



Discipline Matrix Ad Hoc Meeting Minutes (9/25/2024)

Meeting Minutes

Time: 6:06 PM - 7:40 PM

Attendees:

- Chair Regina Jackson
 - Commission Chair Marsha Carpenter Peterson
 - Commission Vice Chair Ricardo Garcia-Acosta
 - Deputy Chief Hubbard
 - Lieutenant Gordon Dorham
 - Deacon Reginald Lyles
 - Chief of Staff Montgomery
 - No Community Participants
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Main Topics Discussed:

- **Integrity in Law Enforcement:**
Discussion centered around the department's commitment to integrity, factual accuracy, transparency, and accountability in all situations.
- **Use of Language in Department Policies and Values:**
The use and clarity of terms such as "service to the truth," "integrity," and "fairness" were critically reviewed to avoid ambiguity and ensure effective policy language.
- **Discipline Matrix:**
An in-depth discussion on the clarity of the discipline matrix and its application within the Oakland Police Department. Issues of fairness, rank-related accountability, and internal complaints were highlighted.

- **Mission and Vision Statements:**

The wording of the mission and vision statements was reviewed, with the aim of improving clarity, removing ambiguous phrases, and emphasizing mutual respect, accountability, and constitutional policing.

- **Respect and Teamwork in Organizational Culture:**

Concerns were raised about how mutual respect should be reflected both internally (among staff) and externally (towards the community). Suggestions were made to include mentoring and community collaboration as part of teamwork values.

Questions and Concerns Raised:

1. **Definition of "Service to the Truth":**

- Several attendees raised concerns about the ambiguity of the phrase "service to the truth."
- There was consensus that this term could be misinterpreted in disciplinary situations.

2. **Internal Fairness and Accountability:**

- Lt. Hubbard and other participants acknowledged the internal complaints about fairness, especially regarding the discipline of officers across different ranks.
- Discussion on whether policies apply equally to sworn and non-sworn staff.

3. **Language in the Mission and Vision Statements:**

- There were questions about whether terms like "policing" should be used more frequently and whether the current language truly reflects the department's goals and values.
 - Commission Chair Marsha Carpenter Peterson suggested that phrases such as "mutual respect begins at home" sounded cliché and could be improved.
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Suggestions and Recommendations:

1. **Reword the Integrity Section:**

- Consensus to replace vague terms like "service to the truth" with clearer language such as "integrity is paramount" and to include specifics on factual accuracy and accountability.
- Use "we require" instead of softer language like "we strive for."

2. **Fairness Across Ranks:**

- Recommendation to add "regardless of rank" to the fairness statement to address concerns about unequal treatment between different levels of staff.
- 3. Mission and Vision Revisions:**
- Adjustments to remove superfluous verbiage and focus on clearer, stronger language in the mission and vision statements, with input from Lt. Hubbard.
 - Introduction of the word "policing" to ensure the context is well understood.
- 4. Respect and Teamwork:**
- Incorporate mentoring, loyalty, and collaboration into teamwork values to reflect the holistic development of both staff and community relationships.
 - Revised phrasing around respect to avoid the repetitive use of the same word in its definition.
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Next Steps:

- 1. Finalization of the Discipline Matrix:**
- Lt. Hubbard to review and make necessary changes based on the feedback and recommendations from the meeting.
- 2. Revised Document Distribution:**
- Lt. Hubbard to distribute the revised versions of the mission, vision, and value statements for final review by attendees.
- 3. Follow-up Meeting:**
- A follow-up meeting may be scheduled after the documents are distributed to ensure all revisions align with the department's goals and expectations.
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Adjournment:

- The meeting was adjourned and Chair Regina Jackson thanked all attendees for their participation and emphasized the importance of clarity and accountability in future policies.
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Chat Comments

00:22:27 Reginald Lyles: Lt. Hubbard, can you add, “. . . victim, witnesses, and community to whom they serve.”