

Police Reform & Racial Equity Engagement Efforts

Summary of feedback from Board and Commission meetings & online survey preliminary responses

On January 21, 2021, the City published draft recommendations from five Community-led Subcommittees on Police Reform and Racial Equity and an online survey. The intent of the survey was to create a platform to allow the public to share their feedback, as traditional public engagement during the pandemic has been challenging.

The City and Committee members have worked together to engage the public in the following ways:

- **Presentations to Boards and Commissions.** Committee members presented to the Civil Service Board, Transportation Commission, Social Service Human Relations Board, Commission on Persons with Disabilities, and Open Government Commission. These meetings were agendaized, broadcast by the City, and streamed live on the City's Facebook page. *A summary of the feedback heard at these meetings is below.*
- **Webpage and online survey.** Since June 2020, the City has been sharing updates about this work with the community at www.alamedaca.gov/policing. In January 2021, the draft recommendations and online survey were added to the website. As of March 1, 2021, the survey had received 1,485 responses and 1,947 written comments. *A preliminary analysis of the survey responses is below.*
- **APD Speaker Series.** On November 10, 12, and 16, 2020, there was a three-night speaker series with the Alameda Police Department and Committee members. APD staff presented information about the Department's policies, practices, data, budget, and more, followed by Q&A with Committee members. Members of the public were invited to watch via a livestream on the City's YouTube channel, where the recordings are posted.
- **Public forums.** The public was invited to hear about the Committee's draft recommendations and share their feedback at two virtual forums on January 21, 2021 and February 13, 2021. The forums were live-streamed on Facebook and recordings are posted on the City's YouTube channel. At these forums, members of the public asked dozens of questions and heard responses from Steering Committee and Subcommittee members.
- **Press releases and social media posts.** The City published a press release with an update on the Committee's progress on January 15, 2021, and a second press release launching the draft recommendations and survey on January 21, 2021. Throughout the month-long engagement period, the City posted multiple times on its Facebook, Instagram, Twitter, and Nextdoor accounts.
- **Presentations and outreach to business, youth, and social groups.** Committee members presented to the Alameda Collaborative for Children, Youth and their Families and the Alameda business community, and worked with community groups and organizations on additional outreach.
- **Newspaper opinion pieces and coverage.** Members of the five Subcommittees drafted opinion pieces that were published in the East Bay Times, Alameda Journal, and the Alameda Sun. The draft recommendations and online survey were highlighted in several newspaper articles and community social media posts.
- **Postcard mailer.** A large postcard was mailed to every Alameda address with QR codes and links to the draft recommendations, online survey, and upcoming public events. We will continue this outreach with a survey by mail being delivered to all Alameda mailboxes.

Feedback from Presentations to Commissions and Boards

Transportation Commission 1/27/2021

- Commissioner feedback
 - Appreciate all the work from the Steering Committee and community volunteers. Would love to see more information about the scale of problem – number of traffic stops, number of arrests.
 - Want more recommendations related to enforcement.
 - Develop a linear framework of what the Transportation Commission can take on. Fines and fees mean partnerships in the region and state, lots of regulatory changes. This body is of more value to the equity and mobility issues.
 - The most equitable way to ticket is by camera.
 - Realize that the long-range plans for Alameda Point improvement are not helping now.
 - Appreciate the presentation. The infrastructure is neglected in Alameda Point, and it should be upsetting to all of us.
 - Transforming federal land at Alameda Point is complex. Interested in working with City staff re short-term fixes for the Alameda Point traffic calming and dealing with intoxicated driving there.
- Public comment:
 - Encourage non-police methods of “enforcement” for circulation and mobility, such as creative artwork for traffic calming.
 - Question the use of technology because facial recognition is biased.
 - Consider fee forgiveness for folks who have been disproportionately impacted.
 - City should have street parking permitting. Free street parking is inequitable because everyone pays for the street parking but only those who can afford cars use the space.

Social Services and Human Relations Board 1/28/2021

- Board member feedback:
 - Consider having the Accountability and Police Oversight Board report to the City Manager.
 - Recommend disaggregated data by race and gender in a transparent manner.
 - Consider a community healing program or community policing program.
 - Support the idea of a storytelling program: data doesn’t always move people, but stories do.
 - Recommendations may have too many new boards – perhaps just one board could cover oversight and policy.
 - As a social worker who has worked with APD, it’s been challenging to negotiate who takes charge when.
 - Important to engage with people who may not join via Zoom. Excited for mailer.

