

Oakland Reimagining Public Safety Task Force

Final Recommendations prior to Task Force vote

March 1, 2021

Recommendations organized by topic

| Recommendation | Advisory Board |
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| Recommendations related to alternatives to policing | |
| 56. Create a citywide Behavioral Health Unit | Alternate Responses, Programs, and Investments |
| 57. Immediately make long-term investment in MACRO | Alternate Responses, Programs, and Investments |
| 58. Fund/create community hotlines and transfer 911 call center out of OPD | Alternate Responses, Programs, and Investments |
| 59. Move most traffic enforcement to OakDOT | Alternate Responses, Programs, and Investments |
| 60. Create a civilian Community Ambassadors program to respond to nonviolent, non-mental health incidents | Alternate Responses, Programs, and Investments |
| 61. Dissolve OPD Homeless Outreach Unit and reinvest in mobile street outreach | Alternate Responses, Programs, and Investments |
| 85. Transfer forensics crime lab out of OPD | Legal and Policy Barriers and Opportunities |
| 86. Transfer special event duties out of OPD | Legal and Policy Barriers and Opportunities |
| 95. Establish Public Works Street Team/Custodial Stewards | Legal and Policy Barriers and Opportunities |
| 98. Establish NCPC Community Safety Stewardship Program | Legal and Policy Barriers and Opportunities |
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| Recommendations related to violence prevention and root causes | |
| 46. Investment in Early Literacy (3rd grade and Below) | Budget and Data Analysis |

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| <u>64. Repeal laws criminalizing homelessness and poverty</u> | Alternate Responses, Programs, and Investments |
| <u>65. Provide a public health response to addiction/substance abuse</u> | Alternate Responses, Programs, and Investments |
| <u>66. Stop enforcement of laws that criminalize sex trade between consenting adults</u> | Alternate Responses, Programs, and Investments |
| <u>67. Build a restorative justice web of support</u> | Alternate Responses, Programs, and Investments |
| <u>68. Provide more comprehensive reentry support</u> | Alternate Responses, Programs, and Investments |
| <u>69. Expand restorative justice diversion for youth and young adults</u> | Alternate Responses, Programs, and Investments |
| <u>70. Invest more in programs, services, and spaces for young people</u> | Alternate Responses, Programs, and Investments |
| <u>71. Expand and fund existing harm reduction services</u> | Alternate Responses, Programs, and Investments |
| <u>72. Increase funding to gender-based violence response services</u> | Alternate Responses, Programs, and Investments |
| <u>73. Expand flexible funding for survivors of gender-based violence</u> | Alternate Responses, Programs, and Investments |
| <u>74. Adequately fund gender-based violence prevention</u> | Alternate Responses, Programs, and Investments |
| <u>75. Permit/invest in a community-led sideshow space</u> | Alternate Responses, Programs, and Investments |
| <u>76. Pay unhoused community members to guide solutions to housing crisis</u> | Alternate Responses, Programs, and Investments |
| <u>77. Create immediate housing solutions</u> | Alternate Responses, Programs, and Investments |
| <u>78. Revitalize commercial corridors</u> | Alternate Responses, Programs, and Investments |
| <u>79. Transform unused vacant lots</u> | Alternate Responses, Programs, and Investments |

