



CITY HALL ■ 1 FRANK H. OGAWA PLAZA, 2nd Floor ■ OAKLAND, CALIFORNIA 94612

Honorable Lawrence Reid, *Vice Mayor*
Community Economic Development Chair, District 7

LReid@Oaklandca.gov

Honorable Noel Gallo
Public Safety Chair, District 5

NGallo@Oaklandca.gov

Honorable Lynette Gibson McElhaney
Finance & Management Chair, District 3

LMcElhaney@Oaklandca.gov

Honorable Loren Taylor
Life Enrichment Chair, District 6

LTaylor@Oaklandca.gov

Date: June 11, 2020

To: Members of the Public

Re: RESOLUTION ESTABLISHING A ZERO TOLERANCE POLICY FOR
RACIST PRACTICES, BEHAVIORS, AND ACTIONS WITHIN THE OAKLAND
POLICE DEPARTMENT AND ALL CITY DEPARTMENTS

Colleagues on the City Council and Members of the Public:

As we all know, the entire nation is currently grappling with and struggling to cope with the tragic killings of Black men and women at the hands of law enforcement officers. The case of George Floyd in Minneapolis, MN, is just the latest instance of police brutality against Black people, and is particularly shocking because of the nonchalant nature in which the offending officer took the life of Mr. Floyd. This horrifying video has prompted further inquiry and policy discussions around use of force and other law enforcement policies, as well as the underlying reasons for continued abuse and devaluing of Black lives. While City of Oakland staff, the police commission, and City Council consider various reforms, it is important that we, on the City Council, affirm that the City of Oakland will not tolerate racism in the City or within our Police Department.

While this proposed resolution and policy will not root out all of underlying elements that lead to incidences of police brutality and biased policing, it will be an important part of the solution. Implementing this policy, combined with the other efforts being considered, will help to repair the trust that has been eroded between law enforcement, other city officials, and the Black Community.

Recently, the City received the results of a study regarding the disparity in discipline and treatment of Black officers in the Department, and it is likely that this stems from both implicit and explicit bias that we are focused on removing from the Oakland Police Department and all departments within the city of Oakland. The attached resolution acknowledges that the City has set in place certain goals regarding equity, and clearly and unequivocally states that racist



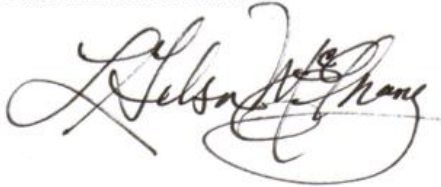
practices, behaviors, and actions by any City employee or member of our Police Department will not be condoned and will disqualify a person from employment in the City of Oakland and will lead to termination.

We respectfully ask for your support of the attached resolution.

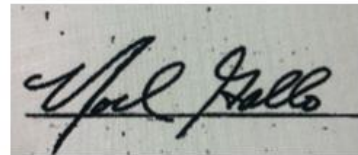
Regards,



Larry Reid
Vice Mayor
Councilmember District 7



Lynette McElhaney
Councilmember District 3



Noel Gallo
Councilmember District 5



Loren Taylor
Councilmember District 6

