

UPDATED ON 7/27

(Major changes from earlier version highlighted in yellow)

2020



# Reimagining Public Safety

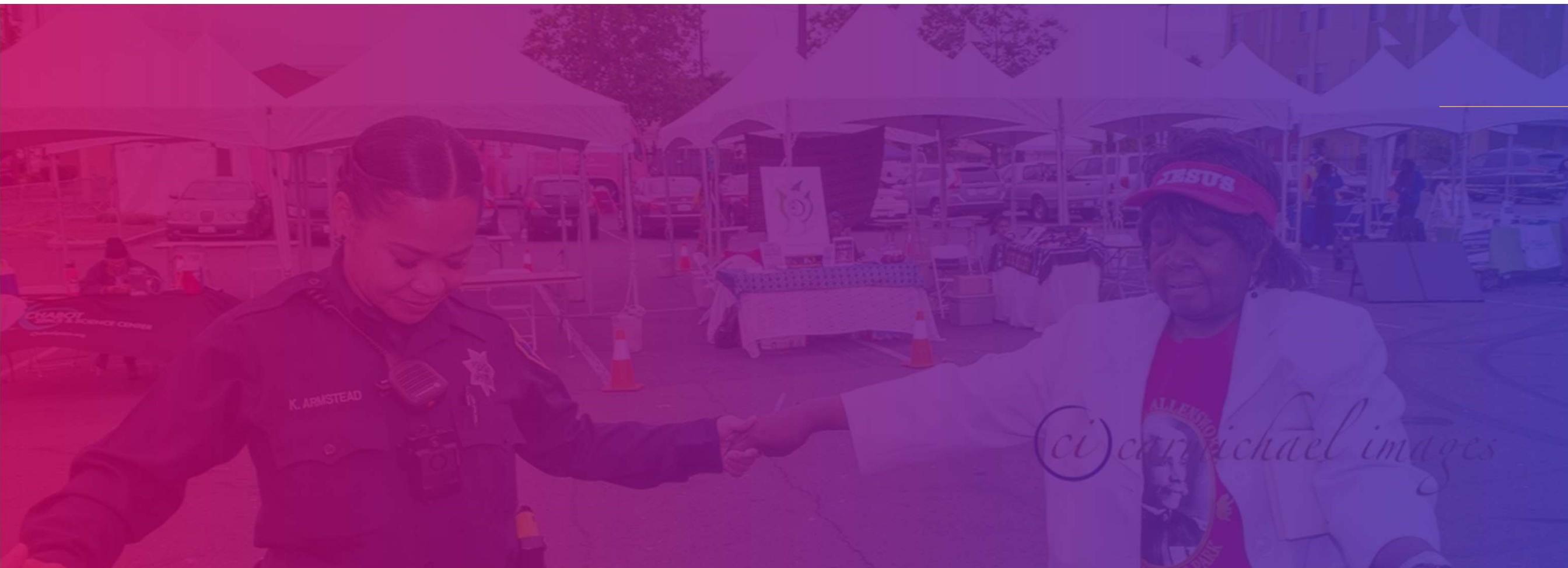
Operationalizing the Oakland City Council's Commitment to Enhancing Public Safety Through More Appropriate, Efficient & Equitable Allocation of Resources

Submitted for Council and Community Review/Feedback By  
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7/21/2020

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# Background/ Context

# The Problem: Our Public Safety System Doesn't Work for All

- **INADEQUATE SERVICE LEVELS**
  - Current Response Times and Service Levels are inadequate
  - Many residents feel less safe in the presence of OPD
- **INEQUITABLE OUTCOMES**
  - Oakland scored 17.3 of 100 on equity scorecard for Public Safety
- **INAPPROPRIATE RESPONSE FOR MANY SITUATIONS**
  - Police and Community members agree that many of the calls police respond to are best answered by an alternative response team (e.g., homelessness, mental health, etc.)
- **INESCAPABLE PAST**
  - After 17 years under the Negotiated Settlement Agreement, OPD still has 7 of 51 tasks that are in complete
  - Police Commission is helping improve accountability, but must continue to be supported
- **INEFFICIENT SPENDING**
  - Significant investment is being made into less effective Punitive Enforcement versus more effective Community Empowerment & Crime Prevention