Commission on Persons with Disabilities 2/10/2021

- Commissioner feedback:
 - Important to make sure Officers have adequate training for people with disabilities, especially non-verbal people. Currently they only get training on people with disabilities in the Academy.
 - Appreciate the work and want to see final outcomes from it.

- Police should not be dealing with mental health. Racial bias exists in our police force. Grateful for Committee members giving time and effort.
- Impressed with the amount of work that has been done.
- Clarify whether the recommendations are to move funds from APD into a separate non-police part of the City budget, or to bring mental health professionals into APD.
- Officers should have training in working with people with disabilities, especially important for mental health disabilities and deafness.
- Hope there are recommendations for a quality assurance feedback loop. Want quantitative in addition to qualitative review to see whether a training program was effective.
- Impressive group and body of work; look forward to engaging with this.

Open Government Commission 3/1/2021

- Commissioner feedback:
 - Appreciate all the work of Committee members; appreciate the public outreach mailer that included this meeting.
 - Look at other things Officers do that perhaps other people could do, like closing tunnels.
 - Would like to thank everyone for tremendous work; impressed by recommendations.
 - Report and presentation are incredible and a labor of love to the City.
 - Would love links to all their sources and how they got the information.
 - Consider having APD racial statistics be consistent with census.
 - Blown away and humbled by the valuable volunteer service Committee has done.
 - Support hiring a crime analyst.
 - Open Government Commission should help develop policies for Police Oversight Committee, particularly the intersection of Board transparency and police record privacy.
 - Support the code of conduct recommendation. Compliance with code of conduct should get baked into performance assessments.
 - Keep an eye on rapidly developing state law.
 - This Committee work is like the 1992 Mayor's Report on Cultural Diversity, and hope some of those efforts are finally completed.
 - Need a way to code and respond to racist calls for service.
 - Concern for mental health of officers and other APD staff.
 - Appreciate the recommendation that all voices be heard.
 - Concerned that people may not be able to participate in processes like this, or tell their stories, without worrying about retaliation and threat.
 - Agree that there's a need for reform on APD's social media practices; in the past it's reaffirmed existing prejudices.
 - Praise the Committee expertise and efforts to make Alameda a better place.
- Public comment:
 - Thank everyone for hard, admirable work. Presentation should have related more to Open Government Commission. Need to address Brown Act as relates to the Committee process.
 - Alameda police should be allowed to hire who they need based on fiscal year budget. Alameda is a growing community with growing issues like traffic and crime.
 - Concerned that you're ignoring Asian-Americans, particularly immigrants. For Asian communities, the way we face racism is lack of police protection and presence.

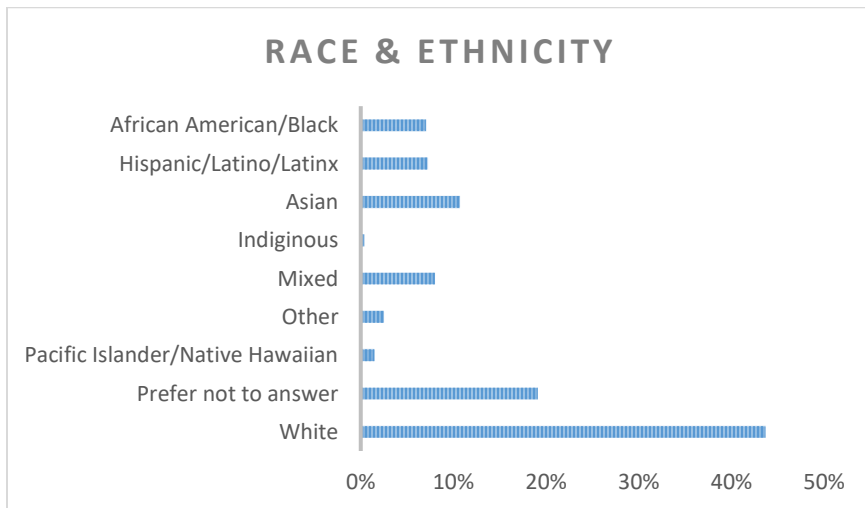
- Experienced racism on Park Street near now-closed Walgreens. Needs to be a balance between protections and fairness. Thanks for opening dialogue.
- For Code of Conduct, need to be clear about how to define boundaries for officers. For Police Oversight Board, be truly clear about the group’s authority. Applaud the amazing, competent work.