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| <u>80. Create a Workforce Equity Fund</u> | Alternate Responses, Programs, and Investments |
| <u>81. Make all Oakland Community Colleges free for local residents</u> | Alternate Responses, Programs, and Investments |
| <u>82. Launch a basic income program</u> | Alternate Responses, Programs, and Investments |
| <u>83. Increase access to affordable and nutritious food</u> | Alternate Responses, Programs, and Investments |
| <u>102. Expand County-Provided Mental Health Services</u> | Legal and Policy Barriers and Opportunities |
| <u>108. Create school attendance stipend</u> | Legal and Policy Barriers and Opportunities |
| <u>109. Create school-site based violence prevention and crisis intervention teams</u> | Legal and Policy Barriers and Opportunities |
| <u>110. Provide enhanced public and mental health access to underserved communities</u> | Legal and Policy Barriers and Opportunities |
| <u>111. Create a civilian Department of Cannabis</u> | Legal and Policy Barriers and Opportunities |
| <u>112. Invest in equitable development of cannabis industry</u> | Legal and Policy Barriers and Opportunities |
| <u>113. Lower the cannabis business tax</u> | Legal and Policy Barriers and Opportunities |
| <u>114. Establish a Community Reparations Commission</u> | Legal and Policy Barriers and Opportunities |
| <u>144. Invest in Community Workers and Violence Interrupters</u> | Alternate Responses, Programs, and Investments |
| <u>145. Eliminate County Court and Jail Fees and Provide Stipend for Re-entry</u> | Legal and Policy Barriers and Opportunities |
| <u>146. Enhance the Gun Buy-back Program in Oakland</u> | Legal and Policy Barriers and Opportunities |
| <u>147. Address Food Insecurity</u> | Budget and Data Analysis |
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| Recommendations related to improving policing | |
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| 1. Create an Oakland Specific Crowd Control Ordinance | OPD Org. and Culture |
| 4. Create a Law Enforcement Mutual Aid Plan for 21st Century Public Safety Operations | OPD Org. and Culture |
| 6. Eliminate or Reduce the Use of OPD's Helicopter | OPD Org. and Culture |
| 7. Achieve Compliance with the NSA | OPD Org. and Culture |
| 8. Remedies for Misconduct | OPD Org. and Culture |
| 9. Train all Officers in How to Deal with the Press | OPD Org. and Culture |
| 21.Changes to Hiring | OPD Org. and Culture |
| 22. Update OPD Promotion Process | OPD Org. and Culture |
| 23. Community Audit of Civilian Police Academy | OPD Org. and Culture |
| 24. Requirements for Diversity Based Training | OPD Org. and Culture |
| 25. Vulnerable Population Communication | OPD Org. and Culture |
| 29. Review and Analyze How Military Veteran Perform their Duties as Police Officers or Engage in Misconduct | OPD Org. and Culture |
| 31/84. Transfer most of IAD to CPRA | OPD Org. and Culture |
| 32. Update Manual of Rules & Discipline Matrix | OPD Org. and Culture |
| 34. Serve Special Populations Adequately by Changing OPD Structure | OPD Org. and Culture |
| 36/97. Restructure Oakland Department of Public Safety | OPD Org. and Culture |
| 37. Institute Cross Functional Team to Approach Crisis Response | OPD Org. and Culture |
| 38. Eliminate the BearCat Armored Vehicle ASAP | OPD Org. and Culture |
| 40. Increase Community Engagement & Community Sensitivity Training | OPD Org. and Culture |
| 41. Reorganizing OPD's Internal Structure | OPD Org. and Culture |
| 43. Demilitarize Police Department | OPD Org. and Culture |
| 53. Adopt "Verified Response" Standard for Dispatch of Patrol Officers to Burglary Alarms. | Budget and Data Analysis |
| 63. Identify neighborhoods where OPD roving patrol can be reduced | Alternate Responses, Programs, and Investments |
| 87. Transfer some sworn officer positions to part-time | Legal and Policy Barriers and Opportunities |
| 92. Mandate that OPD officers possess college degree/are over twenty-five | Legal and Policy Barriers and Opportunities |
| 93. Mandate a diverse OPD hiring panel | Legal and Policy Barriers and Opportunities |

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| 94. Mandate community recommendation for OPD recruits | Legal and Policy Barriers and Opportunities |
| 100. Reach annual alignment on NSA tasks | Legal and Policy Barriers and Opportunities |
| 103/88. Increase Police Commission staff | Legal and Policy Barriers and Opportunities |
| 104. Improve the Police Commission Selection Panel process | Legal and Policy Barriers and Opportunities |
| 105. Impose Discipline on OPD Managers/Supervisors for Discriminatory Policing | Legal and Policy Barriers and Opportunities |
| 106. Improve Outcomes in the Next OPOA MOU | Legal and Policy Barriers and Opportunities |
| 122. Create an OPD youth police commission to act as advisors and youth advocates to support the department in improving their practices in engaging and supporting youth. (<i>more info coming soon</i>) | Youth Advisory Board |
| 137. Accountability #1 (Qualified Immunity) | OPD Org. and Culture |
| 138. Accountability #2 (Train officers on MOR) | OPD Org. and Culture |
| 139. Accountability #3 (Change the burden of proof) | OPD Org. and Culture |
| 140. Accountability #4 (Review misconduct for lateral transfers) | OPD Org. and Culture |
| 141. Accountability #5 (Remove bias when sustaining cases and determining disciplinary action) | OPD Org. and Culture |
| 142. Accountability #6 (SLAs for completing misconduct investigations) | OPD Org. and Culture |
| 143. Amend city charter on police discipline | Alternate Responses, Programs, and Investments |
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| Recommendations related to budget allocation | |
| 45. Implement a Youth Centered Participatory Budgeting Process | Budget and Data Analysis |
| 50. Reallocate and Reinvest Funds from the OPD Budget into Other Areas that Increase Public Safety | Budget and Data Analysis |
| 62. Reinvest Housing Authority Police budget through Participatory Budgeting | Alternate Responses, Programs, and Investments |
| 89. Cap OPD overtime | Legal and Policy Barriers and Opportunities |
| 90. Commit \$8 million set-aside funds to Task Force recommendations | Legal and Policy Barriers and Opportunities |