## Oakland's Equity Scores Related To Public Safety

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

SOURCE: Oakland's 2018 Equity Indicators Report  
 (<https://cao-94612.s3.amazonaws.com/documents/2018-Equity-Indicators-Full-Report.pdf>)

# Oakland City Council Is Initiating A Taskforce To Reimagine Public Safety

## Taskforce Purpose & Goals

The purpose of the reimagining public safety taskforce is to rapidly reimagine and reconstruct the public safety system in Oakland by developing a recommendation for Council consideration to increase community safety through alternative responses to calls for assistance, and investments in programs that address the root causes of violence and crime (such as health services, housing, jobs, etc), with a goal of a 50% reduction in the OPD General Purpose Fund (GFP) budget allocation.

# Other Complementary Efforts Outside of Taskforce's Scope

How do we stop negative, deadly, and inequitable outcomes that result from police interactions (e.g., use of force, abuse of power, loss of life, etc.)?

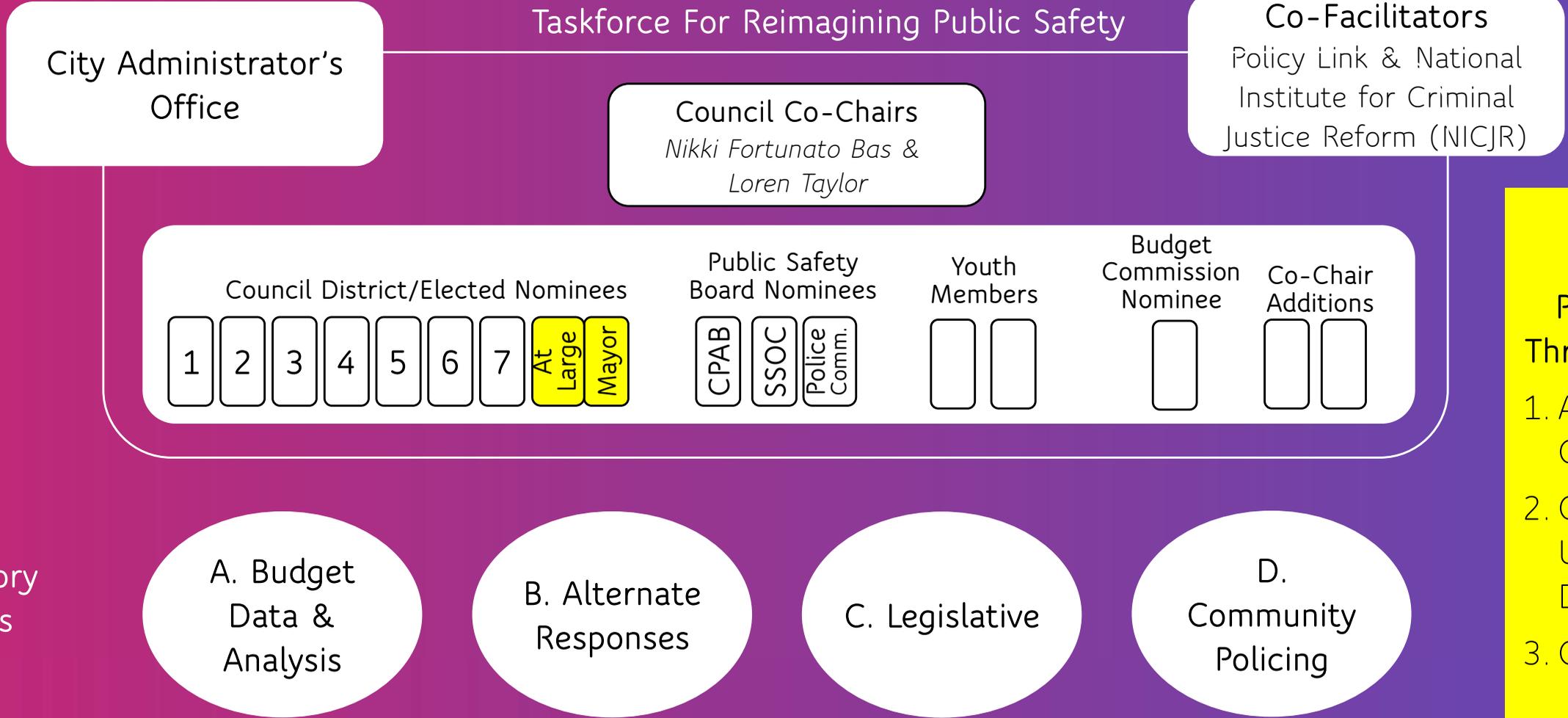
1. Addressing State policies and legislation to improve Police Officer Transparency & Accountability (including POBAR) - State Legislators
2. Enhancing Oversight & Accountability for Police Officer Misconduct - Oakland Police Commission
3. Establishing Alternative Response Models to Armed Law Enforcement - MACRO Working Group, Alameda County Health Department, and Other Community Based Organizations
4. Increasing investment into prevention and community empowerment - Department of Violence Prevention, Human Services Department, Oakland Parks, Rec, and Youth Development, OFCY Partners, and other Community Based Organizations
5. Improved selection and training of first responders - Oakland Police Department Leadership, Others