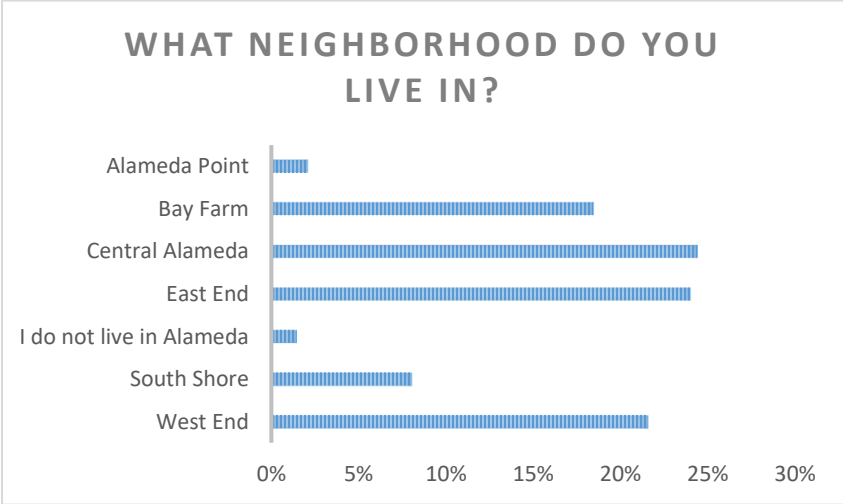
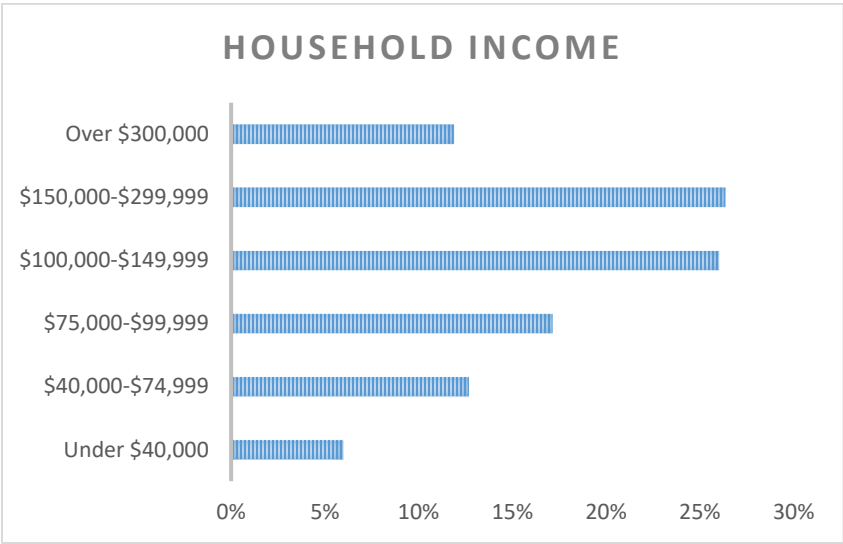
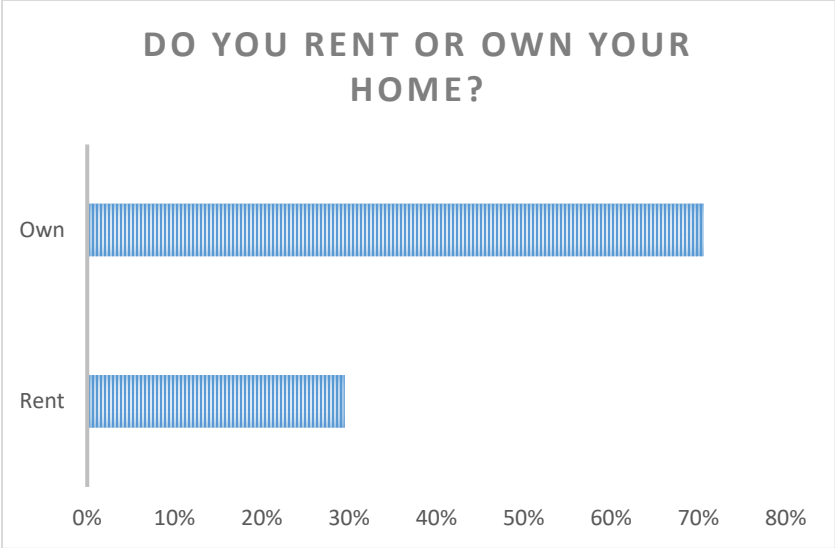
Online Survey Preliminary Responses

