

CPRA Activities April 11- May 11, 2022

May 12, 2022

Oakland Police Commission Meeting

Introduction: Interim Executive Director Aaron B. Zisser

U.S. DOJ Civil Rights Division

San Jose Independent Police Auditor

San Francisco DA's Office, Independent Investigations Bureau

Other independent oversight work

Started as Interim ED April 11

First 30 days

Significant changes in the last 30 days

Working with team on comprehensive internal review of processes and approach

But some things cannot wait

So much change in the last few years

CPRA needs to change, too

First 30 days: Activities April 11-May 11



INTERNAL,
E.G. NEW
COS, HIRING,
BUDGET,
DATA, CASES



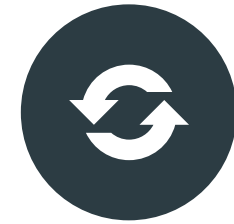
EXTERNAL,
E.G., RIDE-
ALONG, OCA,
CAO, OPC, IG,
DRE



INITIAL
OUTREACH
AND
ENGAGEMENT



TOP-TO-
BOTTOM
REVIEW OF
CPRA
PROCESSES /
APPROACH



INITIAL
CHANGES

Comprehensive review of CPRA processes and systems, resulting changes



TOP-TO-BOTTOM REVIEW
OF CPRA PROCESSES /
APPROACH



INITIAL CHANGES

Goals: Effective independent oversight



Trustworthy
investigations and
outcomes



Trust in our
investigations and
outcomes



Supportive internal
culture



Community
awareness and
input

Building and refining the tools for reaching our goals: A Race and Equity Framework