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| 91. Engage community to amend Measure Z | Legal and Policy Barriers and Opportunities |
| City Budget Analysis Report Summary | Budget and Data Analysis |
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| Recommendations related to data transparency | |
| 49. Streamlining and Making Public Multiple Forms of Data from OPD | Budget and Data Analysis |
| 54. Data Management | Budget and Data Analysis |
| 55. Data Transparency | Budget and Data Analysis |
| Service Call Data Analysis Report Summary | Budget and Data Analysis |
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| Miscellaneous recommendations | |
| 39. Fully Staff/ Train Neighborhood Services | OPD Org. and Culture |
| 44. Renegotiate OPOAs MOU in 2021 instead of 2024 | OPD Org. and Culture |
| 47. Implementing a Second Phase of Reimagining Public Safety | Budget and Data Analysis |
| 48. Hiring Additional Facilitators/Partner Organizations | Budget and Data Analysis |
| 51. The City Prioritizing the Renegotiation of the OPOA MOU | Budget and Data Analysis |
| 52. Build on the Task Force's Guiding Principle #2 | Budget and Data Analysis |
| 96. Establish overarching Community Safety administrative structure | Legal and Policy Barriers and Opportunities |
| 97. Establish a Department of Public Safety | Legal and Policy Barriers and Opportunities |
| 99. Implement racial profiling ordinance to deter false calls for service | Legal and Policy Barriers and Opportunities |
| 101. Reexamine role of public safety boards | Legal and Policy Barriers and Opportunities |
| Role of Local, State, and Federal Partners Report Summary | Budget and Data Analysis |
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| Recommendations withdrawn or merged with others | |
| <i>20. Implementation of Recommendations from the BPOA</i> | OPD Org. and Culture |

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| 2. <i>Change the Uniforms for Police Officers</i> | <i>OPD Org. and Culture</i> |
| 3. <i>Eliminate all Military Titles and Ranks and Change all Job Titles to Civilian Professional Titles</i> | <i>OPD Org. and Culture</i> |
| 5. <i>Evaluate Officer Candidates for Implicit and Explicit Biases</i> | <i>OPD Org. and Culture</i> |
| 10. <i>Introduce a Process that Looks for Patterns of Bigotry and Bias when Reviewing a Candidate's Qualifications</i> | <i>OPD Org. and Culture</i> |
| 11. <i>Audit the Officers that Reject Diverse Candidates for Bias</i> | <i>OPD Org. and Culture</i> |
| 12. <i>Train Officers on the History of Black and Brown Communities in Oakland</i> | <i>OPD Org. and Culture</i> |
| 13. <i>Train With the Goal of Creating Equity for All Participants</i> | <i>OPD Org. and Culture</i> |
| 14. <i>6-Months of College Course Work Prior to Working in The Field</i> | <i>OPD Org. and Culture</i> |
| 15. <i>Training by Subject Matter Experts on Alleviating High Impact Noise Events</i> | <i>OPD Org. and Culture</i> |
| 16. <i>Appropriate Ethnic Group Assignment for its Respective Population</i> | <i>OPD Org. and Culture</i> |
| 17. <i>Promotion Packets Including an Officer's Entire Discipline History</i> | <i>OPD Org. and Culture</i> |
| 18. <i>Promotion Packets- Discipline History.</i> | <i>OPD Org. and Culture</i> |
| 19. <i>Promotion Packets- Emphasis on Training</i> | <i>OPD Org. and Culture</i> |
| 26. <i>Focused Effort to Increase Racial and Gender Diversity</i> | <i>OPD Org. and Culture</i> |
| 27. <i>Revise the OPD Risk Assessment System</i> | <i>OPD Org. and Culture</i> |
| 28. <i>Track the incidences of misconduct</i> | <i>OPD Org. and Culture</i> |
| 30. <i>Remove Officers with Incidents of Misconduct</i> | <i>OPD Org. and Culture</i> |
| 33. <i>End Qualified Immunity to Keep Officers More Accountable</i> | <i>OPD Org. and Culture</i> |
| 35. <i>Update Policies Regarding Special Populations</i> | <i>OPD Org. and Culture</i> |
| 42. <i>Cease Usage of Equipment Banned in Proposed Ordinance</i> | <i>OPD Org. and Culture</i> |
| 31/84. <i>Eliminate duplication of investigations by IAD and CPRA</i> | <i>Legal and Policy Barriers and Opportunities</i> |
| 88/103. <i>Create a new Police Budget Auditor Position</i> | <i>Legal and Policy Barriers and Opportunities</i> |
| 69/107. <i>Increase funding to the Neighborhood Opportunity and Accountability Board (NOAB)</i> | <i>Legal and Policy Barriers and Opportunities</i> |
| 115. <i>Remove Internal Affairs out of Oakland Police Department and create an external Bureau of Community Safety that includes: a retired police officer from a non OPD department; psychologist; member of a police watchdog CBO; and adult and youth community members and is responsible for managing and responding to community complaints about police misconduct, managing a performance review process for officers</i> | <i>Youth Advisory Board</i> |