# Operationalizing The Taskforce

# Proposed Team/Advisory Group Structure

## Taskforce For Reimagining Public Safety



- Critical Partnerships Through Process**
1. Alameda County
  2. Oakland Unified School District
  3. Others - TBD

# Taskforce Membership

## KNOWLEDGE, EXPERIENCE, & EXPERTISE NEEDED ON TASKFORCE

- Active Members of Oakland Community (Required of All)
- Committed to the Goals and Success of The Taskforce (Required of All)
- Representation from Impacted Communities
  - Formerly incarcerated individuals
  - Victims of violent crime and their family members
  - Immigrant community
  - From Community Impacted by police violence
  - Historically underrepresented populations
- Health/ Public Health Expertise
- City of Oakland labor/union representation
- Law Enforcement Operation/Budget Knowledge

	Who Nominates?	Additional Criteria	Total Positions
1	Each Councilmember (Incl. At-Large & Mayor)	One representative from each district	9
2	Each of three public safety related citizen commissions <ul style="list-style-type: none"> <li>• Community Policing Advisory Board (CPAB)</li> <li>• Safety Services Oversight Committee (SSOC)</li> <li>• Police Commission</li> </ul>	Knowledge of Oakland's Public Safety System	3
3	Budget Advisory Commission	Knowledge and Familiarity with Oakland City Budget	1
4	Youth Advisory Commission	Youth Voice (Ages 13-21)	2
5	Taskforce Co-Chairs (Bas & Taylor)	Knowledge/expertise/ experience not already represented by other nominees	2
<b>TOTAL MEMBERS</b>			<b>17</b>

# Taskforce Member Responsibilities

## Active Membership & Participation Required of Selected Taskforce Members

- *Thorough preparation for and active participation in all taskforce meetings (1-2 meetings per month)*
- *Active participation in at least one Advisory Board (Each Advisory Board to be co-chaired by a taskforce member)*
- *Participate in and support various community engagement efforts*
- *Other responsibilities – to be determined*

**NOTE: Members are expected to be fully committed and prioritize participation on this taskforce. As such, there will be no alternate members, and no delegation of voting rights.**

# Facilitator Selection

## Selection Criteria:

- **Facilitator that builds confidence in the process** - Facilitator who has the experience and values to advance the goal of shifting policing resources from enforcement and punishment to prevention and wellness; who values transparency and accountability; and who is able to engender the trust and confidence of diverse stakeholders from those who have been impacted by police violence to law enforcement.
- **Oakland Knowledge and History** - with knowledge/ experience/ relationships here that will be leveraged to ensure greater impact
- **Proven History of Deep Community Engagement/ Collaboration** - Experience/expertise leading difficult conversations and engaging large, broad, and diverse stakeholder groups
- **Open to Something Novel** - someone who is not stuck in one way of thinking, but instead open to new possibilities to come out of the process. Analysis around why punitive policing and incarceration is not always the answer and a belief that investing in root causes rather than just police will achieve safety. Working knowledge of alternative models as well as a grounding in transformative justice.
- **Public Safety System Knowledge** - knowledge of the history of policing in Oakland, but not a current sworn officer

