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OAKLAND

2019 JAN 24 PM 5:08

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Darlene Flynn
Director of Race & Equity

SUBJECT: Oakland Equity Indicators Report-
Supplemental Report

DATE: January 23, 2019

City Administrator Approval

Date:

1/24/19

RECOMMENDATION

Staff Recommends That the City Council Receive an Informational Report Regarding the 2018 Oakland Equity Indicators Report.

REASON FOR SUPPLEMENTAL REPORT

This supplemental report is provided to focus the discussion at the Public Safety Committee on the Public Safety Equity Indicators.

SUPPLEMENTAL BACKGROUND

Oakland Equity Indicator Report
Theme 5: Public Safety
Theme Score: 17.3

Public Safety is a critical area of concern for any city. Though national conversations have recently brought a lot of attention to racial and ethnic disparities in public safety, this is a long-standing problem area that has severe negative impacts on communities of color, with the most extreme impacts being experienced by Black community.

Public Safety was the lowest scoring of all the themes in the Oakland Equity Indicators framework. The 12 Indicators within the Public Safety theme examine inequities faced by racial and ethnic minorities across four topic areas: Incarceration, Law Enforcement, Staffing, and Community Stressors.

The lowest scoring topic was Incarceration (1.0), followed by Community Stressors (1.7). They are the two lowest scoring topics in the report and therefore merit further investigation into strategies for change. The range of root causes contributing to the catastrophic impacts of indicators such as Felony Arrests, Homicides, Domestic Violence and Incarceration will require multidisciplinary strategies. Within the City's control are policing policy, safety net service design and delivery, early childhood services, housing, environmental and violence prevention strategies. Within all these activity areas there is ample opportunity for change and improved outcomes. Additionally, just beyond direct control of the City, we have opportunities to influence

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other systems where root causes reside, such as education, health, courts and jails, to investigate their impacts and strategize equity changes.

The other two topic areas averaged out to be somewhat higher scoring, Law Enforcement (18.3) and Staffing (48.3). Within those topics there is still substantial room for improvement, Stops and Use of Force offering major opportunities to impact disparities at the indicator level. These areas are within the purview of Oakland Police Department and included in the scope of their ongoing improvement efforts through the Stanford SPARQ Study and Strategies for Change recommendations.

Topics and Indicators within this Theme:

Topics	Scores	Indicators	Scores
Incarceration	1.0	Adult Felony Arrests	1
		Jail Incarceration	1
		Prison Incarceration	1
Law Enforcement	18.3	Police Response Times	48
		Stops	6
		Use of Force	1
Staffing	48.3	Representation	45
		Attrition from Academy	63
		Attrition from Field Training	37
Community Stressors	1.7	Domestic Violence	3
		Homicides	1
		Juvenile Felony Arrests	1

These are significant findings, with potentially profound life changing impacts, being disproportionately experienced by residents of color and most extremely by the Black community. Considering the City of Oakland's commitment to equity, they provide meaningful markers for the greatest opportunities to transform the City in a profoundly meaningful way.

Publishing this first year's Equity Indicators Report is important because the information positions the City to use data to drive equity outcomes; but it is only a small step in a much larger effort to address these inequities. To complement this quantitative baseline, the Department of Race & Equity is also working with community partners to gather qualitative data from diverse community members in Oakland. This will provide important context and insights into the root causes of these disparities and meaningful solutions to the problems illuminated in the Equity Indicators Report.

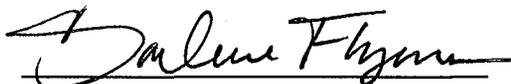
Data-informed, transparent community involved decision-making is essential to transformational institutional change that will advance equitable outcomes in our communities of color. The City of Oakland is energized to build on the baseline of this report, to promote dialogue with Oakland's diverse communities, and to address systemic barriers to equity and to develop policies, programs and partnerships that reduce these inequities, so we build a future where every Oaklander can thrive.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That the City Council Receive an Informational Report Regarding the 2018 Oakland Equity Indicators Report.

For questions regarding this report, please contact Darlene Flynn, Director of Race and Equity at (510) 238-2904.

Respectfully submitted,



Darlene Flynn
Director, Department of Race and Equity

Reviewed by:
Stephanie Hom
Deputy City Administrator

Attachments (1):

A. Equity Stream (PowerPoint slide)