

This document represents recommendation ideas **in development** from the Organization and Culture Advisory Board of the Oakland Reimagining Public Safety Task Force (“Task Force”).

This list is not complete and does not represent the full set of recommendations this AB will formally put forth for Task Force consideration. The Organization and Culture AB will be adding recommendations and possibly removing some as well.

Color coding indicates related recommendations that may require reconciliation and overlap with other AB recommendations (current phase of Advisory Board work).

This document is presented as a summary preview. The recommendations have been organized in a way intended to provide increased clarity and readability or Task Force Members prior to discussion during the February 3, 2021 Task Force meeting. They may be recategorized/reorganized in the future.

Org and Culture AB Recommendations in Reimagining Public Safety

Advisory Board	Working Group	Recommendation Idea (Linked to More Information)
OPD Organization and Culture	Best Practices/Reimagining	Oakland specific crowd control ordinance that focuses on safety rather than on tactics that are counterproductive and/or may incite the sort of violence they intend to deter. More Info
OPD Organization and Culture	Best Practices/Reimagining	That the equipment stated as banned in the proposed military equipment ordinance be prohibited from being used immediately, until/unless OPD gains the OPC and general public's approval of using it. More Info
OPD Organization and Culture	Best Practices/Reimagining	Demilitarization of the police department by way of flattening the OPD hierarchy and potentially reducing some levels of bureaucracy in the department. More Info
OPD Organization and Culture	Best Practices/Reimagining	Reducing the number of hours allowed to use the police helicopter, aka "Argus." Potentially only allowing it to be used for certain critical incidents only. We're also recommending that it run on an alternative fuel source such as biofuel which would decrease sound pollution, carbon emissions, and its budget. More Info
OPD Organization and Culture	Best Practices/Reimagining	Implement a new Training Bulletin that works in conjunction with the M-19 DGO or an entirely new policy to address both implicit and explicit biases within OPD that would prevent the issues we're having with officers sharing hate speech on social media such as the incident last week with the former OPD officer who was at the insurgency on the capitol. More Info
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	When OPD goes through any budget cuts and cuts any staff, the officers that should be laid off 1st should be ones with the worst discipline records, regardless of seniority or the time period in which the discipline occurred. More Info
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	Reduce the number of requirements that cause diverse candidates to be disqualified. Such as credit checks and marijuana offenses.
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	Introduce a process that looks for patterns of bigotry and bias when reviewing a candidate's qualifications. Including requiring all officers to disclose all social media accounts and review their activity.

OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	Audit the officers that reject diverse candidates for bias and make sure there are no issues with any officers or civilians involved in the hiring process, to support the hiring of more black and brown people.
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	Train officers on the black and brown history of Oakland and have them conduct periodic training in reference to this throughout their career.
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	Training should be based on creating equity for all participants that speaks to restorative justice principles and de-escalation during calls.
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	Before officers start working in the field, they should complete 6 months of college level course work in the following areas: law enforcement, criminal justice, criminology, legal studies, physical education, sociology and psychology.
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	Create additional training done by subject matter experts on how to alleviate high-impact noise events like sideshows and mass firework incidents.
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	Replace any references to the term “Hispanic” with Latino and train them as such.
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	The promotion process should be standardized across all officers.
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	Promotion packets should include an officer’s entire discipline history. More Info
OPD Organization and Culture	Recruitment, Hiring, Training & Promoting	Implement all recommendations from the Black Police Officers Association that address disparities in the hiring process. More Info
OPD Organization and Culture	Recruitment-Hiring-Training-Promoting	Changes to hiring. More Info
OPD Organization and Culture	Community Policing and Engagement	Staff Neighborhood Services to a level so that they can be the primary public safety interface with Neighborhood Councils and the community including managing problem solving. This will offload CROs to be assigned where sworn officers are needed most. More Info
OPD Organization and Culture	Community Policing and Engagement	Increase community engagement activities and community sensitivity training of all police officers, particularly CROs. Officers should stay in their beats for at least 3 years and be compensated, if necessary, to do this. More Info
OPD Organization and Culture	Sensitive Populations	Training, policies, and accountability measures allow resources to work collaboratively using a TRIAGE System, that allows them to share databases safety responses are particular to specific needs of these sensitive populations. More Info

OPD Organization and Culture	Accountability/Discipline	Transfer most of IAD to CPRA. More Info
OPD Organization and Culture	Accountability/Discipline	Replace Robert Warshaw as Compliance Director. More Info
OPD Organization and Culture	Accountability/Discipline	Use OPD's new Data Dashboard (a part of the Vision risk assessment system) to report to oversight bodies, including stop data, incident data, use of force data, etc to command staff in real time, as well as to Police Commission, CPRA, IG. Have OPD and oversight agencies review data in a timely manner. More Info
OPD Organization and Culture	Accountability/Discipline	Track the incidences of misconduct by police academy graduates for each year/ class. More Info
OPD Organization and Culture	Accountability/Discipline	Review and analyze how military veterans perform their duties or engage in misconduct. More Info
OPD Organization and Culture	Accountability/Discipline	Remove from the force officers with the most incidents of serious misconduct first when reducing the size of the police force. More Info
OPD Organization and Culture	Organizational Transformation	Our WG recommends re-organizing the current internal structure of OPD for the purpose of creating real opportunities for sustained culture change, and for having a more equitable distribution of resources as it relates to addressing violent crime. This proposal focuses on more on what OPD does and how they do it. More Info