The online survey published on the City’s website was designed to allow for public feedback and **does not represent a statistically significant sample of Alameda residents**. For example, in the online survey, 71% of survey takers indicated they own their home, when the latest Census data shows 48% of people in Alameda own their home. The online survey cannot prevent someone from taking the survey more than once or from misrepresenting themselves. It did allow survey takers to share their open ended feedback about the draft recommendations and general policing experiences, which are still being analyzed by staff.

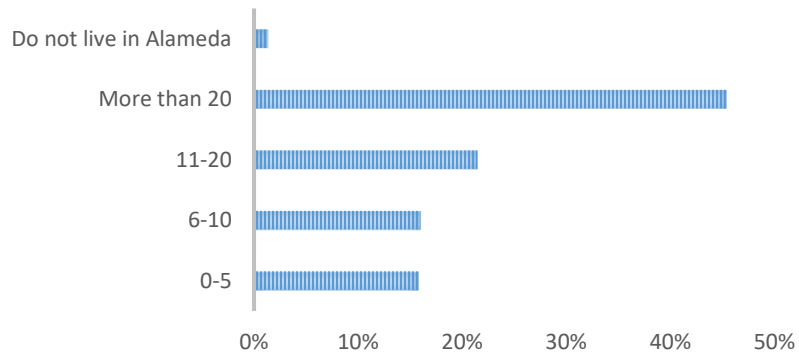
The online survey was divided into three pages, including general questions regarding policing, questions regarding the draft recommendations from five Community-led Subcommittees, and demographic questions. As of March 1, 2021, the survey received 1,485 responses and 1,947 written comments. The following is a snapshot of the preliminary survey responses:

Demographic Questions

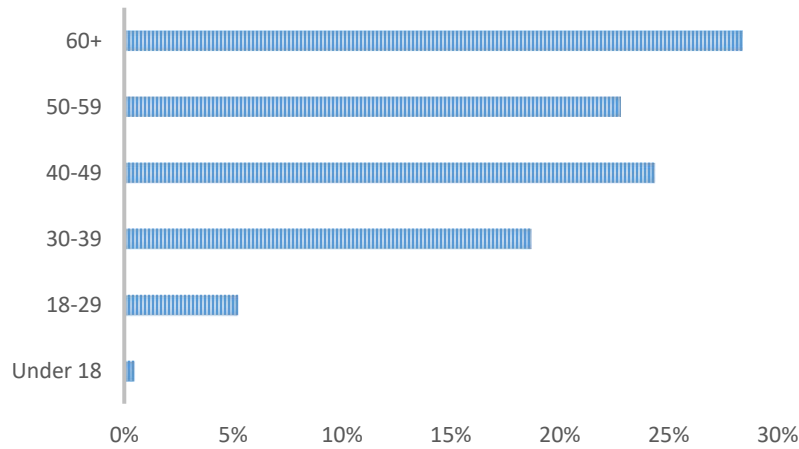




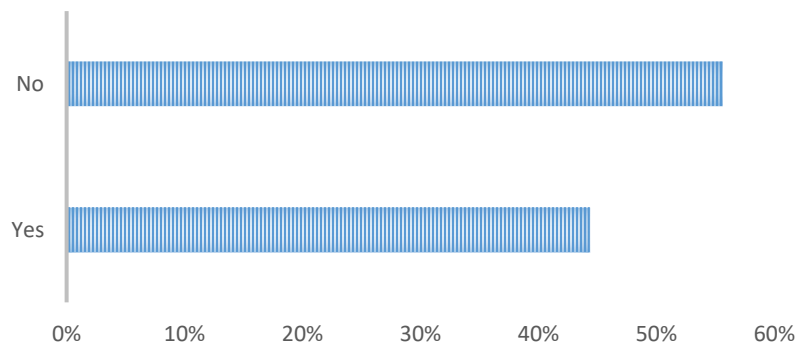
HOW MANY YEARS HAVE YOU LIVED IN ALAMEDA?

