Review
22.	Management Level Liaison
23.	Command Staff Rotation
24.	Use of force Reporting Policy
25.	Use of Force Investigation and Report Responsibilities

26.	Use of Force Review
27.	OC Log and Check-out Procedures
28.	Use of Force - Investigation of Criminal Misconduct
29.	IAD Investigation Priority
30.	Firearms-Discharge Board of Review
31.	Officer-Involved Shooting Investigation
32.	Use of Camcorders
33.	Reporting Procedures for Misconduct
34.	Vehicle Stops, Field Investigation and Active Detentions
35.	Use of Force - Witness ID
36.	Transporting Detainees and Citizens
37.	Internal Investigations-Retaliation Against Witnesses
38.	Citizens Signing Statements
39.	Personnel Arrested, Sued, or Served
40.	PAS Purpose
41.	Use of PAS
42.	Field Training Program
43.	Academy Training Plan
44.	Personnel Practices
45.	Consistency of Discipline
46.	Promotional Consideration Review
47.	Community Policing
48.	Departmental Annual Management Reports
49.	Monitor Selection/ Compensation
50.	Compliance Unity Liaison Policy
51.	Compliance Audits and Integrity Tests
CD1	Resolve/Reduce incidents that may involve unjustified force, OIS, pointing of firearms
CD2	Resolve/Reduce incidents that may involve racial profiling and bias-based policing
CD3	Resolve/Reduce citizen complaints
CD4	Resolve/Reduce high speed pursuits

Note: The following Negotiated Settlement Agreement Tasks were identified by Judge Orrick for the Sustainability Period (June 1, 2022 – June 1, 2023): 2, 5, 20, 24, 25, 26, 30, 31, 34, 41, and 45. Task 5 (Complaint Procedures for IAD due to the two outstanding investigation cases) and Task 45 (Consistency of Discipline due to issues identified in the OPD-OIA Discipline Equity and Internal Procedural Justice Report – a.k.a., “Disparity Study”) were specifically identified for discussion by the Court and Plaintiff’s Counsel at the October 13, 2022 Case Management Conference.

Proposed Budget Process Anticipating May 2023 Budget Season & NSA Exit

Ideal Start Date	Ideal End Date	Charter/Muni Code	Task	Task Name	2023																	
					Nov MTG #1	Nov MTG #2	Dec MTG #1	Dec MTG #2	Jan MTG #1	Jan MTG #2	Feb MTG #1	Feb MTG #2	Mar MTG #1	Mar MTG #2	Apr MTG #1	Apr MTG #2	May MTG #1	May MTG #2	June MTG #1	June MTG #2		
		Charter 604(b)(4), (5) & Municipal Code 2.45.120	1	OPC's Prep for End of Court-Mandated Sustainability																		
11/10/22	1/26/22		1.1	Plan OPC Mtg re: Consent Order Exits																		
11/10/22	4/20/23		1.2	Work with OPD to Identify New Upcoming Policies That Will Require OPC Approval Prior to Final Sustainability Report																		
1/26/23	No End Date		1.3	Work with IG to Continue Monitoring of OPD & Report to OPC for New Policy Changes																		
		MC 2.45.180(a) & City Fiscal Policy	2	OPC's Own Budget Submission to Mayor																		
12/8/22			2.1	OPC Mtg re: Budget Narrative About NSA Exit																		
1/26/23	2/9/23		2.21	Meet with OPC's Dept Heads to Coordinate Budget Submissions																		
2/9/23	2/26/23		2.22	Work With Chief of Staff to Discover/Document Staffing Needs Based on OPC Functions/Duties																		
2/26/23	3/23/23		2.3	Budget Ad Hoc to Fine Tune Budget Narrative																		
3/23/23			2.4	Hear Reports from Department Heads re Budget Submissions at OPC Meeting & Give Final Directions to Submit Budget Spreadsheet + Narrative																		
	4/1/23		2.5	Chair to Send Submission to Mayor																		
	4/15/23		2.6	Chair and Department Heads to Attend Meeting with Mayor																		
		Municipal Code 2.45.070(D)	3	OPC's Proposed Budget for OPD re: Job Related Stress																		
1/26/23	3/23/23		3.1	Ad Hoc to Generate Job Related Stress Submission																		
	4/13/23		3.2	Commission to Vote and Approve Ad Hoc Submission																		
	4/15/23		3.3	Chair to Send Submission to Mayor																		
		Charter Section 604(b)(7), MC 2.45.180(a), & City Fiscal Policy	4	OPC's Hearing on Mayor's Budget for OPD & Make Recommendations to City Council																		
1/26/23	4/27/23		4.1	Line Up Expertise to Assess Budget																		
	5/1/23		4.2	Request to Mayor/OPD for Any Missing Details from Prelim Budget																		
	5/25/23		4.3	Hold Hearing on Mayor's Budget for OPD																		
	6/8/23		4.4	Finalize Recommendations to City Council																		
	6/12/23		4.5	Chair to Send Submission to City Council																		

Highest Priority Budget and NSA Deadlines

- ← **May 1**
- Federal N.S.A. Court Order Sets May 2023 As Due Date For Oakland's Final Report
- City of Oakland Fiscal Policy Requires Mayor to Release Preliminary Budget on May 1
- June 17**
- City of Oakland Fiscal Policy Requires City Council President To Release Preliminary Budget on June 17th



**OAKLAND POLICE COMMISSION
SPECIAL MEETING: DRAFT AGENDA
DATE: NOVEMBER 5, 2022**

Desired Outcomes

- Shared understanding of OPC’s legal mandate and the role of OPC Commissioners
- Vision 2023 by Chief of Police Chief/OPD Sustainability Plan
- Vision 2023 on the functions/operations of the OIG and Sustainability Plan
- Vision 2023 on the transition plan and operations of the Community Police Review Agency
- Status report on corrective actions to address audit issues raised by the City Auditor
- Consensus about OPC’s 2022-23 strategic priorities, plan of action and division of labor
- Shared commitment to establish an OPC culture of respect and collaboration

Ground Rules

- Mutual respect; active participation; big picture focus; community first; valuing the collective wisdom; assuming the positive; and self-care

Agenda

- 9:00 – 10:00 Opening Session (Chair/Consultant)**
- Welcome, call to order and roll call
 - Agenda review
 - Meeting Management: Brown Act and Commission Protocols
 - Icebreaker: Self-introductions and What I can contribute to OPC (3-minute limit)
- 10:00 – 10:25 OPC’s Legal Mandate and Role of OPC Commissioners (Chair or Designee)**
- Review Measure LL, OPC’s legal mandate and the role of OPC Commissioners
- 10:25 – 10:50 Vision 2023 on OPD Sustainability Plan (Chief of Police)**
- Presentation, discussion and consensus building
- 10:50 – 11:05 Break**
- 11:05 – 11:30 Vision 2023 on Inspector General’s Office (Lead: TBA)**
- Presentation, discussion and consensus building
- 11:30 – 11:55 Vision 2023 on the Community Review Police Agency (Interim Executive Director)**
- Presentation, discussion and consensus building
- 11:55 – 12:15 Status Report on OPC Audit Compliance (Lead: TBA)**
- Presentation, discussion and consensus building
- 12:15 – 1:00 Lunch (Guest Speaker- Samuel Sinyangwe Founder-Mapping Police Violence)**

- 1:00 – 3:00 OPC Annual Planning (Consultant)**
- Small group planning meetings followed by plenary
 - Review Reimagining Public Safety recommendations
 - Identify policy priorities
 - Outline field leadership strategy
- 3:00 – 3:15 Break**
- 3:15– 4:15 OPC Culture and Working Relationships (Consultant)**
- Presentation, discussion and consensus building
- 3:30 – 4:00 Closing Session (Chair/Consultant)**
- Review of day, next steps, evaluation of meeting and adjournment

DRAFT

Police Commission Retreat Facilitator Proposals

The following proposals will appear in the order reflected here:

- A. Blaze Consulting Group
- B. Building for Mission
- C. Frank J. Omowale Satterwhite
- D. KLS Consulting
- E. Seijas Coaching



Regina Jackson, Chairperson
 Oakland Police Commission
 City of Oakland
 1 Frank H. Ogawa Plaza
 Oakland, CA 94612

August 15, 2022

Chairperson Jackson:

It is with humility that we present this proposed scope of work to the Oakland Police Commission to provide high quality facilitation of the Oakland Police Commission's Retreat to be held Winter, 2023. We recognize the important work that the Commission is conducting on behalf of Oakland's citizens and believe that our background knowledge of Oakland city structures along with our extensive experience in meeting facilitation will buttress your efforts. Blaze Consulting Group's master facilitators have demonstrated experience in leading meetings that engage participants, enhance creative solutions and lead to effective action.

