



**City of Oakland  
City Council Retreat  
Agenda  
March 30, 2021  
9:30am - 4:30pm**

9:30am	<b>Welcome &amp; Agenda Review</b> Facilitation Team: KHEPERA Consulting — Greg Hodge, Karen Perkins*
9:40am	<b>Public Comment</b>
10:00am	<b>Creating a High Performing Team</b> <ul style="list-style-type: none"><li>• What has been the best team you have participated in and why?</li><li>• What values and approaches are the most important in your role as a City Council member?</li><li>• What is your view of how City Council works as a team for the entire City balanced with your role as a district representative?</li></ul>
11:00am	<b>Mid-morning Break</b>
11:10am	<b>Discussion of Council Priorities<sup>1</sup></b> <p>Objectives:</p> <ul style="list-style-type: none"><li>• To reach aligned consensus on the Council’s priorities for the 2021-2023 budget cycle</li><li>• To find agreement on more effective approaches to implementation and measuring our success</li></ul> <p>Setting the Stage:</p> <ul style="list-style-type: none"><li>• Who are we now - Overview of the demographic profile of the City of Oakland<sup>2</sup></li></ul> <p>Key Questions for Council and Mayor:</p> <ul style="list-style-type: none"><li>• Highlights of our Progress to Date in FY 2019-2021. Are we gaining ground and moving forward?</li><li>• Given COVID and the recession, how do we set ourselves up for a “just recovery?”</li></ul>

<sup>1</sup> Receive An Informational Report To Begin Discussing Mayor And Council Priorities For The Fiscal Year (FY) 2021-23 Budget Based On Preliminary Projected Increases Or Decreases In The Next Budget In Accordance With The Consolidated Fiscal Policy (Ordinance 13487 C.M.S.)

<sup>2</sup> <https://www.census.gov/quickfacts/fact/table/oaklandcitycalifornia/PST045219>

	<ul style="list-style-type: none"> <li>● How are we partnering with the County, State, Federal, philanthropy and private sector? What improvements in our approach can we imagine?</li> <li>● What issues are raised for new or revised policies?</li> <li>● How are we effectively implementing policies and budget directives currently?</li> <li>● How are we measuring our success?</li> <li>● How do the policies we put into place support these goals and efforts?</li> </ul>
Noon	<b>Lunch Break (recess)</b>
12:30pm	<b>Consensus Building</b> <ul style="list-style-type: none"> <li>● Review, deliberate and reach consensus on adopting 3-5 budget priorities for the City Council</li> </ul>
2:00pm	<b>Mid-afternoon Break</b>
2:10pm	<b>Consensus Building (continued)</b> <ul style="list-style-type: none"> <li>● Review, deliberate and reach consensus on adopting 3-5 budget priorities for the City Council</li> </ul>
4:00pm	<b>Public Comment/Open Forum</b>
4:30pm	<b>Adjourn</b>

**Note re Day 2 of Council retreat**

Day 2 of the Council retreat will be scheduled in July. It will cover:

- collaborative approaches to working across city branches of government
- committee roles and working relationships
- creating mutual accountability, including metrics and evaluation

**\*Facilitator Bios**

**Gregory Hodge** is a social change activist and organizational development consultant with Khepera Consulting. Working as a strategist, meeting designer, racial equity trainer, facilitator and coach, Gregory works with a range of groups from small non-profits and foundations to public agencies, particularly school districts and foundations. Greg currently serves as the interim Executive Director for the Executives’ Alliance for Boys and Men of Color. He also works as the Chief Network Officer for the Oakland-based Brotherhood of Elders Network and is a coordinating partner in designing the Healing Generations Institute with the National Compadres Network. His clients include the Association of Black Foundation Executives, The California Endowment and Winthrop Rockefeller Foundation. As a leader in his community, Gregory served two four-year terms as a member of the Oakland Unified School District Board of Education beginning in January 2000, including a year as president of the board. Greg is a Fulbright-Hayes Fellow, recipient of the Gerbode Fellowship and board chair of the Rockwood

Leadership Institute. He is a proud father of five, active gardener and lives in Oakland, California.

**Karen Perkins** has a wide range of experience working with a variety of groups as a graphic recorder, facilitator, technical advisor, and team member for business and strategic planning, community engagement, collective impact, work flow analysis, training, and project management. Clients include a range of organizations: State and County and City governmental agencies, regional and statewide coalitions, community-based organizations, and foundations. Her areas of work have included initiatives related to education, healthcare, criminal justice and philanthropy. Her work demonstrates an understanding of group dynamics, change management, and communication processes. She has effectively applied these concepts and principles to assist clients in developing goals and objectives, formulating advocacy and policy strategies, and producing complex work products.