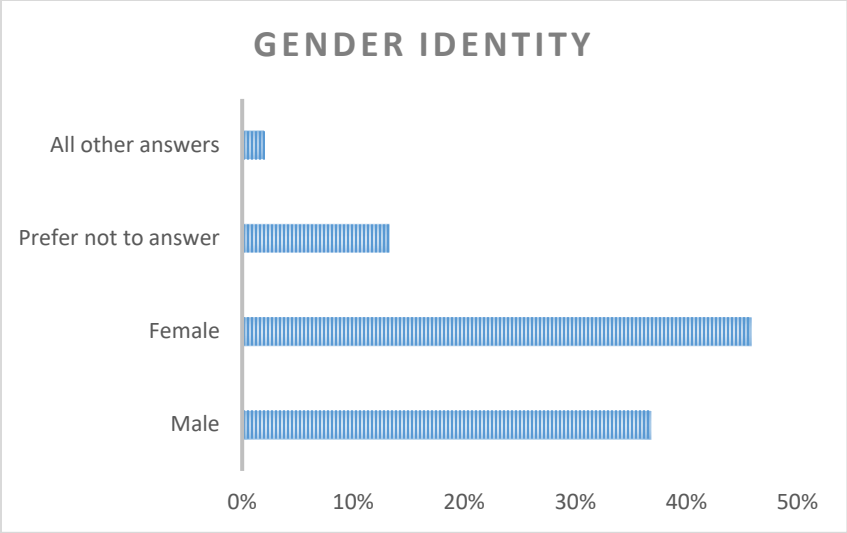


AGE

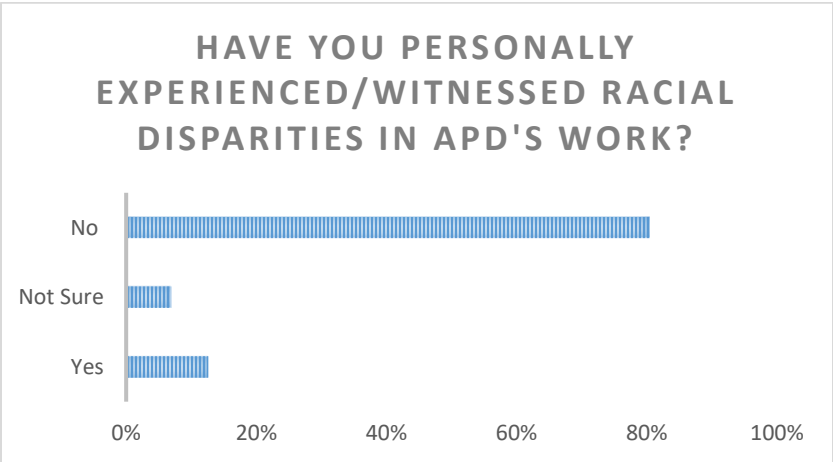
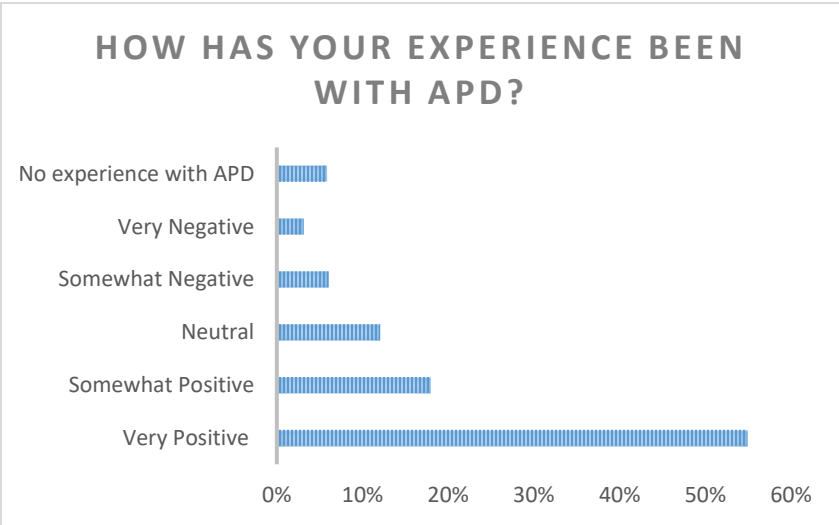