Blaze Consulting Group proposes to support the Police Commission Virtual Retreat with two facilitators and a supporting Zoom host. We also will produce integrated visuals to support dialogue and a final report with meeting notes. Collectively, Franklin and Jenjii Hysten have over 45+ years of meeting support. Our approach is informed by expertise in group dynamics, community engagement and strategic planning. We have provided strategic planning work sessions for several Oakland non-profit and public agencies including the 2019 retreat of the Sugar Sweetened Tax Advisory Board of the City of Oakland.

Our project lead, Franklin Hysten holds extensive experience with city structures and processes. In 2017, he co-facilitated a large community engagement process for Oakland Unite. Prior to that, Franklin served as past chairperson of the Oakland Fund for Children and Youth and staff person to Safe Passages. He was twice responsible for designing and implementing annual trainings for all School Site Officers of Oakland Unified School District. Outside Oakland, Franklin recently co-wrote municipal legislation to re-design the San Pablo Youth Commission. Franklin has experience with commission protocols including Robert's Rules of Order and the Sunshine Ordinance/Brown Act. Franklin is a proud Oakland native whose career includes leadership roles in the city, school district and Alameda County.

Our project team will also include:

- Jenjii Hysten, Facilitator and CEO of Blaze Consulting Group
- Sherry Hysten, Zoom Host and Exec. Assistant of Blaze Consulting Group

Scope of Work

Below is a proposed scope of work to support the Oakland Police commission with high quality meeting facilitation.

Blaze Consulting Group, LLC is proposing the following meeting design, facilitation, meeting report services to the City of Oakland:

Deliverables	Hours	Rate	Cost
Session Design, Background research and PowerPoint deck development	16	\$250/hr	\$4,000.00
Coordination with commission leadership and staff	8	\$250/hr.	\$2,000.00
Retreat: Session Delivery with 2 Facilitators		Flat Rate	\$8,000.00
Session report including all collateral material	8	\$250/hr.	\$2,000.00
Total Contract			\$16,000.00

Contractor: _____
 Date: _____
 Jenjii Hysten, CEO, Blaze Consulting Group, LLC

Client: _____ Date: _____

The Oakland Police Commission

October 25, 2022

Re: Oakland Police Commission Retreat Facilitator

Dear Ms. Yun,

The [Building For Mission](#) (BFM) team is pleased to respond to the solicitation to partner with the Oakland Police Commission in facilitating the upcoming retreat on November 5, 2022. BFM is a small, minority, and woman-owned business enterprise talent consulting firm that partners with organizations across multiple sectors that seek to **build thriving, multicultural teams at every level of their organization**. BFM has proven success in supporting leaders and organizations as they engage in leadership development, annual planning, and team building. We facilitate in cross-race/gender teams. We leverage our team's unique experiences, backgrounds, and languages to connect with participants and model practices in meaningful ways. Our experienced team has skillfully facilitated school board meetings, open forums, advisory board, and staff meetings.

BFM was founded in 2017 by our Founder and CEO, Tamika Mason. The Building For Mission team is spread out across the country, allowing us to be responsive to the needs of our clients, wherever they are. The BFM team possesses over 100 years of expertise in REDI (Race, Equity, Diversity, Inclusion), Talent, and Organizational Development. We have worked with clients across industries and sectors, including school districts, nonprofit organizations, private companies, philanthropic foundations, and Major League Baseball. BFM offers custom-developed REDI Assessments and Analytics and the ability to utilize our trademarked DiversityEQ™ & RaceEQ™ models to leverage and integrate diverse and equitable perspectives in day-to-day work and set goals with effective systems of accountability.

Not only do we have the expertise and experience necessary to partner with you, but we also have the capacity of our full-time consultants and a network of trusted Racial Equity Practitioners to support this critical initiative halfway through the City of Oakland's fiscal year. The Building For Mission Team would be honored to partner with the Oakland Police Commission to facilitate your retreat, partner with you on the design and planning, as well as provide Commissioners with a professional development assessment utilizing the Predictive Index© tool. If chosen as the facilitator for this engagement, we consent to the virtual meeting being video recorded for public access.

Thank you for your time and consideration in reviewing our proposal. We look forward to the opportunity to answer any questions you may have.

Be well,



Tamika Mason – Chief Executive Officer

Overview

Building For Mission (BFM) Building for Mission (BFM) is a talent strategy consulting company that partners with organizations to cultivate thriving multicultural teams at all levels, that increase business impact and ultimately contribute to a more just and equitable world. We bring deep expertise in the areas of REDI (Race, Equity, Diversity, & Inclusion), People Development/Talent Management, & Organization Development (OD).

Our Mission

Helping individuals and mission-driven organizations maximize their impact through effective talent, organization development, and REDI (Race, Equity, Diversity, Inclusion) strategy consulting.

Our Vision

Our vision is for every organization to be effective at cultivating thriving multicultural teams at all levels, increase their business impact, and contribute to a more just and equitable world. We partner with organizations on critical people and organization development challenges with a REDI-Centered (Race, Diversity, Equity, Inclusiveness) approach.

BFM Team Overview Qualifications – Staffing Approach

BFM brings a diverse group of consultants that will partner with you in defining what success looks like and help you reach your outcomes in effective, efficient, and sustainable ways. We bring expertise from a variety of sectors and a broad skill-set in the areas of organization development, change management, international development, DEI, Race Equity, and Talent Management. We also leverage a team of Network Consultants who bring specific industry experience and content knowledge. Your Client Project Lead/Director, a senior member of BFM, will spearhead your project with a Project Manager and Facilitators. We model and implement cross-race facilitation in all of our engagements. Our project team brings over decades of REDI, Talent, & Organization Development experience. We carefully track all of the hours each of our engagements takes us to ensure that we stay within budget. In addition, we have designed and facilitated retreats and learning sessions for large groups of over 500 people at a time. You can see longer bios and trainer qualifications on our website [here](#).

Name:	Tamika Mason
Program Position:	Project Sponsor
Current Title & Position:	Founder & CEO, Full-Time Employee (5 Years)
Experience Summary	
<p><u>Tamika Mason SHRM-SCP, SPH</u> Tamika has more than 16 years of experience in organizational development, human resources management, and REDI work. Tamika partners with organizations across multiple sectors that seek to center people development and equity in their talent practices. Tamika brings experience working in a fast-growing social enterprise where she spent most of her time in the Organization & People Development space leading significant change and talent development as the organization grew from</p>	

50 to over 850 people during her tenure. Her work related to Diversity, Equity, and Inclusion while at Year Up is featured in the Equity in the Center Publication, “[Awake to Woke to Work – Building a Race Equity Culture](#)” and highlighted in this [Fast Company Article](#). Tamika also serves on the Advisory Committee for Equity in the Center.

Name:	Mark Wilson
Program Position:	Project Collaborator
Current Title & Position:	Talent Consultant, Full-Time Consultant (3.5 Years)
Experience Summary	
<p><u>Mark Wilson, MSW</u></p> <p>As a Senior Consultant at Building For Mission, Mark Wilson is a highly-skilled facilitator, expert strategy consultant, and trusted coach and adviser. Mark brings 15 years of experience working with corporations, nonprofits, and educational institutions on organizational change, culture/team building, DEI initiatives, leadership development, and talent support. He holds a Master’s degree in Sociology and Social Work and is a graduate of the Nonprofit Roundtable’s Future Executive Directors Training Program, the ProInspire Managing for Success program, and the Presidio Institute’s Cross-Sector Leadership Initiative. He is trained in Results-Based Metrics Building and Facilitation, Predictive Index, MBTI, StrengthsFinder 2.0, Co-Active Coaching, Results Accelerator goal setting, Facilitative Leadership, survey design and administration, conflict resolution, Sustained Dialogue, design-centered thinking, adult learning, SPSS and strategic goal setting.</p> <p>Through all his efforts, Mark seeks to bring joy and curiosity to his work and help his clients feel the same. He loves tackling new challenges, leaning into difficult conversations, and using active empathetic listening, humor, and collaboration to create mutual gain.</p>	

Potential Facilitators. *(The below facilitators are available members of BFM’s Network of Facilitators to support this contract).*

Experience Summary

[Building For Mission Consultants](#)

- BFM may include other consultants from our team for this engagement.

Other Potential Facilitators

- Marion Mason– Contracted Consultant (Contingent), Washington DC Metro Area
- Bob Hudeck – Contracted Consultant (Contingent), Wisconsin

- Maria Crossman – Contracted Consultant (Contingent), Washington D.C. Metro

Experience

- Each facilitator possesses a BS or BA degree or higher.
- Experience conducting training and/or presentations to law enforcement leaders including police officers and parole officers.
- Each facilitator has knowledge and experience with local policing reform issues.

