

RPSTF Meeting Combined Notes 11-23-2020

Responses to Framework Question #4

What improvements or reforms are needed within OPD after the size/responsibilities of the Department have been reduced?

Use of Force:

- End the practice of Stop and Frisk, especially of Black people
- Ban Chokeholds
- Mandate that deadly force can only be used when an officer's life is in danger and a suspect has a gun or dangerous weapon
- All other force must be absolutely necessary and proportional
- Require verbal de-escalation before any force is used

Training:

- Increase de-escalation training and methods being taught to officers
- Training should be demilitarized, POST training model is too militaristic
- Training to help officers identify incidents that require a mental health response (once identified, a non OPD mental health professional should respond)
- Look at Fire Dept training as model for how to interact with community
- More training should be co-led with community and community should be engaged/invited in OPD training
- OPD needs cultural training like other cities do to create more touch points in non-police settings to build empathy within department
- Use body cam footage to help coach/train officers
 - Body cam footage should be used as follow up to training to evaluate effectiveness of training
 - Footage should also be used for supervision sessions and performance reviews, not just when there is an Officer Involved Shooting
- Provide police officers with training, outlets, and support to help them process trauma and mental health challenges associated with the difficulty and stress of the job

Community Policing:

- Should not be siloed in a special unit, it should be the way the entire department approaches policing
- Require that all patrol officers spend two hours per week in their beat getting to know the people they serve
- OPD should have more officers that live in Oakland
 - Look into a requirement or minimum percentage (would require state law change)

- Increase the resources for the neighborhood councils. Increase civilian support rather than an officer to solve problems. Possibly have mediators for low level neighborhood disputes (parties, loud music, etc).
- Look into Wisconsin model where cops were paid to live in the community they patrol
 - Racine, WI program: <https://www.cityofracine.org/Departments/Police/COP-Houses/Main/>

Recruitment:

- Prioritize recruits who live in Oakland, also Black and Latinx recruits, and women.
 - Look at recruitment criteria
 - What is it about current recruitment criteria that does not weed out violent, racist officers?
 - Credit checks should not deter recruitment and hiring of Black applicants and applicants of color
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- Organization/Patrol/Beat Structure
 - Beat structure should be analyzed and adjusted
 - Beats that have highest rates of violence and crime should be staffed by more senior officers (as opposed to current system)
 - Investigations into violent crime should be most well-resourced aspect of the department
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- Improve capacity for data collection and management
 - More transparency, regular reporting to the community on Calls for Services, Use of Force, stops, arrests, and complaints.
 - End all No-Knock warrants
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- Ban criminalization of homelessness
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- End qualified immunity
 - Stop paying OPD settlements out of city funds, pay them out of pension funds
 - Elimination of unapproved overtime
 - End DOD 1033 program, selling military equipment to police departments – OPD should not receive any more military equipment and sell all existing military equipment
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- Compassionate and evidence-based approach of drug use. Broader decriminalization of use of drugs and shifting towards harm-reduction services. Refocus officer priorities on more serious issues that involve violence.
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- Reduce traffic enforcement because it leads to more searches and escalation in police citizen interactions.

- Ensure that residents are treated with respect and dignity.
- Break down the blue wall of silence. Establish a system where officers can report misconduct without repercussions. Greater accountability in OPD will serve the betterment of the community.
- We don't want less police, we want better police and improved responsiveness
- Stop: Pre textual stops of residents of color
- We need to educate the public, especially white people, on how and when it is necessary to call the police. For instance, it's hard to figure out in mental health cases, when police are required and when they are not. We have to be careful about how police address mental health patients if/when they show up at a scene.

The new OPD Chief should come in and focus on three issues to shift the culture:

- Accountability: Implement a way to measure accountability over time
- Disparity in what/who is most deserving of protection
 - Example of election night when there was heavy OPD presence downtown while crimes were being committed in East Oakland
- Visibility
 - Officers should walk the streets and interact with community members more, which can help with relationship building