ARE THERE CHILDREN UNDER 21 LIVING IN YOUR HOME?

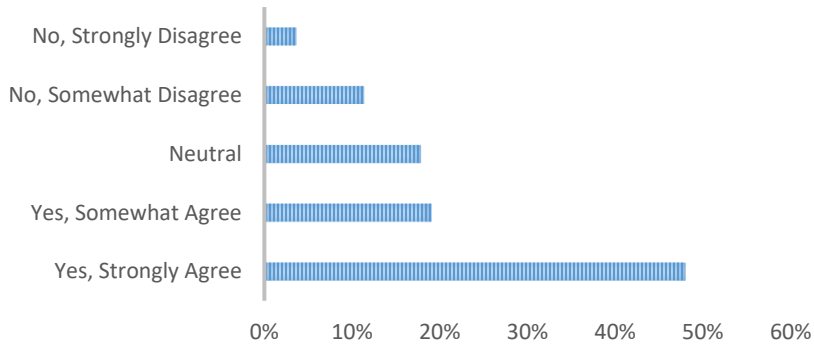




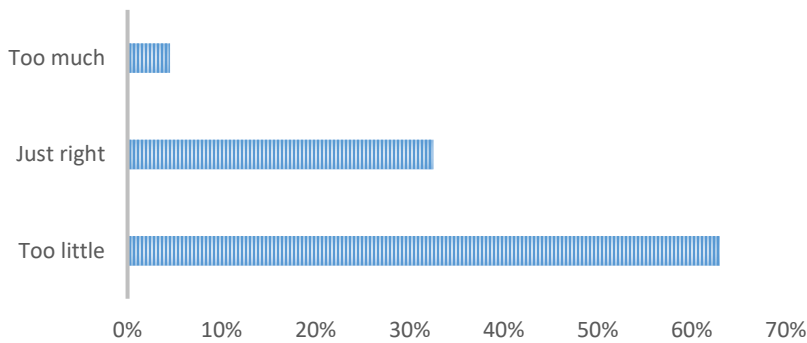
General Questions Regarding Policing



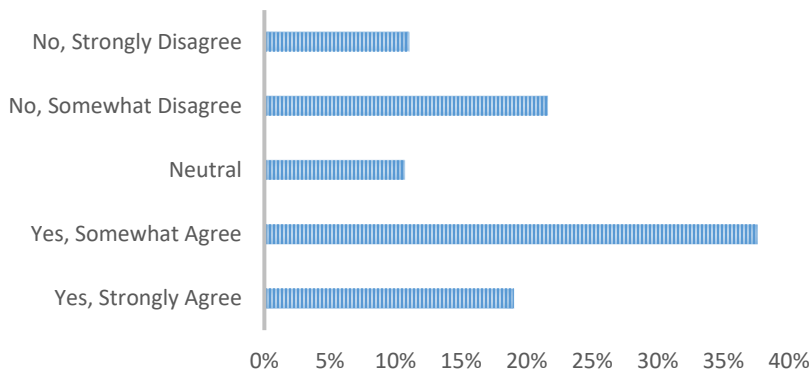
DO YOU THINK OFFICERS RESPECT THE RIGHTS OF INDIVIDUALS AND TREAT PEOPLE FAIRLY?