* NOTE: Building For Mission is willing and able to provide full resumes upon request.

Relevant Experience

BFM Experience and Expertise

We've worked with over 60 organizations of different sizes and REDI experience levels/exposure/buy-in so we know what it means to "meet the client where they are" with this type of work. We also account for sub-cultures within the larger initiative and develop strategies/trainings/engagement that account for all of this. See examples of prior experience with recommendations and impact below.

The Building For Mission team has experience facilitating learning among multiple sectors, including Non-Profit, For-Profit, Philanthropy, Education, and Government. We have experience facilitating for educators and students in Spotsylvania & Fairfax County Public Schools, as well as staff in the Virginia Probation and Parole Association.

Prior Experience & Recommendations

Prior Experience Performing Similar Function/Operations

DC Public Charter School Board (Public Board Meeting –REDI Action Plan)

Strategic Planning and REDI work

Status – Active.

Key outcomes include:

- Provided monthly coaching sessions for the ED/Board Chair as the DEI committee raised questions about integrating REDI into systems and practices.
 - Supported the ED/Board Chair before and during Public Board Meetings.
 - Collaboratively developed REDI Action Plan that was presented at the Public Board Meeting.
- Guided the Board in meaningful conversations related to their REDI work given their stewardship role resulting in commitment to:
 - Enhancing and integrating REDI into leadership practices
 - Governance structures
 - School Evaluation practices
 - Student Outcomes

- Facilitated learning engagements introducing concepts and frameworks for personal and collective learning related to REDI.
- Facilitated Board strategy sessions leading to the creation of the [2021-2024 Strategic Roadmap](#).
- Defined Board level Goals & Strategies for areas of Priority, including
 - the Board's role in external stakeholder/community engagement
 - Focused on a REDI approach, Board Member Recruitment & Onboarding, Board Governance related to REDI, Board REDI & Strategic Learning, etc.
- Developed clear communications to the senior team and to the DEI working group that BFM would join certain meetings to gather input on designing a REDI series.

Platform of Hope (Bilingual Advisory Board Meeting Facilitation)

Discovery and Pathway to Action

Status - Active.

Key outcomes include:

- Effectively facilitated a bilingual (Spanish & English) virtual Advisory Board meeting with breakout groups and developed a comprehensive meeting guide.
 - ~16 participants.
- Currently engaging the Advisory Board, POH team, Families, & other key stakeholders in building an understanding of vision, elements of success, priorities, and stakeholder interests for the next phase of strategic planning:
 - Creating greater strategic clarity and decision-making processes to identify and pursue growth opportunities that align with core values.
 - Designing a clear organization structure that allows POH to foster greater community connections and impact.
- Identifying strategic short-term and long-term priorities.
- Finalizing draft of 5-year organizational strategic plan.

Fairfax County Public Schools (Facilitated Discussion of the killing of George Floyd)

Key outcomes include:

- Provided a space for more than 2,000 students within the school district to discuss and process thoughts and feelings in the aftermath of the killing of George Floyd by the police.
- Created space for sharing from community members to model sharing and vulnerability.
 - Set framing and context
 - Set norms for discussion with facilitators.
 - Set framework for the differences between debate, discussion, and dialogue.

Other Examples of Impact

Description of Impact on Comparable Projects

Supported organization-wide strategic planning process for fiduciary sponsor with over 3,000 employees for ~2.5 years. Status – Active.

Key outcomes include:

- REDI Audit & Creation and alignment of updated Commitment to Racial Equity, Diversity, & Inclusion
- Launched a REDI council of staff for collaboration in strategic planning & supported several capacity building training for Project staff
- Design & Goal Setting for their REDI Pathway to Change Embedded REDI deeper into organizations operations
- Facilitated highly rated REDI learning
- Designed a customized REDI Audit Framework Tool for sub-areas of the organization to self-assess
- Designed a REDI Lens tool with questions teams can ask when making decisions as a double-check on the impact related to historically marginalized groups, equity, and potential unintended impact
- Guided development of Board REDI Assessment, learning, strategic priorities, & updated board operating principles

Supported development of aligned Equity Vision & REDI Action plan for large Metro area Charter School Board with over 100 employees for ~3 years. Status – Complete.

Key outcomes include (over a few projects):

- Guided development of Board REDI Assessment, learning, strategic priorities
- Facilitated process that resulted in a staff and leadership alignment on a shared vision for Racial Equity
- Supported re-alignment & clarity of Leadership role and the role of the REDI staff team that was documented in an updated team charter
- Supported the development of a shared vision, priorities, goals, and their REDI Pathway to Change (Action Plan) to embedded REDI deeper into organizations operation

Supporting Multi-year REDI Strategy work. Including the development of aligned Vision & REDI Action plan for a nonprofit organization with ~200 employees for ~1 year. Status – Active.

Key outcomes include:

- Supported the development of a shared vision, priorities, goals, and their REDI Pathway to Change (Action Plan) to embedded REDI deeper into organizations operation
- Supported re-alignment & clarity of Leadership role and the role of the REDI staff team that was documented in an updated team charter
- Facilitated engaging REDI Learning for all staff
- DiversityEQ Leadership Assessment & Coaching

Work Samples

OFFEROR NAME:	Building For Mission (BFM)
CONTRACT TITLE:	REDI (Race, Equity, Diversity, & Inclusiveness) Training Series
AGENCY OR CLIENT:	New Venture Fund (NVF)
RELATIONSHIP:	Current Client
PERIOD OF PERFORMANCE:	June 2020 – Present

CONTRACT DESCRIPTION	
<p>INDUSTRY SECTOR: Commercial</p> <p>SIMILARITIES IN CONTRACT: Building For Mission conducted a series of trainings for New Venture Fund each year since 2020. New Venture Fund has over 3,000 staff and 3 Governing Boards. New Venture Fund is a Fiduciary Sponsor and is made up of multiple sub-organizations called projects. Below is a summary of the training that was provided each year.</p> <ul style="list-style-type: none"> ● 2020 – BFM partnered with NVF to design and deliver a series of 90–120 min virtual trainings for those in their company that were people managers (Project Leads). The session topics were conducted from June – September 2020. Each Session was designed for up to 60 participants. <ul style="list-style-type: none"> ○ Enhancing Organizational Equity using lessons learned from COVID-19 ○ Building and Maintaining an Inclusive Work Culture ○ Sustaining Trust in a Multicultural, Virtual Work Environment ○ Navigating Difficult Conversations with a DEI Lens in a Virtual Work Environment ○ Organization & Team Decision-Making with DEI Lens ● 2021– 2022 – BFM conducted an analysis of the current state of REDI at New Venture Fund and worked with them to develop an organization-wide strategy and Action Plan. In addition, we have designed and facilitated Learning with 3 of their Governing Boards: New Venture Fund, Hopewell Fund, and Windward Fund. <ul style="list-style-type: none"> ○ We have designed and facilitated 9 (up 3 hour) engaging virtual learning sessions for up to 20 participants. Content was customized to the needs of the group and covered a range of topics from Foundational Terms, the Boards Role in Leading REDI, and DiversityEQ (see BFM’s website to learn more about DiversityEQ) <p>ENGAGING VIRTUAL SPACES: All of our work can be done remotely through virtual meeting tools and shared cloud drives if necessary. As an organization with national & global clients, we specialize in virtual strategies and do much of our work in this manner. The learning for this engagement was done virtually and we leveraged: pair-share and small group discussion through virtual breakout spaces, accessible participant handouts, live chat, polling, client based scenarios, and other best practices in alignment with adult learning theory.</p>	

OFFEROR NAME:	Building For Mission (BFM)
CONTRACT TITLE:	REDI (Race,Equity, Diversity, & Inclusiveness) Training Series
AGENCY OR CLIENT:	American Gastroenterological Association (AGA)
RELATIONSHIP:	Former Client
PERIOD OF PERFORMANCE:	March 2021– October 2021

CONTRACT DESCRIPTION	
INDUSTRY SECTOR:	Commercial
SIMILARITIES IN CONTRACT:	Partnered with the organization on REDI session design, assessed learning needs of the leadership team to customize sessions to deepen individual understanding and collective REDI work (held 3–4 interviews with key leaders). <ul style="list-style-type: none"> Facilitated training sessions <ul style="list-style-type: none"> (3) Half–Day Training sessions with the Leadership Team (~13 Leaders) (3) Half–Day Training sessions with the Employee DEI Task Force (~13 employees). Provided 6–month Leadership Coaching support. <ul style="list-style-type: none"> Served as a thought partner to improve effectiveness, support organization through significant change, and navigate professional relationships.
ENGAGING VIRTUAL SPACES:	All of our work can be done remotely through virtual meeting tools and shared cloud drives if necessary. As an organization with national & global clients, we specialize in virtual strategies and do much of our work in this manner. The learning for this engagement was done virtually and we leveraged: pair–share and small group discussion through virtual breakout spaces, accessible participant handouts, live chat, polling, client based scenarios, and other best practices in alignment with adult learning theory.

