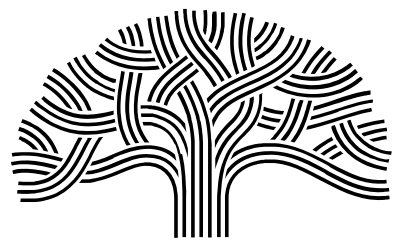


OPD Eberhardt Professional Services Contract

Oakland Police Department
Deputy Chief Lisa Ausmus
Manager Kristin Burgess -Medeiros

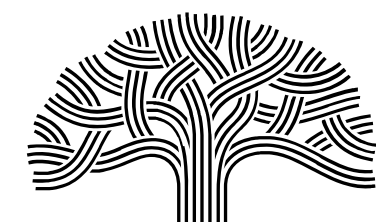


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Background

- OPD has a 10-year relationship with Dr. Eberhardt and her team at Stanford University
- Dr. Eberhardt is the Director of Stanford SPARQ-a behavioral science research and intervention center
- Her team's research has been vital to understand and combat racial disparity and racial bias in policing
- OPD's partnership with Dr. Eberhardt is a crucial factor in OPD's reduction of racial disparities in policing and paramount to the City's compliance with the Negotiated Settlement Agreement (NSA)

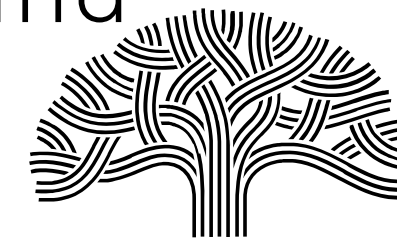


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Results

Timeline:

- **2014:** City partnered with Dr. Eberhardt and Stanford University to leverage its stop data and BWC video to manage risk and reduce racial disparities.
- **2016:** Stanford published its assessment in *Data for Change*. Their findings led to 50 recommendations for reform.
- **2019:** OPD implemented a new policy on searches of individuals on probation and parole, directly resulting from recommendations made by Dr. Eberhardt and her team.

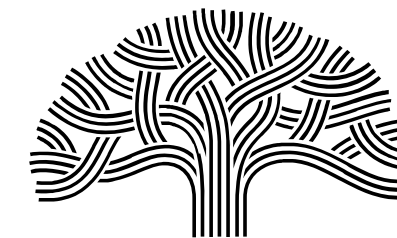


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Results

Timeline:

- **2022:** Court appointed Monitoring Team found OPD in compliance with Task 34-vehicle stops, field investigation, and detentions.
 - The partnership with Eberhardt Consulting, Inc. played a key role in achieving full compliance with Task 34.
 - Both the Court and the Federal Monitor have credited Dr. Eberhardt and Stanford for their work in reducing racial disparity and encouraged the City to maintain the partnership.



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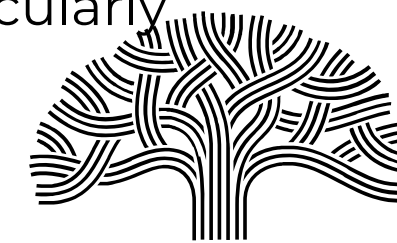
Results

At the Court hearing in **September 2024**, the Court again highlighted the importance of the collaboration between OPD and Stanford, stating, “I want to credit [] the work of Dr. Eberhardt and her team from Stanford. They've done an outstanding job for the City. I hope OPD will continue to embrace them and their work. I understand they want to set up a data use agreement between Stanford and the City that would allow the Stanford team to continue conducting novel research on police community interactions without any financial cost to the City. I hope that's going to be finalized quickly. And I hope the City will continue working with Dr. Eberhardt, to the extent that she and the City can identify additional projects to which they can commit time and resources”



Contract

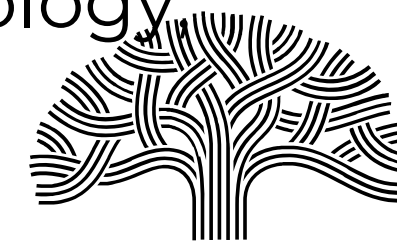
- **2014:** City entered into Professional Services Agreements with Stanford University to analyze police stops and test reforms/interventions and with Eberhardt Consulting, Inc. to provide technical assistance related to stop data collection.
- **2017:** City entered in Professional Services Agreement with Eberhardt Consulting, Inc. to provide technical assistance in implementing the 50 Recommendations outlined in *Strategies for Change* and assist with OPD's risk management. The contract was extended through August 31, 2025 (expiration date).
- **2025:** Adoption of the proposed resolution between the Oakland Police Department (OPD) and Eberhardt Consulting, Inc. will ensure the Department receives critical assistance in achieving and sustaining compliance with the Negotiated Settlement Agreement (NSA), particularly Tasks 34 (stop data) and 45 (consistency of discipline).



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NSA Compliance

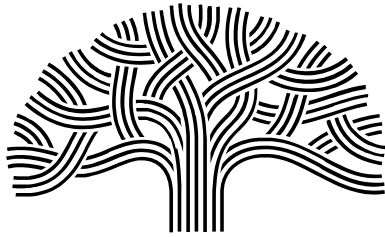
- The Department is currently in “partial compliance” with Task 45, one of the three remaining tasks that are not in full compliance.
- Compliance with Task 45, specifically, hinges on OPD’s ongoing efforts to objectively analyze internal investigation and discipline data and employee survey data to identify and mitigate disparity based on race, gender and rank.
- OPD is in full compliance with Task 34 and must maintain compliance.
- Dr. Eberhardt and her team offer expertise in analyzing data and have over 10 years of experience assisting OPD with methodology, statistical analysis, and data presentations.



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Proposed Contract

Fiscal Year	Fund Source	Organization	Account	Project	Program	Amount
2025-26	1010	101110	54919	1000008	PS01	\$250,000
2026-27	1010	101110	54919	1000008	PS01	\$250,000
2027-28	1010	101110	54919	1000008	PS01	\$250,000
TOTAL						\$750,000



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Proposed Contract

Waiving the competitive request for proposal/qualifications (RFP/Q), and the local/small local business enterprise program requirements.

- Over a decade of experience partnering with OPD, supporting OPD's risk management and data analysis efforts, is invaluable.
- OPD's partnership with Dr. Eberhardt and her team have helped the Department comply with the NSA, improve police-community relationships, promote better risk management practices, and reduce disparity.
- Dr. Eberhardt is uniquely positioned to provide OPD with critical analysis, help identify systemic issues and internal disparities, inform policy changes and enhance officer training.

QUESTIONS

For more information contact Deputy Chief Lisa Ausmus at lausmus@oaklandca.gov or Manager Kristin Burgess-Medeiros at kburgess@oaklandca.gov