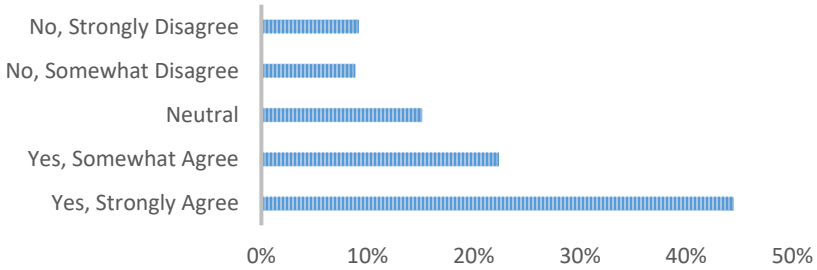
HOW DO YOU FEEL ABOUT THE POLICE PRESENCE IN YOUR NEIGHBORHOOD?



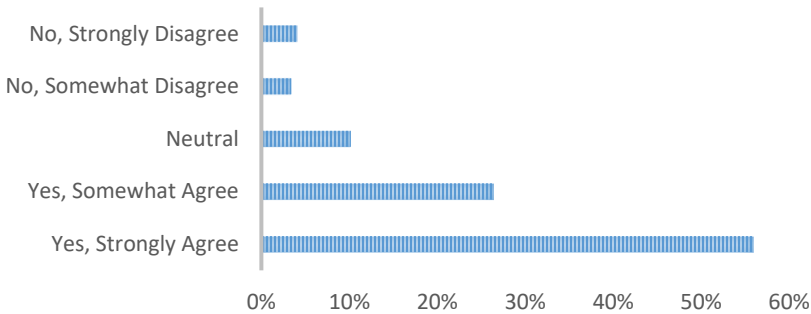
DO YOU THINK ALAMEDA IS A SAFE PLACE TO LIVE AND WORK?



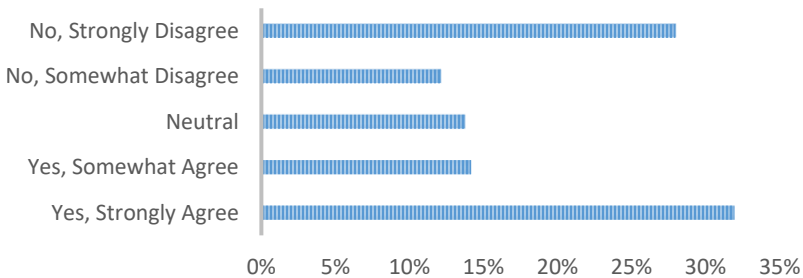
**DO YOU THINK APD SHOULD CHANGE
INTERNAL CULTURE, ENSURE PROPER
TRAINING, HAVE CORRECTIVE
PROCEDURES, AND ENGAGE WITH THE
COMMUNITY?**