Project Approach & Organization

What to Expect – Working with BFM

Aligning on Roles, Stakeholder Engagement & Decision Making

As experienced practitioners, our team leverages decision making frameworks such as MOCHA to support clarity of roles, strategic input and engagement of key stakeholders, and clarity on how decisions will be made.

The MOCHA¹ framework (identifying a project manager, owner, the consulted, helper, and approver roles) is one we are likely to use for this engagement. This framework ensures clarity regarding roles and responsibilities at the outset of the project.

¹ <https://www.managementcenter.org/wp-content/uploads/2015/08/MOCHA-for-managers.pdf>

- **MANAGER** | Assigns responsibility and holds the owner accountable. Makes suggestions, asks hard questions, reviews progress, serves as a resource, and intervenes if the work is off-track.
- **OWNER** | Has overall responsibility for the success or failure of the project. Ensures that all the work gets done (directly or with helpers) and that others are involved appropriately. There should only be one owner.
- **CONSULTED** | Should be asked for input or needs to be brought into the project.
- **HELPER** | Assists with or does some of the work.
- **APPROVER** | Signs off on decisions before they're final. Ensures gaining alignment on roles and responsibilities with multiple people.

We envision this tool will support clarity of the roles various BFM staff and facilitators will play throughout the engagement as well as inform us on the various key stakeholders that are needed to gain input and provide key decisions that will inform our work.

Collaborating with Key Stakeholders

The BFM team values the opportunity to collaborate with key stakeholders to ensure our engagement meets your goals. To facilitate strong collaboration there are a few things we propose.

- The BFM team will prepare desired outcomes and meeting agendas for all meetings with key project leads starting with a Kickoff meeting.
- The kickoff meeting will be an opportunity for key staff to get to know the team and the work of BFM. During this session, the BFM team will ask exploratory questions, listen, gather information regarding desired outcomes as well as learn about desired outcomes. This session will also serve as an opportunity for key stakeholders to ask questions, present information, and collaborate on curriculum development.
- The BFM team will ensure meeting agendas and any necessary meeting materials will be sent with sufficient time to review prior to the meeting.
- Throughout the project, you will have open contact with assigned BFM consultant staff as needed.
- The BFM team carefully manages and organizes each client's information and meets regularly internally in preparation for client meetings.
- Meeting minutes captured by BFM staff will include the record of meeting purpose/desired outcomes, discussion activity, decisions /agreements made, date, location, tasks, the responsible point of contact for each task, and attendee/participant contact information.
- The BFM team will regularly provide updates and communication to you regarding any program matters, including but not limited to: contract status, progress of tasks and deliverables, program/task recommendations, program schedule, program performance, and any risks to delivery of services.

Professional Assessments

The BFM team utilizes several different professional assessment analysis tools when working with clients. Our favorite tool is [The Predictive Index© \(PI\)](#). PI is a tool that through a behavioral assessment uses a talent methodology that measures drives, needs, and behaviors. The behavioral assessment provides insight into what motivates you or members of your team, which informs how to build self-awareness and improve understanding of one another. PI

provides practical, customized tools to use such as strategy guides, coaching questions to effectively work with and build relationships with colleagues. In our experience, it is the most versatile tool that not only provides individual assessment reports but also provides information on “Team Types.” Each team has an identity and personality based on the make-up of the team. Analyzing your “Team Type,” can help you understand how that identity manifests as strengths and blind spots—and how to use each to the group’s advantage. Based on what we have learned about the critical work that the Oakland Police Commission does, we have recommended the Design Predictive Index© module below.

- **Design – Build Cohesive Teams**
 - Teamwork Styles
 - Group Analytics
 - 1:1 Relationship Guides

Proposed Project Summary

This proposal includes a scope of work starting with a kick-off meeting to gain alignment of desired outcomes/stakeholder engagement/roles. This context will then inform areas of priority to focus on in the professional assessment analysis, guest topics to be presented on, and will inform the facilitation of the virtual retreat. Please note the proposed scope of work is based on current information and will develop throughout the engagement as we collaborate. Our collaborative partnerships with organizations often span multiple years. Examples of organizations that we have worked with and some of the outcomes of that work have been included in the References section. We are happy to share more examples should you be interested in moving forward with our team. Below you will find our high-level summary of the proposed project.

1. *Discovery*

- Align on pre-work to better understand the OPC and the City of Oakland.
 - i. Ex. previous materials on OPC Culture, the role of the Commissioners, and Working Relationships.
- Request relevant materials to be discussed/presented at the retreat for review.
 - i. This will be helpful information as we develop potential topics to present on for consideration.

2. *Consultation & Coaching with Chair of the Commission*

- Project Kick-Off & Align on Project Scope, Key Stakeholders, and Decision makers.
 - During the kick-off session, we will discuss and align on priorities, design of retreat agenda, which select topics you are interested in, and desired outcomes.
 - This meeting will be an opportunity to learn about each other, ask questions, capture information, and develop action items.
 - During the kick-off we may also share tools and resources in managing conflict and confronting microaggressions if they arise.
 - Questions that may be asked during the kick-off:
 - How would you like to be supported during the retreat? What does that look like?
 - How is consensus usually reached at OPC meetings?
 - What social identities are represented/previously represented?
 - How would you describe the current relationship between OPC

and the Oakland Police Department?

- What has gone well at previous meetings?
- What hasn't gone well at previous meetings?
- What challenges has the OPC faced in recent months?
- What successes has the OPC celebrated in recent months?
- Hold Predictive Index demo for Chair and other key stakeholders to align on needs and desired outcomes.
- Hold one-on-one meetings with the Chair as needed.
 - These meetings will be
- Meet with other Oakland Police Commissioners to get to know each other, learn about their roles, and identify their desired outcomes of the retreat.
- Collaborate with the Chair on a communication plan.
 - Engage Commissioners, City Staff, community members by seeking input and feedback about topics to be addressed via survey or form.
 - BFM to prepare an informational one-pager that can be included in retreat materials.

3. **Professional Assessment Preparation**

- Collaborate with the Chair in preparing OPC member communication requesting that they complete the [behavioral assessment](#) by an agreed upon date.
- BFM will review and share results with the Chair.
- BFM will prepare a presentation on the results and recommendations to the OPC during or after the retreat.
- BFM will ensure that the Chair and key stakeholders have access and learn how to use the PI platform.
- Guide the Chair and key stakeholders in the use of guides, questions as tools to engage in leadership development and team building.

4. **Retreat Preparation**

- Collaborate with the Chair on developing the retreat agenda if not already complete.
 - i. BFM to present potential icebreaker questions.
- BFM can create a re-retreat survey (8-10 questions) to capture insights, needs, and priorities (audience determined in collaboration with the Chair).
- The BFM team will conduct an internal run-through of topics to present, develop potential strategies and solutions to prepare if the meeting's agenda goes off-track.
- Present guest topic presentation to the Chair, request input and feedback.
- Present Predictive Index© presentation, present results, and walk-through helpful tools, request input and feedback.
- Review and run-through technology set-up, set-up back-up options.

5. **Retreat Facilitation**

- BFM will log into the retreat ~45min ahead of time (non-recorded) to ensure proper assignment of hosts, test audio and video functionality and troubleshoot if necessary.
- Facilitate opening session.
 - i. BFM Introductions-provide background information, communicate role during retreat, answer any questions that arise.

- ii. Set ground rules and desired outcomes.
- BFM team will be available via chat or text as support to Chair if needed.
- BFM team and Chair (if necessary) will touch base during breaks to check in on what is going well, what isn't going well, and make adjustments as needed.
 - i. BFM will communicate potential adjustments and changes with Chair via chat, text, and/or Google Doc.
- Closeout

6. Debrief Session

- BFM will schedule and meet with the Chair and other key OPC members (if needed) to discuss the retreat facilitation and the Predictive Index professional assessment tool.
 - i. Humanity check-in: How are you doing after the retreat?
 - ii. Key takeaways:
 1. What went well?
 2. What didn't go well?
 3. What resonated with you during the retreat?
 4. What could have been done differently?
 5. Was there anything that surprised you?
 - iii. Administer a "post-retreat survey" to assess achievement of desired outcomes, capture learnings/takeaways, and provide recommendations for follow-up actions.
 - iv. BFM requests OPC to complete a post-engagement client survey.
 - v. Close-out.