Culture



Access



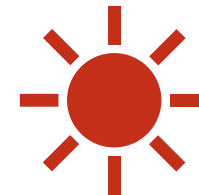
Accountability



Independence



Community
engagement



Transparency

Culture

Staff input into
processes and
process changes

Hiring and retention

Support one another
in difficult work

Mission / History

Accountability,
transparency,
independence

Connection to the
work/people we
serve - community
engagement, ride-
alongs

Access



COMPLAINTS



**DIRECT ACCESS TO OPD
DATABASE**

Accountability

Community



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graph TD; A[Community] --> B[Commission]; B --> C[Inspector General]
```

Commission

Inspector General

Accountability: Internal and External



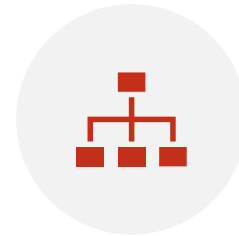
**CLEAR
PROCEDURES**



DOCUMENTATION



TRAINING

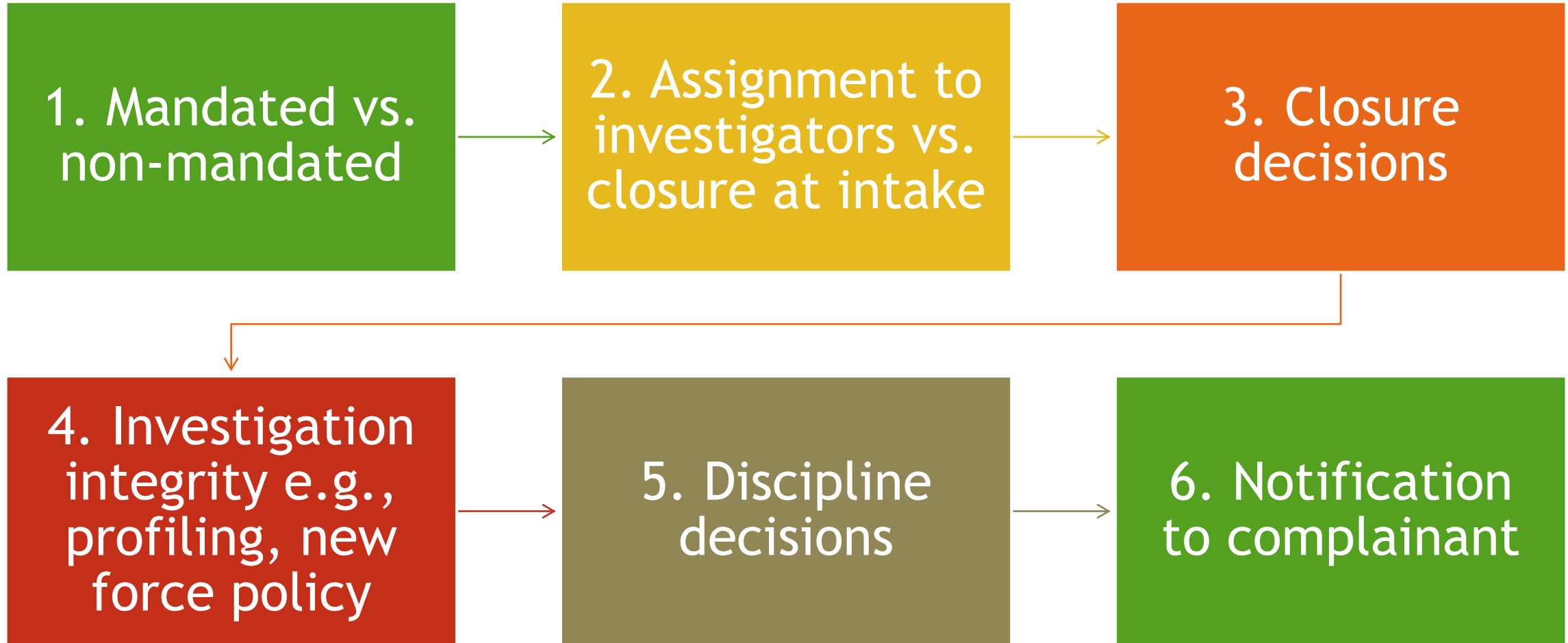


**QA/QI -
DIRECTOR
AND COS
INVOLVEMENT**



**RESOURCES:
ADMIN AND
INVESTIGATORS**

Accountability: Investigations process



Independence



Parallel investigations

Independent analysis & conclusions

Force Review Boards

Public perception / trust

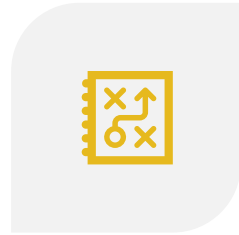
Access

Investigative model

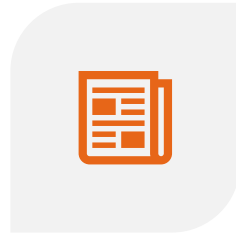
Community engagement



OUTREACH
ABOUT
OUTREACH



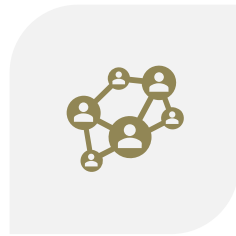
STRATEGY
AND
PLANNING



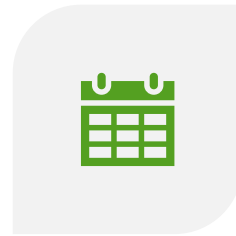
OUTREACH
MATERIALS



EXTERNAL
PARTNERSHIPS



INTERNAL
PARTNERSHIPS



STAFF
PARTICIPATION

Initial outreach and engagement

Community &
small business
leaders

Disability
Commission

Neighborhood
Services

Homelessness
Services

Commissioners

Community
events, CBOs

BART IPA,
Oakland IG

Communities to engage

Black, Latine,
Asian
communities

Immigrant
communities

LGBTQ
communities

Re-entry /
formerly
incarcerated

Disability /
mental health
communities

Homeless
community

Neighborhoods,
businesses

Transparency

Using the database to collect and report data



Collecting more data, e.g., discipline process

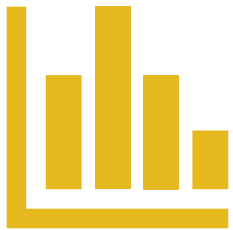


Database reports, e.g., types of force



Narrative case summaries

Transparency: Narrative case summaries



Monthly statistical reports



Discussions and analysis



New procedure to draft narrative summaries

Recap: Changes in the first 30 days

- ▶ **Race and Equity framework:**
Culture, internal review, outreach
- ▶ **Greater access:** Complaint info, OPD database (ongoing)
- ▶ **Accountability:**
 - ▶ Top-to-bottom review of investigations processes
 - ▶ Responsiveness to IG and Commission
 - ▶ Initial SOP, e.g., closures pre- and post-intake, discipline decisions
- ▶ Responsiveness to complainants
- ▶ **Focus on investigations and independence**
- ▶ **Community engagement:** Materials, strategy, initial outreach, partnerships
- ▶ **Transparency:**
 - ▶ Improved data & reporting
 - ▶ Case summaries



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TTY: 510 238 2007
(CAN BE ANONYMOUS)



CPRA@OAKLANDCA.GOV



WWW.OAKLANDCA.GOV/CPRA
(CAN FILE ANONYMOUSLY)

How to file a complaint