

2015 APR -1 AM 4:04

# OAKLAND CITY COUNCIL

Resolution No. \_\_\_\_\_ C.M.S.

INTRODUCED BY COUNCIL PRESIDENT LYNETTE GIBSON MCELHANEY  
AND COUNCILMEMBER ABEL GUILLEN

**RESOLUTION CALLING FOR AN AD-HOC WORKING GROUP ON POLICE RECRUITMENT IN WHICH EACH COUNCIL DISTRICT APPOINTS 1 OR 2 REPRESENTATIVES TO BRAINSTORM IDEAS, DEVELOP STRATEGIES, AND ADDRESS GAPS IN THE OAKLAND POLICE DEPARTMENT'S ABILITY TO RECRUIT AND RETAIN OAKLAND RESIDENTS AND CANDIDATES OF COLOR, AND CALLING FOR STAFF TO RETURN TO THE PUBLIC SAFETY COMMITTEE WITHIN 6 MONTHS WITH RECOMMENDATIONS AND POSSIBLE ACTION.**

**WHEREAS**, on January 24, 2015 the Oakland City Council held a Special Hearing on Black Lives Matter and related protests that sought to redress inequities in the law enforcement and criminal justice systems; and,

**WHEREAS**, advocates, protestors, residents and Oakland community members have identified the lack of local residents working in the police force as a critical concern that negatively impacts community-police relations and have called upon the City of Oakland to hire more Oakland residents and to hire more racially diverse officers; and

**WHEREAS**, President Barack Obama established the President's Task Force on 21st Century Policing to strengthen community policing and trust among law enforcement officers and communities they serve; and

**WHEREAS**, the President's Task Force recommends that "Law enforcement agencies should strive to create a workforce that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities," as a means to manage bias; and,

**WHEREAS**, as of December 31, 2014, only 7% of Oakland Police Department (OPD) sworn officers reside in the City of Oakland, according to the February 2015 OPD Monthly Staffing Report; and

**WHEREAS**, as of December 31, 2014, the racial breakdown of sworn OPD officers is as follows:

- 12.25% are Asian
- 18.3% are African American/Black
- 22.5% are Latino
- 41.8% are white
- And 5.2% identify as other; and

**WHEREAS**, the Oakland Police Department has established a partnership with Merritt College and is engaged in other measures including its partnership with local high schools and its cadet program, however the number of Oakland residents

who apply are very low and the number accepted into the Academy are even lower; and

**WHEREAS**, the Oakland Municipal Code permits such ad-hoc committees to form in order to conduct City business, as long as they abide by the requirements under the Brown Act; and

**WHEREAS**, Chief Sean Whent, in a spirit of collaboration is seeking community feedback in order to generate new approaches that will increase recruitment, hire and retention of Oakland residents and a diverse and inclusive Oakland Police force; now, therefore, be it

**RESOLVED**: that the City Administrator will designate staff to manage the Ad-Hoc Working Group on Oakland Police Recruitment; and

**RESOLVED**: that each City Councilmember will designate 1 or 2 representatives to participate in the Working Group, including but not limited to faith leaders, violence prevention leaders, educators, employment and human resource specialists to this ad-hoc working group; and

**RESOLVED**: the Ad-Hoc Working Group will focus on the following tasks:

- Evaluate gaps in yielding Oakland residents and applicants of color in OPD's current recruitment strategies,
- Develop strategies for recruitment of a more equitable and Oakland-based police force
- Brainstorm a list of places where OPD can share academy information, offer recruiting workshops, or post job opportunities,
- Identify external issues which hinder Oakland residents and people of color to apply to OPD,
- Suggest ways in which the Oakland Police Department can build relationships with institutions that can recommend the Oakland Police Academy to students or job-seekers, as well as to develop a list of potential partners institutions
- Evaluate economic and non-economic incentives to recruit and retain residency of OPD officers in Oakland
- Ways of expanding partnerships with Merritt College to strengthen the pipeline of Oakland residents to OPD Police Academy
- Explore requirement of having OPD live within a reasonable driving distance from Oakland to ensure rapid response times in emergency situations
- And any related discussions; and

**RESOLVED**: that the Ad-Hoc Working Group will only be established for total of 7 months; and

**RESOLVED:** staff and the ad-hoc working group will report to the Public Safety Committee with recommendations, ideas, and analysis within six months of the Ad-Hoc Working Group's first meeting.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, CAMPBELL WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID AND PRESIDENT GIBSON  
MCELHANEY

NOES -  
ABSENT -  
ABSTENTION -

ATTEST: \_\_\_\_\_  
LATONDA SIMMONS  
City Clerk and Clerk of the Council of  
the City of Oakland, California