Billing Rates

Design Elements	Investment
<p>Oakland Police Commission Retreat Facilitation</p> <p>Framing</p> <ul style="list-style-type: none"> ● <i>Planning meetings with project leads to align on needs, desired outcomes, retreat agenda, & stakeholder engagement.</i> ● <i>Review organizational artifacts/documents (i.e. previous agenda, materials on previous topics, etc.)</i> <p>Design & Planning</p> <ul style="list-style-type: none"> ● <i>Brief Discovery –to gain deeper insights, context, and buy-in for the upcoming retreat.</i> ● <i>Pre-retreat survey (8-10 questions) to capture insights, needs, and priorities (if needed).</i> ● <i>Develop & vet agenda with key project leads.</i> ● <i>Predictive Index© professional development assessment and presentation of results.</i> <p>Facilitate Oakland Police Commission Retreat</p> <ul style="list-style-type: none"> ● <i>Facilitate Full-day Retreat on Saturday, November 5, 2022</i> ● <i>Two person Facilitation Team</i> <ul style="list-style-type: none"> ○ <i>~14 participants: 7 commissioners, 2 alternates, 3-5 guest speakers, and public viewers</i> ● <i>Location: Virtual via Zoom</i> ● <i>Administer a “post-retreat survey” to assess achievement of desired outcomes, capture learnings/takeaways, and provide recommendations for follow-up actions.</i> <p>Outcomes:</p> <ul style="list-style-type: none"> ● <i>Insights from the OPC, City Staff, and community to inform retreat agenda.</i> ● <i>Clearly defined retreat outcomes & agenda.</i> ● <i>Leadership development and team-building through use of The Predictive Index© tool.</i> <p>Deliverables:</p> <ul style="list-style-type: none"> ● <i>Survey & Interview Summary themes</i> ● <i>Customized retreat agenda & materials</i> ● <i>Post retreat survey themes</i> ● <i>Debrief meeting & Recommendations Report to summarize decisions from retreat, share feedback, and thought</i> 	<p>Framing & Retreat Facilitation \$12,000</p> <p>Predictive Index© Assessment (Optional) \$3,000</p>
<p>TOTAL PROPOSED BUDGET</p> <p>*Building For Mission charges a flat-rate service fee by project based on the scope of work.</p>	<p>\$15,000</p>

Client References

Organization	Contact
<p>New Venture Fund Multi-year REDI Strategy Work 1201 Connecticut Ave. NW, Suite 300 Washington, DC United States 20036</p>	<p><i>Kathleen Flynn</i> Chief Operating Officer kathleen@newventurefund.org 571.244.8074</p>
<p>DC Public Charter School Board Multi-year REDI Strategy Work 3333 14th Street, NW, Suite 210, Washington, DC 20010</p>	<p><i>Lenora Robinson Mills</i> Chief Operating Officer lmills@dcpcs.org 804-512-3763</p>
<p>Capital Area Food Bank Multi-year REDI Strategy Work 4900 Puerto Rico Avenue, NE Washington, DC 20017</p>	<p><i>Jana Lee</i> Chief Human Resources Officer janalee@capitalareafoodbank.org 202-644-9849</p>
<p>Planned Parenthood Federation of America REDI Assessment & Action Planning 1110 Vermont Ave. NW Washington, DC 20005</p>	<p><i>Helene Krasnoff</i> Vice President, Public Policy Litigation & Law helene.krasnoff@ppfa.org 202-973-4890</p>
<p>American Gastroenterological Association Leadership & DEI Team Learning & Alignment Building 4930 Del Ray Avenue, Bethesda, MD 20814</p>	<p><i>Lyne Grone</i> Vice President of Organizational Effectiveness LGrone@gastro.org 301-941-2602</p>
<p>Aspen Institute REDI Strategy Work 2300 N Street, NW, Suite 700 Washington, DC 20037</p>	<p><i>Amy Kurz</i> Director College Excellence Program Amy.Kurz@aspeninstitute.org 202 736-5800</p>
<p>Global Giving Multi-year REDI Strategy Work 1 Thomas Circle NW, Suite 800 Washington, DC 20005</p>	<p><i>Jenny Malseed</i> VP of Strategy & Talent jmalseed@globalgiving.org 202-669-5727</p>

Appendix

Summary of Contents

1. About Building For Mission
2. Building For Mission's –How We Work
3. Building For Mission – Our Approach to Partnerships
4. Our Approach to REDI (RACE | EQUITY | DIVERSITY | INCLUSION)
5. RaceEquityDiversityInclusion Training & Facilitation
6. DiversityEQ

About Building For Mission

Building for Mission (BFM) is a talent strategy consulting company that partners with organizations to cultivate thriving multicultural teams at all levels, that increase business impact and ultimately contribute to a more just and equitable world. We bring deep expertise in the areas of REDI (Race, Equity, Diversity, & Inclusion), People Development/Talent Management, & Organization Development (OD).

We partner with organizations on critical people and organization development challenges/opportunities that operationalize their business strategy and yield impactful results. We offer services in the areas of Talent Consulting, Training & Facilitation, and Coaching as we partner with our clients in developing their greatest asset, their people!

- **Talent Consulting** – Helping organizations build capacity and integrate effective talent strategies that strengthen how they design for, attract, engage, develop, and retain a diverse workforce. In addition, helping organizations execute effective practices when navigating large organizational change, significant growth, or deeper investments in living out their diversity, equity, or other cultural values.
- **Training & Facilitation** – Offering training and providing customized learning to help organizations build their team, strengthen management practices, deepen learning in race/equity/diversity/inclusion (REDI), and build stronger wellness practices within the organization.
- **Coaching** – Providing individual and team coaching for professionals who are anticipating a career transition or targeting skills (in the areas of Leadership, Talent Management, Human Resources, Organization Development, and REDI) to more effectively lead. Services help individuals/teams clarify their values, skills, and needs coupled with a plan of action to bridge the gap toward the next step in their career or to obtain better results in their work.

Talent Strategy

Connecting the dots between business strategy & results.



How We Work

ALIGNED CORE VALUES AND MISSION

Embedded in BFM's mission and core values is our commitment to providing consulting services for organizations focused on addressing systemic bias, discrimination, and inequities that exist in our society. Our consultant team brings passion, experience, and ability to do this work.

AN INTERSECTIONAL RACIAL EQUITY APPROACH TO REDI CAPACITY BUILDING

Our organizational development work to further race, equity, diversity, & inclusion is grounded on an intersectional approach that fosters racial equity practices in organizational culture.

RESEARCH-BASED FRAMEWORKS AND BEST PRACTICES

Drawing from current research and best practices, BFM has developed a tailored readiness assessment, audit and REDI strategy framework that provides clients a pathway to building organization-wide REDI integration and culture change.

EXPERT TRAINING/COACHING

One thing that makes BFM unique is our DiversityEQ[®] and RaceEQ[®] training models. These research-based, customizable training frameworks apply a REDI lens to key emotional intelligence concepts. They support staff in building their personal REDI competencies and help organizations to integrate a common REDI language. These trainings can be targeted to specific groups (Board members/Senior Leaders/People Manager/HR), delivered in a train-the-trainer format, tailored to focus on organization specific themes, and can be supplemented by individual coaching. As your REDI work moves forward, we believe these could supplement your efforts.

TRANSFORMATIVE COLLABORATION

We are co-designers and collaborators at heart – our clients know their organizational needs best and we build along with them. We recognize that this work will involve consistent, transparent, and open communication and alignment. Because of our collaborative co-design approach, clients find working with us transformative in the moment and sustainable as their work moves forward.

ENGAGING VIRTUAL SPACES

All of this work can be done remotely through virtual meeting tools and shared cloud drives if necessary. As an organization with national & global clients, we specialize in virtual strategies and do much of our work in this manner. When/As clients would like to engage in-person, BFM is happy to meet in-person when appropriate

Progress toward the Desired Result will be measured by:

- **Authenticity & Feedback:** Surfacing the hard stuff, naming the thing, and regular feedback sessions at Leadership and Project Leadership level to ensure progress
- **Observations:** actual and anecdotal experience from key stakeholders
- **Data:** Confidence surveys to ensure key deliverables are on track. Quantitative and

qualitative data that includes lived experiences & innovative practices.