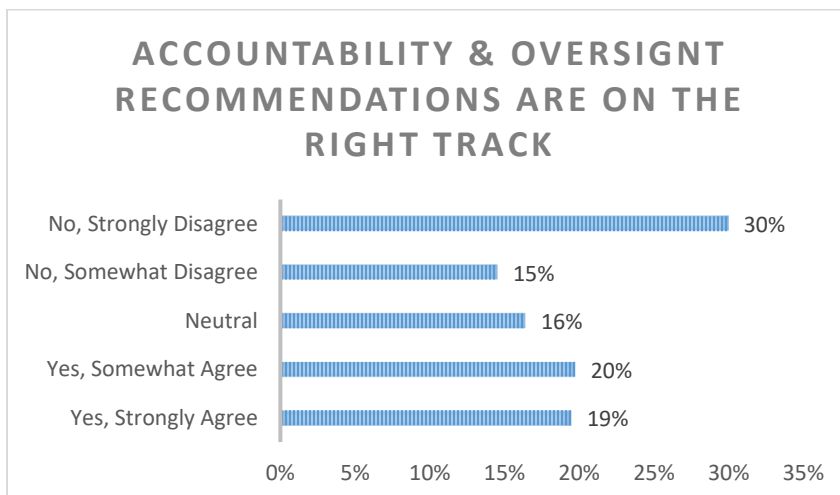
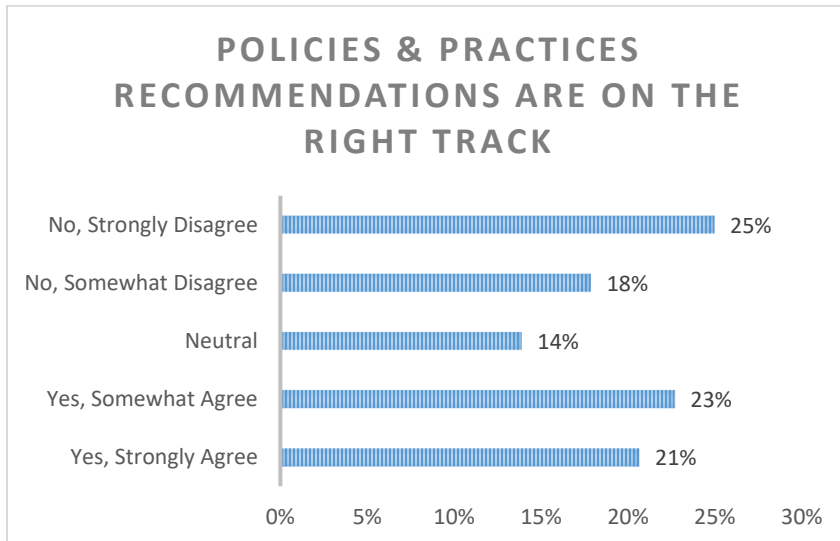
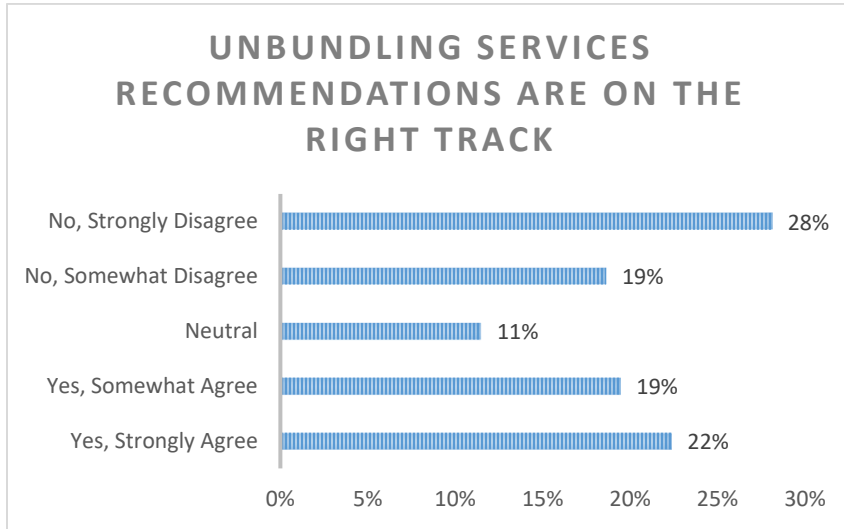
**DO YOU THINK APD SHOULD HAVE
REGULAR TRAINING ON DE-ESCALATION
AND CRISIS MANAGEMENT
TECHNIQUES?**



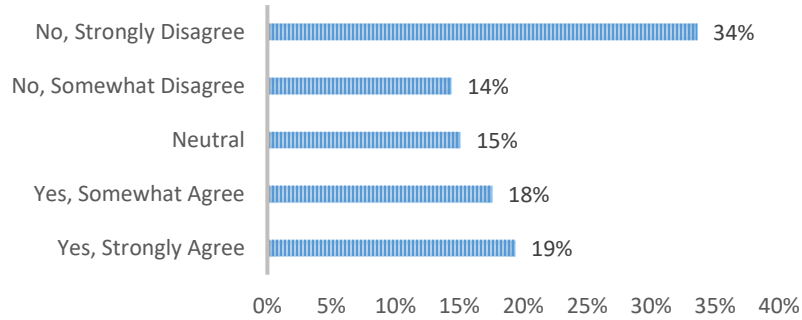
**DO YOU THINK THE CITY SHOULD
ESTABLISH A VOLUNTEER COMMUNITY
ADVISORY BOARD TO WORK WITH APD
TO REVIEW PROPOSED CHANGES TO
POLICIES AND PROCEDURES?**



Questions Regarding the Draft Recommendations



LAWS THAT CRIMINALIZE SURVIVAL RECOMMENDATIONS ARE ON THE RIGHT TRACK



SYSTEMIC & COMMUNITY RACISM RECOMMENDATIONS ARE ON THE RIGHT TRACK