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| <i>that includes evaluations from community members most impacted by policing, and the hiring and firing of officers.</i> | |
| <i>116. Remove the Recruitment & Background Unit from OPD and into the Bureau of Community Safety to oversee hiring processes.</i> | <i>Youth Advisory Board</i> |
| <i>117. Mandate body cameras and use footage as a mechanism to hold officers accountable for implementing community-centered best practices and incentivize participation in community co-lead harm reduction restorative justice circles between residents who file complaints and the officer(s) the complaints were filed against.</i> | <i>Youth Advisory Board</i> |
| <i>118. Mandate participation in grief circles for officers so they can take increased ownership for processing the trauma related to their job and what they experience every day so that it doesn't negatively impact their work and interactions with the community.</i> | <i>Youth Advisory Board</i> |
| <i>119. Prioritize the hiring of more officers from Oakland and provide incentives for officers to stay in Oakland.</i> | <i>Youth Advisory Board</i> |
| <i>120. Engage youth to train officers on how to interact and support youth in the community in a strength-based trauma-informed way that takes into account adolescent brain development and uses restorative justice practices.</i> | <i>Youth Advisory Board</i> |
| <i>121. Hold community building circles with officers in plainclothes and residents in their respective neighborhood assignments on a monthly basis.</i> | <i>Youth Advisory Board</i> |
| <i>123. Renovate and provide more funding to public service programs such as the library, county social services, and community activity centers.</i> | <i>Youth Advisory Board</i> |
| <i>124. Create more free opportunities and funding for low income families to get access to applying to jobs, getting small businesses started, and support and education around sustaining a small business.</i> | <i>Youth Advisory Board</i> |
| <i>125. Create a civilian team to deal with noise complaints, misdemeanors, non-violent traffic violations, and investigate post-incident when the threat of harm is gone to reduce unnecessary contact with the criminal justice system.</i> | <i>Youth Advisory Board</i> |
| <i>126. Design a more equitable accountability system for non-violent incidents that includes a warning for the first offense, an income-based fining approach, and meaningful community services opportunities to restore justice to the community.</i> | <i>Youth Advisory Board</i> |
| <i>127. Invest in more free after school programs with extended hours to 8pm that provide opportunities to youth to have positive peer engagement and build skills in areas that interest them.</i> | <i>Youth Advisory Board</i> |
| <i>128. Invest in more mentorship and internship opportunities for youth that include stipends to incentivize youth to invest in their development.</i> | <i>Youth Advisory Board</i> |
| <i>129. Continue funding sports activities that already exist in addition to creating more opportunities based on youth interests.</i> | <i>Youth Advisory Board</i> |
| <i>130. Hold youth community fairs that bring more awareness and access to youth resources and programs.</i> | <i>Youth Advisory Board</i> |
| <i>131. Create more collaborative opportunities between schools and community based organizations to bring in civic engagement and social</i> | <i>Youth Advisory Board</i> |

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| <i>justice curriculums into the school day including curriculum that engages school-to-prison pipeline theory.</i> | |
| <i>132. Partner more closely with schools to hold space for conversations about community systems and violence prevention and collaborate with students on violence prevention and intervention strategies.</i> | <i>Youth Advisory Board</i> |
| <i>133. Integrate and encourage more civic engagement activities for students during the school day, including creating processes for students to do civic engagement activities in the community with adult allies.</i> | <i>Youth Advisory Board</i> |
| <i>134. Hold a biannual youth career fair in the community to bring together job and career resources to middle school and high school youth including community leadership opportunities, internships, mentorships, college support, and career training.</i> | <i>Youth Advisory Board</i> |
| <i>135. Sponsor and promote a youth career week that aligns with the career fair where middle school and high school students have access to a career workshop every day that week during the school day.</i> | <i>Youth Advisory Board</i> |
| <i>136. Create and encourage more collaborative partnerships between schools and youth organizations that focus on career development.</i> | <i>Youth Advisory Board</i> |