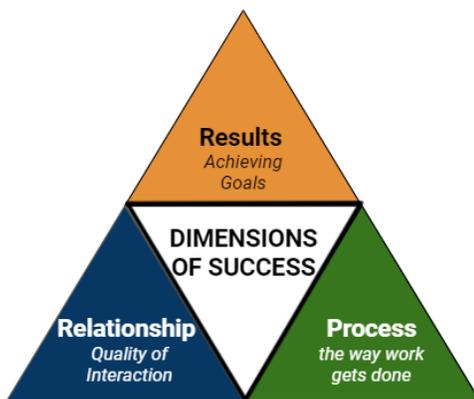
- **Ownership:** Agreement & adoption by Leadership/Staff, & Department teams and key stakeholders
- **Longterm:** Transition and sustainability is evident by key players in the organization. Identified metrics to track progress

Key Elements of Success

Together, we will measure success based on three foundational elements: results, relationship, and process. Our approach is rooted in the belief that successful initiatives incorporate these 3 dimensions of success. We co-design engagements with our partners to put relationships before process and to center diversity, equity and inclusiveness.

Success Model (Adapted from Interactive Associates).

- **Results:** the multiculturally responsive, data-informed and equitable outcomes that BFM and client mutually agree to strive to achieve
- **Relationship:** the quality of interaction across diverse groups and how they relate to one another and their work
- **Process:** how work is done, managed and evaluated



Source: adapted from Interactive Associates

Our Approach to Partnerships

We practice living out our values in all internal and external interactions.

1. Integrity & Authenticity,
2. Learning & Growth,
3. Fun & Well-being,
4. Collaboration & Relationship Building,
5. Quality & Impact,
6. Race, Equity, Diversity, & Inclusiveness

We believe deeply in the capacity of individuals and organizations to learn and grow. We strive to and ask our partners to bring this *growth-mindset* to our collaboration. We design and facilitate engagements that focus on building skills and capacity at all levels: *individual, interpersonal, team, and organizational*. Individuals need to build the will, knowledge, and DiversityEQ to be effective in their REDI practices. Organizations need to build awareness, alignment, and capacity to address issues embedded in organizational structure & systems, power & authority, practices/norms/processes, & culture.

Our approach is rooted in the belief that successful initiatives incorporate thoughtful integration of 3 dimensions of success: results, process, and relationships. We co-design engagements with our partners that incorporate these three dimensions and check-in on them along our planning.

We approach our work through partnership, collaboration, and shared responsibility for success. We partner with organizations as they build their internal capacity to reach their goals vs developing strategies & solutions for organizations. Our work is informed by the data, experiences, and journey of our partner. We partner with clients to customize learning, strategies, and recommendations to the unique goals and needs of the organization. Additional aspects of our approach are below:

Collaborative	•We value true partnership with clients and believe real change happens through proper engagement of stakeholders. We support you in identifying all the stakeholders needed to ensure we generate ideas and solutions that will be most effective.
Diverse Team	•We value the insights that surface through diverse perspectives. In addition to embodying a diverse set of consulting professionals, BFM also guides clients in leveraging the diversity among their organization in planning and larger impact.
Define Success	•We partner with you to define what success would look like at the completion of our work and co-design the pathway to get there.
Strategic Consulting	•Through our consulting and interactive facilitation, we create transformational experiences that result in sustainable outcomes.
Interactive Learning	•Our interactive training includes practical tools, opportunities for real dialogue, and exercises designed for participants to engage in experiential learning.

Our Approach to REDI (RACE | EQUITY | DIVERSITY | INCLUSION)

We have built REDI planning and initiatives with large and small foundations, national and local non-profits, Major League Baseball, for-profit companies, national policy advocacy organizations, and renowned work-force development organizations. We are collaborators with [Equity in the Center](#), a national leader in bringing Racial Equity to the social sector. We have experience partnering with philanthropy organizations such as the Kresge and Meyers Foundations to scale Race Equity work. An overview of BFM’s mission, strategy, and services is located at www.buildingformission.com.

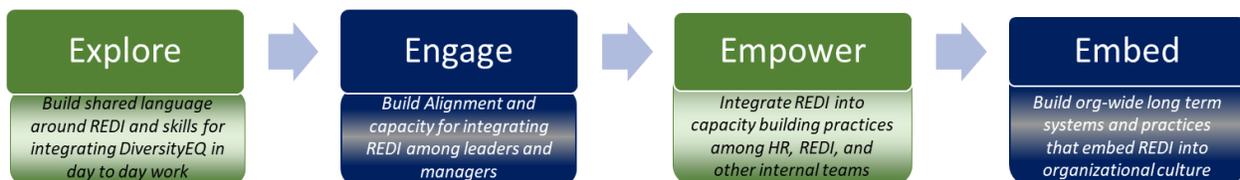
Building for Mission enjoys partnering with organizations as they build REDI into their culture.

Many organizations desire to make meaningful progress related to REDI in their services and internal organizations but struggle to make progress because of 1) their inability to see the situation clearly, 2) lack of resources for the investment needed, and 3) institutionalized norms and practices that work against REDI, often in ways that are unnoticed.

Our approach to REDI work is to help organizations either create or refine their REDI strategy and build their internal capacity to execute their plans.

BFM is skilled in REDI-centered organizational development, HR practices, adult learning, change management, coaching, training, and facilitation. At the highest level, BFM’s approach is to partner with our clients to create two tracks of work. One track is Learning, introducing the organization to transformational learning experiences and helping the organization integrate REDI learning into the core rhythms of the organization. The other track is REDI Work. This track involves assessing the current state of REDI, building internal clarity and alignment of their goals and assessing/changing key aspects of the organization's culture, programs, and talent practices with a REDI lens.

Lastly, one thing that makes BFM unique is our DiversityEQ® and RaceEQ® training models (See Appendix). These research-based, customizable training frameworks apply a REDI lens to key emotional intelligence concepts. They support staff in building their personal REDI competencies and help organizations to integrate a common REDI language. These trainings can be targeted to specific groups (Board members/Senior Leaders/People Manager/HR), delivered in a train-the-facilitator format, tailored to focus on organization specific themes, and can be supplemented by individual coaching.



Race|Equity|Diversity|Inclusion Training & Facilitation

Our interactive training includes practical tools, opportunities for real dialogue, and exercises designed for participants to engage in experiential learning. The Training Sessions below are 90–120 minutes. They represent a small example of BFM’s Diversity Training Services. Training sessions can be tailored. Facilitators also bring expertise to design customized sessions to meet client learning needs.

For Professionals – Diversity

- ***Exploring Diversity and my Lens:*** Participants have an opportunity to learn new frameworks and engage in interactives that allow them to explore their dimension of diversity, learn from others, and reflect on actions they can take as a result of their learning
- ***Understanding Privilege:*** Participants have an opportunity to learn key concepts related to privilege and how it shows up consciously and unconsciously. Participants are given the opportunity to reflect on how they can leverage their power as allies
- ***Becoming an Ally:*** Participants learn what it means to be an Ally, as well as the challenges and opportunities to anticipate. This training is great for individuals who want to leverage their leadership in creating inclusive and equitable environments
- ***Understanding Implicit Bias:*** Participants have an opportunity to learn about Implicit Bias and how it shows up in day to day interactions as well as best practices and de-biasing strategies they can leverage
- ***The Dynamics of “Covering” and “Uncovering” at work:*** Participants learn key concepts related to Covering at work, the implications, and tips for managing their own decisions related to covering as well as how to influence a more inclusive workplace
- ***Understanding Racism:*** Participants learn introductory concepts related to the four levels of racism, how they differ, how they are connected, and how to practice anti-racism
- ***Understanding Implicit Bias:*** This learning session is helpful for individuals who are interested in deepening their knowledge and skills related to diversity and unconscious (implicit) bias.
- ***Foundations of DiversityEQ:*** This session series is for individuals who are ready for deeper self reflection as it relates to diversity and desire to build their awareness and skill set to strengthen their relationships and interactions with others across difference
- ***REDI Dialogue TTF: Capacity Building:*** The Diversity Dialogue Capacity Building session is designed for individuals that desire to facilitate or be an ally in internal diversity dialogues.
- ***Customized REDI Session: Building REDI into our Culture & Practices:*** We can customize a session. The session would provide a refresher on key definitions related to Race|Equity Diversity|Inclusion (REDI). It will allow staff to assess & discuss the implications in their spheres of influence.

Manager Training – Diversity

- **Best Practices in Hiring Diverse Teams:** Participants learn how to assess gaps in their scouting & recruiting processes and practical strategies that increase diversity and builds a more inclusive recruitment process
- **Managing High-Performing Diverse Teams:** Managers have an opportunity to learn a framework for high performing teams and develop an action plan for how they can increase engagement & effectiveness of their team
- **Evaluating HR Practices with an Equity Lens:** Managers are introduced to common biases in the workplace and explore how bias shows up through practical scenarios. They are also introduced to tools for navigating change

For HR or Diversity Professionals

- **Train the Facilitator: Facilitating conversations about Diversity:** Participants learn new concepts and practice skills in facilitating engaging conversations about diversity, equity, and inclusion
- **Train the Facilitator: Leading High Performing Diverse Teams:** Participants learn new concepts and practice skills in facilitating “Leading High Performing Diverse Teams” among others.

