

Policing In America Looks Different for Different People

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 **Timothy Burke** 
@bubbaprog

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:

— Civil Service Board Presentation —
Wednesday, January 6, 2021

Alameda Police Reforms and Racial Equity Steering Committees Members

Christine Chilcott Alphonso Mance
Cheryl Taylor 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.

Committee's 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.

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

The Five Sub Committees Overview

- Unbundling Services Currently Delivered by the Police Department

To support the City of Alameda in (1) identifying the most appropriate community and governmental agencies to provide core services, thus creating a healthier and more safe Alameda for everyone, (2) eliminating the inequitable and unjust police interactions that disproportionately impact--and put at greater risk--people of color and other marginalized members of our community, and (3) striving for the best possible outcomes and most positive interactions with service providers.

The Five Sub Committees Goals

UNBUNDLING SERVICES GOALS:

- Provide recommendations to the City Manager regarding the delivery of public services to meet the needs of everyone
- Evaluate community service needs, identify alternative service models, and optimize delivery of public services
- Re-imagine, and thereby improve, public safety and the health of everyone
- Assist in the realization and implementation of recommendations made

The Five Sub Committees Goals

- A Review of Police Department Policies and Practices

To review, evaluate, and make recommendations to improve current training policies, practices and procedures with an eye toward maximizing service to and communication with the community in order to improve the quality of interactions between the police and the community. To ensure that police policies and procedures meet the standards and expectations of the Alameda community.

Policy and Practices Tentative Recommendations

REVIEWING POLICE POLICIES AND PRACTICES GOALS:

1. To ensure that policies implemented by APD will result in minimizing the need for the use of force.
2. To make procedural justice a Core Value of APD
3. To encourage the creation of a citizens policy and procedure review board
4. To create an enforceable Officer Code of Conduct
5. To institute comprehensive data collection as a measure of areas that need improvement as well as a measure of progress.

The Five Sub Committees Overview

- Police Department Accountability and Oversight

The APD Community Accountability and Oversight Committee, working together with those affected most by policing in Alameda and other community stakeholders, to foster an atmosphere of dignity, respect, and trust; seeks to listen, discover and report patterns of systemic racism and other forms of marginalization in police behavior by: developing recommendations for the creation of systems of oversight, ensure accessible complaint processes, increase transparency, deter police misconduct, promote thorough/fair investigations, identify patterns and opportunities for harm prevention and/or restorative justice, and manage adaptability to adjust to changing community needs over time.

The Five Sub Committees Goals

POLICE ACCOUNTABILITY AND OVERSIGHT GOALS:

1. Conduct research and listening campaigns to explore justification for and commitment to develop dynamic and effective police accountability and oversight.
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2. Strengthen the review of internal accountability of police processes to include a measure of successful interactions, early warning systems, to retain and promote peace officers, exemplifying dignity, respect, and trust.
3. Survey and recommend models of civilian police review, to find the right combination of practical and visionary police oversight for Alameda.

The Five Sub Committees Overview

- A Review of Laws that Criminalize Survival

As a committee, we will analyze data on police involvement in Alameda pertaining to issues that “criminalize survival.” These include (but are not solely limited to): homelessness/unhoused populations and protocol around space, loitering, and presence; arrests and other forms of police action taken towards sex workers and sex trafficking victims, misdemeanors, and within the framework of other street economies; and on the fines and fees associated with the criminal justice system (both on local levels and county levels). We strive to produce research that, when possible, directs police energies, campaigns, and services away from the above issues, and towards community-run organizations and social services who prioritize the well-being and mental health of their served populations.

The Five Sub Committees Goals

REVIEWING LAWS THAT CRIMINALIZE SURVIVAL GOALS:

1. Review existing literature within above subjects to familiarize ourselves with existing campaigns, laws, and policy pushes surrounding these issues (e.g. work from Advancing Financial Justice SF)
2. Locate and utilize publicly available data to produce comparative case studies between Alameda and demographically similar cities in our final recommendation
3. Produce finalized policy report for city manager with policy recommendations for City Council

The Five Sub Committees Overview

- Systemic and Community Racism/Anti-Racism

Our subcommittee has identified five different areas of systemic racism within our community that we will seek to address and remedy. We will push to get public portals for community feedback, and get such systems in place - within both the City Government & Law enforcement - in an effort to collect data relevant to our greater mission; a more inclusive city. We endeavor to implement programs within AUSD, focusing on creating racially-focused dialogue between staff & administration, students & their parents/guardians, and the greater community. Upon receipt of collected data, we'll then undertake a plan to assess the remaining areas of concern with respect to systemic racism within the city of Alameda.

Five Areas of Concern: Housing, Education, Healthcare, Law Enforcement and City Government.

The Five Sub Committees Goals

SYSTEMIC AND COMMUNITY RACISM GOALS:

1. Address racism in the education space, particularly as it pertains to Alameda's youth & their families. Implement plan to amplify and support youth leaders as they facilitate conversations about race amongst their high school peers, elementary/middle school children, and their parents/guardians.
2. Create a reporting and feedback system (i.e. "City of Alameda Antiracism Reporting/Feedback Tool") for residents to report instances of prejudice, abuse of power, and racism that they witness, then provide that data to city staff for assessment. We will help amplify this portal's existence to the community once it's active.
3. Develop a platform for holistic storytelling about past instances of racial profiling and racial prejudice, in an effort to highlight some of the reasons Alameda doesn't feel safe for our Black & non-Black residents of color. Brainstorm a way to change that narrative.
4. Collect data from various feedback platforms to assess and/or address any instances of prejudice/racism within our local healthcare providers, landlords, and City Services (Fire/EMT, code enforcement, building inspection).

Next Steps

The Steering Committee will give presentations to:

- Civil Service Board, January 6
- Transportation Commission, January 27
- SSHRB, January 28
- Commission on Persons with Disabilities, February 10

Additional Work:

- Surveys to the community about the subcommittees' draft recommendations,
The month of January
- **January 20-February 14:** Public engagement to receive feedback on subcommittee recommendations
- TBD: 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