

Policing In America Looks Different for Different People

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Timothy Burke ✓
@bubbapro

Cops are taking selfies with the terrorists.



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United States Park Police officers push back protesters during a Black Lives Matter demonstration near the White House, June 1, 2020.

Roberto Schmidt / Getty Images

Alameda Police Reforms and Racial Equity Steering Committee Presentation to:

— Transportation Committee —
Wednesday, January 27, 2021

Alameda Police Reforms and Racial Equity Steering Committee Members

— Christine Chilcott
Cheryl Taylor

Al Mance
Jolene Wright

Steering Committee Philosophy: Our Approach to This Work

We are committed to the idea of reforming aspects of the way in which policing is done in the City of Alameda, we hope to do so in a collaborative way.

We understand that policing is important to our community and we respect APD's commitment to the safety and security of our community but we believe that the manner of policing can be improved so that all of the people in our community as well as all who visit our community feel safe, secure and respected.

Steering Committee and Subcommittee Members: How We Were Chosen

The Steering Committee members were appointed in late August 2020. In addition to the four of us on the Steering Committee, we have five Subcommittees involving 60 Alameda community members, chosen in September 2020.

To fill those subcommittees, with the city's help we put out a call for volunteers and we received over 250 responses. Some applicants included detailed background/qualification information and some did not. We felt a need to begin this important work as quickly as possible and we made our decisions based on the information we received as well as any information we were able to gather through internet research. It is worth saying that with a few exceptions, our committee is composed of lay people with no experience or expertise in policing. We are all volunteers and we're here because of our love for this community and commitment to positive change.

The Five Sub Committees

- Unbundling Services Currently Delivered by the Police Department
- A Review of Police Department Policies and Practices
- Police Department Accountability and Oversight
- A Review of Laws that Criminalize Survival
- Systemic and Community Racism/Anti-Racism

Committees' Work Process

The Steering Committee has a standing meeting every Sunday for 1-2 hours depending on the topic. We also will meet one weekday for an hour as needed. Our Subcommittees meet at least weekly and communicate as necessary between their formally scheduled meetings to accomplish their work.

The larger group has been meeting once or twice a month as needed. The Steering Committee meets once-twice a week and on occasion we have invited the Subcommittee chairs to our meetings in order to coordinate and insure that our processes are uniform and that work is not being repeated. We are constantly re-calibrating and refocusing. We also meet with City Staff at least 1-2 a month.

This is a community-led effort. While we have key staff members supporting our efforts, our meetings are community-run by the Steering Committee and Subcommittee chairs.

Early Sub Committee Recommendations

Subcommittees met regularly, humbled by their charge to develop solutions for racially equitable policing in Alameda. Although they met separately for the most part, many of their recommendations converged. **Above all, we know this work is ongoing.**

Racist and anti-Black practices are endemic to policing in the United States and all of its communities. Positive change will be a continuous process. These recommendations move us closer to the changes we would all like to see, but we know they are not enough. We must all remain vigilant in **keeping policing accountable to all those who live, work, play and pray in Alameda.**

Below are not all of but a beginning of a discussion about some of the considerations/recommendations we wanted to explore. We also note that several of these were overlapping recommendations that came from multiple committees.

Excerpt from Subcommittee on Laws Criminalizing Survival

Create a Fines and Fees Task Force within the City composed of community members, members of law enforcement, and legislative body members.

- The Task Force should work to ensure that qualitative data on police-civilian interactions is documented and released for public oversight.
 - The City should also conduct further analysis of fines and fee revenue (including those associated with transportation such as parking tickets, towing fees, and additional traffic fines) to determine their extent and effects on poor people of color. The City should also consider how these fines and fees can escalate to criminal offenses, further harming affected BIPOC residents.
 - We also hope to further explore the possibility of reforms that allow low-income individuals to pay off traffic fines and citations and to create an income verification database for all city agencies to utilize.
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Next Steps

The Steering Committee will give presentations to:

- ~~Civil Service Board, January 6~~
- ~~#1 Public Forum, January 22~~
- Transportation Commission, January 27
- ACCYF, January 28
- SSHRB, January 28
- "Tuesdays at 2", February 9 (with Business Associations/Improvement Areas)
- Commission on Persons with Disabilities, February 10
- Kiwina, February 24

Additional Work:

- **Jan 21**, Surveys to the community about the subcommittees' draft recommendations, January
- **January 20-February 14**: Public engagement to receive feedback on subcommittee recommendations
- **March 16**, Present draft recommendations with public feedback to City Council
- **March 2021**, Conclusion of this initial work



Questions

Any additional questions can
always be sent to:

apdreforms@gmail.com

**“Not everything that is
faced can be changed, but
nothing can be changed
until it is faced.”**

- James Baldwin