DiversityEQ

What is DiversityEQ?

Building For Mission partners with agencies, assesses where they are in their DEI journey and supports them in building diverse, equitable, and inclusive organizational cultures that propel the organizations' work.



DiversityEQ provides clients an *Emotional Intelligence* framework for exploring their identity along with key competencies, skills, and practices that are essential to DEI (diversity, equity, inclusion) individual and interpersonal work.

We offer a series of DiversityEQ training modules and coaching programs that *support individual, team, and organization-wide development.*

OAKLAND POLICE COMMISSION
DRAFT SCOPE OF WORK/SUMMARY OF SERVICES TO BE PERFORMED
AUGUST 24, 2022
Submitted by Frank J. Omowale Satterwhite, President Leadership Incorporated

INTRODUCTION

This technical assistance plan describes the scope of services that Leadership Incorporated will provide to the Oakland Police Commission. Our proposed work scope is based on the following factors:

1. Oakland Police Commission is convening a planning retreat for purposes of examining key issues, identifying strategic priorities, developing a 2022 action plan and building consensus about the future direction of the agency.
2. Oakland Police Commission intends to contract with a qualified consulting firm that has broad experience working with public/quasi-public agencies in the areas of strategy development, strategic planning and related activities.
3. Leadership Incorporated will be responsible for assisting Oakland Police Commission to achieve the following goals:
 - Reviewing and building consensus in the following areas: (1) OPC's legal mandate and charge; (2) OPD Sustainability Plan; (3) Functions/operations of the Inspector General's Office; (4) CRPA Transition Plan; and (5) OPC audit compliance.
 - Defining strategic priorities and developing a 2022-2023 action. Plan.
 - Rebuilding a culture of respect and collaboration within the OPC.
4. Oakland Police Commission will be responsible for completing the following tasks:
 - Providing information about its history, structure, programs, and operations.
 - Co-designing the retreat agenda with Leadership Incorporated.
 - Convening the OPC retreat.
 - Handling scheduling, logistics and tech support for the OPC retreat.
 - Provide candid and timely feedback to Leadership Incorporated about our services.

Thank you for considering our firm as a technical assistance partner for the Oakland Police Commission.

PROPOSED WORK SCOPE

Leadership Incorporated will perform the following tasks for the Oakland Police Commission:

TASK	PROJECTED HOURS	COST @ \$200/HR.
• Attend orientation/planning/briefing meetings with the Retreat Planning Committee and complete follow-up tasks	2	\$400
• Review background information and relevant documents pertaining to including: (1) OPC's legal mandate; (2) OPD Sustainability Plan; (3) Inspector General's Office; (4) CRPA Transition Plan; (5) OPC audit; (6) OPC meetings; and (7) other relevant documents.	2	\$400
• Develop agenda, resource packets and facilitation strategy for Oakland Police Commission retreat	4	\$800
• Prep for and facilitate the Oakland Police Commission retreat	10	\$2,000
• Prepare report on the Oakland Police Commission retreat	5	\$1,000
• Draft 2022-2023 action plan for the Oakland Police Commission	5	\$1,000
• Attend Oakland Police Commission meeting to debrief retreat and review the 202-2023 action plan	2	\$400
• Prepare summary report on the Oakland Police Commission project	2	\$400
• Attend debriefing meeting with Retreat Planning Committee about the project (N/C)	0	\$0
TOTAL	52	\$6,400

FRANK J. OMOWALE SATTERWHITE, Ph.D.

STATEMENT of QUALIFICATIONS



Frank J. Omowale Satterwhite is an organizational and community change consultant who completed an undergraduate degree at Howard University, a Master's Degree at Southern Illinois University and a doctoral degree at Stanford University.

Omowale is the President of Leadership Incorporated, a progressive, nonprofit consulting firm focused on building capacity for social change in communities of color. He was previously employed as President, National Community Development Institute; President, Community Development Institute; Acting Superintendent, Ravenswood City School District; Associate Dean and Chairman of African American Studies, Oberlin College, where he established the first Black Studies Program at Oberlin; President, Institute for the Study of Community Economic Development; and Associate Director, Western Regional Office, College Entrance Examination Board.

During the winter semester of the 2015-2016 academic year, Omowale served as a Visiting Professor, Scholar in Residence, at The New School, Milano School of International Affairs, Management and Urban Policy in New York City.

In a typical year, Omowale provides technical assistance, training and consultation services to numerous social justice, health/human service, governmental, philanthropic and community development organizations; he facilitates multi-sector dialogues to promote community building and build consensus among diverse identity groups in communities; he facilitates strategic planning processes to get alignment about the future direction and chief priorities of organizations; he facilitates training programs for residents, organizational leaders and consultants working in communities of color; and he facilitates implementation of place-based, community-change initiatives in partnership with local stakeholder groups. During the past 30 years, Omowale has contracted with more than 1,200 organizations in over 120 cities and 40+ states.

Omowale formerly served as Board Chair of the Alliance for Nonprofit Management. He also served on the boards of the Praxis Project (Washington, D.C.), Applied Research Center (Oakland, CA), Urban Habitat (Oakland, CA), EPA Teen Home (East Palo Alto, CA) and Girls Club of the Mid-Peninsula (East Palo Alto, CA). Omowale is a former councilmember in the City of East Palo Alto and a former planning commissioner with San Mateo County.

During his career, Omowale Satterwhite has received more than 100 civic service awards from governmental, philanthropic, professional and civic organizations.

FRANK J. OMOWALE SATTERWHITE, Ph.D. SUMMARY OF PROFESSIONAL EXPERIENCE

- Broad and unparalleled experience in providing management and facilitation services to non-profit, social change organizations as well as foundations and public agencies with a strategic interest in transforming low-income communities. Dr. Satterwhite typically works with numerous client organizations each year and, over his career, has directly assisted more than 1,200 organizations in over 120 cities and 40+ states.
- Broad and unparalleled experience in providing technical assistance to foundation-sponsored, comprehensive community change initiatives. Dr. Satterwhite has served as the lead organizational development and/or civic engagement consultant for more than twenty comprehensive community change initiatives in cities across the country.
- Extensive experience in training community members/resident leaders, organizational leaders and consultants in the methodology of *“building capacity for social change in communities of color”*.
 - From 2000 to 2007, Dr. Satterwhite trained more than 250 individuals in the San Francisco Bay Area with an interest in serving as organizational development consultants in communities of color (Professional Development of Consultants Program).
 - From 2006 to 2012, Dr. Satterwhite trained more than 250 Detroit residents participating in the Good Neighborhoods Initiative sponsored by the Skillman Foundation.
 - From 2007 to 2009, he trained more than 200 community activists in fifteen cities across the country who were engaged in social change work in their communities.
- Broad and extensive leadership in the nonprofit management field. Dr. Satterwhite served as Board Chair of the Alliance for Nonprofit Management, the national trade association for management consultants working with nonprofit organizations
- Broad experience in developing and implementing innovative, higher education academic programs at Nairobi College (1968-1976), Oberlin College (1970-72) and Institute for the Study of Community Economic Development (1979-1982). Dr. Satterwhite was one of the founding board members of Nairobi College, a two-year, Afrocentric community college located in East Palo Alto, California. He established the first African-American Studies Program at Oberlin College, called the *African American Community and Student Development Program*, whose primary aims were to examine the university’s role in transforming communities of color and prepare students to fulfill that social responsibility. He also founded and piloted the Institute for the Study of Community Economic Development, a two-year, university-without-walls, Master of Science Program for executive practitioners in the field of community economic development.

Proposal: City of Oakland Police Commission

Half-Day Retreat 2022

—

Kacey Short



Contact Information

Kacey Short, Founder of KLS Consulting will serve as Project Lead. Her contact information is as follows:

Name: Kacey Short
Address: 1000 S Orange Dr. Los Angeles, CA 90019
Cell: 858-344-7967
Email: kacey.short.dei@gmail.com
LinkedIn: <https://www.linkedin.com/in/kaceysshort/>

Background

Kacey received her BA in Women's & Gender Studies from San Francisco State University and her Master's in Public Administration from the Harvard Kennedy School of Government. She has over 11 years in Human Resources and Diversity, Equity, and Inclusion (DEI). She was the first DEI employee at Tinder, where she built the department from scratch and consulted for other companies in the MatchGroup portfolio like Match.com and Hinge.