## Recommended Co-Facilitators

- **National Institute of Criminal Justice Reform** - David Muhammad (CEO)
- **PolicyLink** - Michael McAfee (CEO), Anand Subramanian (Managing Director)

# Advisory Board – Proposed Scope

## A. Budget Data & Analysis

To oversee and conduct data analysis where needed to inform taskforce decision-making process, and analysis of other Advisory Boards

To include, but not be limited to calls for service, overtime, budget and appropriate staffing levels

## B. Alternate Responses

To research and develop perspectives/ on alternate responses to policing that should be considered in Oakland with a view of achieving transformational justice

To include, but not be limited to:  
Homelessness, Mental Health, Quality of Life Issues/disturbances, as well as civilianization.

## C. Legislative

To review, analyze, and develop a perspective on relevant legislation that impacts the extent to which, and in what ways proposals can be adopted/ implemented

To include, but not be limited to: State Law, Oakland Measure Z, The Negotiated Settlement Agreement, the OPOA Contract

## D. Community Policing

To develop a perspective on how we will design community engagement and participation into the reimagined public safety system

To leverage the knowledge of the CPAB and include a review of the NSC/ NCPC system. Also, to include those areas that remain in-scope for police and for those areas that are shifted to alternate response models.

# Advisory Board – Proposed Structure & Responsibilities

## Proposed Structure\*

- Up to 35 members for each Advisory Board
- Led by Co-chairs (At least one co-chair is proposed to be a taskforce member)
- Co-chairs to be guided by one of the Taskforce’s co-facilitators, with logistical support from City Administration.
- Monthly meetings will be publicly accessible for viewing/ observation
- Technology to be used to conduct virtual meetings and gather feedback/comments from taskforce members before, during, and after meetings

## Proposed Advisory Board Member Responsibilities

- Commit to goals and success of the taskforce
- Commit to continuity – participation in all Advisory Board meetings
- Commit to community engagement – Where possible serve as an information conduit between Taskforce/ Advisory Board and the broader Oakland Community

# Key Activities & Timeline

Date	Deliverable
July 28, 2020	<ul style="list-style-type: none"> <li>Council vote on authorization of Taskforce</li> </ul>
August 31, 2020	<ul style="list-style-type: none"> <li>Deadline for submitting nominees to co-chairs (Deadline for Public Boards/Commissions may adjust based on meeting schedule)</li> </ul>
Week of September 14, 2020	<ul style="list-style-type: none"> <li>Kickoff of Taskforce</li> </ul>
September 29, 2020	<ul style="list-style-type: none"> <li>Introduction of Task Force to Joint Meeting of Community Policing Advisory Board (CPAB), the Public Safety Services Oversight Commission (SSOC) and the Police Commission</li> </ul>
December 31, 2020	<ul style="list-style-type: none"> <li>Draft Task Force Recommendations Presented to City Council, after discussion at Public Safety Committee</li> </ul>
March 31, 2021	<ul style="list-style-type: none"> <li>Final Task Force Recommendations Presented to City Council, after discussion at Public Safety Committee</li> </ul>
June 30, 2021	<ul style="list-style-type: none"> <li>Final Day for City Council Adoption of FY2021-2023 Budget</li> </ul>

*Reimagining Public Safety*

## Community Engagement To Occur Throughout Process and To Include:

- Open Meetings
- Town Halls
- Open Data Access
- Citywide Surveys
- Quarterly Updates/ Newsletters
- Other?

DRAFT FOR REVIEW



# Moving Forward

- Interest in participating as member of the Taskforce or the Advisory Board?
- Interest in staying informed on the latest developments related to the taskforce and effort to reimagine public safety?

Email: [ReimagineSafety@oaklandca.gov](mailto:ReimagineSafety@oaklandca.gov)