Consulting

In 2018, Kacey created her own consulting company due to an overwhelming number of requests for her expertise in the area of DEI programming, strategy, and workshop facilitation.

There is no "one size fits all" approach to DEI, which is why customized support based on each client's needs is crucial. KLS Consulting services have proven to boost employee satisfaction scores, engage Executive stakeholders in DEI strategies, increase understanding and empathy for different lived experiences, and launch Employee Resource Group programs.

Some previous clients include [Linktree](#), [LIGO Lab CalTech](#), and [Mintz Group](#).

Project Overview*

“Provider” refers to Kacey Short, Founder of KLS Consulting and “Client” refers to City of Oakland Police Commission

	Component	Details
1	Intake meeting	Provider to meet with Client Point of Contact to determine partnership and workflow
2	Document sharing	Provider will request access to necessary documents, policies, procedures of the Commission
3	Kick off meeting	Provider will host a meeting with Commission Leadership to understand current pain points, objectives and priorities for the retreat, and intended outcomes. Secondary meeting may be necessary.
4	Pre-data collection	Commission members will be required to complete the following prior to retreat: <ol style="list-style-type: none"> 1. Survey on main aspects and objectives of retreat to ensure alignment 2. Survey on current knowledge of specific workshop topics (as needed)
5	Retreat preparation	Provider and Client Point of Contact will develop Retreat Agenda, solidify workshop topics and presenters, and finalize participant list. Provider will develop retreat materials such as (but not limited to) background materials, presentation decks, and other workshop materials based on decisions made with the Client Point of Contact.
6	Retreat facilitation	
7	Post-data collection	Commission members will be required to complete the following within 48 hours of retreat: <ol style="list-style-type: none"> 1. Survey on learnings and take-aways 2. Survey on newly learned knowledge of specific workshop topics (as needed)
8	Executive Summary	Provider will produce a summary of the retreat including an action plan

* Project timeline dependent upon date of contract signing, client and provider availability, etc.

Services and Fees

If services are provided in person, travel costs will be billed to the client.

Consulting

- 1 hour \$350
- 3 hours \$1,000
- 5 hours \$1,700

Keynotes

- \$2,000

Workshops

- 1 hour \$1,000
- Half day (up to 4 hours) \$3,000
- Full day (up to 6 hours) \$5,000

Retreats*

- Start at \$10,000 and depend upon number of days, attendees, and content requested

**Retreat Fee Schedule: An advance payment of 1/3 of the contracted amount will be due upon execution of a contract. A final invoice for 2/3 of the contracted amount and expenses would be due upon completion of KLS Consulting's services.*

Seijas Coaching, LLC

Proposal for Oakland Police Commission

530-304-8060

michelle@michelleseijas.com

INTRODUCTION

The Oakland Police Commission (OPC) serves the critical role of bringing the voice of Oakland citizens to the Oakland Police Department, Office of the Inspector General, and the Community Police Review Agency. As active members of the community who donate their time while also maintaining their professional careers, dedicated time such as this commission retreat are vital to bringing shared vision and intentional team building to ensure they are an effective collective representation of the needs and desires of the Oakland community.

As an experienced facilitator, I understand that establishing a safe and engaging environment for all participants to authentically participate is of prime importance to making full use of the retreat. Therefore, time will be set aside in advance to get to know those who will be participating to learn about their personal mission to serve on the OPC and their thoughts on the future of the OPC. All of this will be taken into account to establish an agenda that will bring in the personal styles and needs of attendees into the collective dialogue and decision-making.

This proposed scope of work meets the desired outcomes of the OPC retreat, including:

- A renewed shared understanding of the legal mandates and role of the OPC
- Providing a space for learning, discussing, and establishing consensus on the vision of the Oakland Police Department, Office of the Inspector General, and the Community Police Review Agency
- Reestablish a culture of respect and understanding among the OPC with a lens for equity in discussion and decision-making
- Clear recommendations for next steps to set action to the intentions set by the OPC

EXPERIENCE & APPROACH

Michelle Seijas, Ed.D. is a trauma-informed certified coach, experienced consultant, education leader, and former nonprofit executive who is focused on supporting communities in reconnecting with their purpose and authentically serving in that purpose. She believes that when we are in purpose we find joy, abundance, and connection. Those are the conditions necessary for innovation and social change.

Dr. Seijas completed her undergraduate degree at UC Davis, earned credentials in bilingual education, administration, and her master's degree from CSU Sacramento, and returned to UC Davis to earn her doctorate. Her research focused on the systemic devaluation of Latino students.

Seijas Coaching, LLC

Proposal for Oakland Police Commission

530-304-8060

michelle@michelseijas.com

Through interviews, observations, and document reviews she identified the ways that the educational system strips students of their dreams and sense of possibility. Dr. Seijas offered recommendations for systemic change that would build communities of care that allow the whole student to be seen, heard, and given space for creativity. The theoretical framework of her study included social reproduction theory, critical race theory, and theory of care.

Michelle's formal studies, professional experiences, and connection to purpose have served as a foundation for her career. She has served as a High School Principal in traditional and charter settings, coordinated intervention and enrichment services from the district office level, was the founding Executive Director of a non-profit focused on serving Black, Latinx, and Asian-Pacific Islander education leaders, she has provided consulting services to a wide range of organizations, focuses her coaching and leadership development work primarily on the support of leaders of color and has been asked to be a keynote speaker on numerous occasions.

Through a trauma-informed lens, Dr. Seijas partners with individuals to help them envision how they want to show up in the world and gain clarity of how they will put action to intention. She also assists organizations with being mission-driven spaces for staff and those they serve to have a healthy environment to be in relationship. Michelle has a special gift of facilitating engaging experiences for people to step into their power and identify how they will live in purpose.

Michelle's dedication to education, social justice, and holistic systems change permeates throughout her life. Outside of coaching and consulting, Michelle is also a board member for The Teaching Well, Envision Education, and the CSU Sacramento Doctorate in Educational Leadership.

PROPOSED SCOPE OF WORK	PROJECTED HOURS	COST
Planning meetings with the OPC Chair et. al. and follow up as needed	4	\$1,200
Review background information and relevant documents, including: <ul style="list-style-type: none"> ● Meeting minutes of OPC ● OPC Annual Report ● Published articles related to OPC ● Other relevant documents 	4	\$1,200

Seijas Coaching, LLC

Proposal for Oakland Police Commission

530-304-8060

michelle@michelseijas.com

Research on best practices of police commissions in similar cities	4	\$1,200
Conduct one-on-one interviews with each commissioner and provide a summary report	14	\$4,200
Develop agenda and materials to support an engaging and productive retreat that meets desired objectives	4	\$1,200
Facilitate the OPC retreat	8	\$2,400
Prepare a report with next steps after the retreat	4	\$1,200
Meet with the Chair of the OPC et. al. to debrief the retreat	1	\$300
TOTAL	43	\$12,900

REFERENCES

Connie Casson, Owner, Blue Seats Consulting

- cmcasson@gmail.com
- 402-981-5973
- I served on a Blue Seats Consulting team for Chapin Hall at the Univeristy of Chicago. I provided biweekly leadership development workshops and one-on-one coaching for formerly homeless youth who were learning to become advocates for policy change related to homelessness at the federal level. I attended staff meetings as needed to provide updates and connect with the other members of the project.

Andrea Black Evans, Executive Director, Surge Academy, Surge Institute

- andrea@surgeinstitute.org
- 773-562-3696
- I was the interim Executive Director of the Surge Academy providing vision and strategy, hiring and onboarding staff, connecting with funders, speaking at recruitment events, and overseeing implementation of programming. When Andrea was hired, we worked alongside one another to ensure she had a smooth transition in and was set up for ongoing success. I still provide support as needed and Andrea has asked me to remain available for coaching of Fellows and facilitating content sessions for the Academy.

Seijas Coaching, LLC

Proposal for Oakland Police Commission

530-304-8060

michelle@michelleseijas.com

Maricela Morales, Executive Director, Central Coast Alliance United for a Sustainable Economy (CAUSE)

- maricela@causenow.org
- 805-658-0810
- Maricela will be transitioning out of her role after a long tenure as the Executive Director. I provided 8 months of one-on-one coaching for her successors who will become the co-Executive Directors at the start of 2023. Provided group coaching for the co-Executive Directors to begin building their new relationship and shared vision for the future of the organization. Facilitated a mission-alignment workshop for all staff as part of their strategic planning process, facilitated trauma-informed wellness workshop for junior staff and facilitated a leadership retreat for the co-Executive Directors and Directors who will be transitioning in at the start of 2023.