Oakland Reimagining Public Safety Taskforce
Guiding Principles
Adopted by the Taskforce on February 3, 2021

1. Anticipated cost savings may be directed toward a non-police response/ public safety solution, OR an under-invested police service that will continue undermining public safety if not more appropriately resourced (e.g., investigations, or missing persons).

2. Final recommendations adopted by the Oakland City Council must include: 1) Description of Recommendation 2) Cost Analysis (start-up and ongoing operating cost) 3) Safety Impact Analysis (immediate impact and longer-term impact) 4) Likely Impact on overall workload per officer (including overtime, fatigue, and attrition) 5) Transition/ Implementation Plan (timeline and steps to move from current state to desired future state - including possible people/ organizations to implement) 6) Evaluation Criteria (how will we measure effectiveness of the proposed recommendation versus how well police perform at carrying out the same function) 7) Community Feedback (how has the broader community responded to the proposed recommendation? - disaggregated by police beat and by race/ ethnicity).

3. Recommended provider of an alternative response must possess: 1) Relevant technical expertise/ professional knowledge 2) Knowledge of current local context for response types 3) Cultural relevancy.

4. Alternatives and investments will specifically aim to reduce racial equity disparities in provision of public safety services and infrastructure, specifically for black communities in Oakland.

5. Alternatives will be designed to address racial equity, disparities in stops, arrests and use of force by police, specifically for black communities in Oakland.

6. The RPSTF believes that in order for the City of Oakland to effectively increase public safety for its residents, workers, and visitors, the City of Oakland must adopt and thoroughly organize itself to practice a comprehensive data-informed Public Health Approach to public safety that addresses the central underlying factors contributing and causing violence and crime.

7. The RPSTF is committed to developing and determining recommendations based on an analysis of all available quantitative and qualitative data, including: Identification of non-violent, non-criminal OPD Calls-for-Service over time and sworn officers' time expended on response and resolution of these types of Calls-for-Service.

8. The RPSTF is committed to developing and determining recommendations based on an analysis of all available quantitative and qualitative data, including: Identification of criminal investigation case clearance/solve rates.

9. The RPSTF is committed to developing and determining recommendations based on an analysis of all available quantitative and qualitative data, including: Identification of alternative urgent public safety responses for non-violent, non-criminal Calls-for-Service, not involving sworn police officers, based on an analysis of practice-based evidence.

10. The RPSTF is committed to developing and determining recommendations based on an analysis of all available quantitative and qualitative data, including: Identification of alternative on-going public safety interventions (e.g. violence interruption, neighborhood ambassadors, transitional employment, life coaching) based on an analysis of practice-based evidence.

11. The RPSTF is committed to developing and determining recommendations based on an analysis of all available quantitative and qualitative data, including: Identification of adequate sworn and non-sworn staffing levels for field patrols and criminal investigations to achieve increased reductions in Part One crimes.

12. The RPSTF is committed to developing and determining recommendations that deliberately reduce and eradicate City of Oakland's disparate public investment, responsiveness, and treatment of African American and other residents of Oakland's low-wealth neighborhoods.

13. The RPSTF is committed to developing and determining recommendations that moves the City of Oakland to adopt and sustain high standards of performance management and public accountability.

14. Prioritize community-led solutions: Solutions developed by community members from the areas impacted and staffed by community members from those impacted areas.

15. Fund to the scale of the problem – do not set up CBOs and City Departments with impossible tasks without the funding necessary to achieve those tasks. When programs are not funded to the scale of the problem, it is usually the most vulnerable communities with the greatest need that are left behind and the highest-impacted areas that draw the short end of the stick in terms of service.

16. Lift up practice-based evidence, not just evidence-based practice: Many programs that work haven't been rigorously studied and published about but that doesn't mean they don't work.

17. Support professionalization of violence prevention and intervention workers: People should be trained, supported and paid commensurate with the value of their work. Ideally, the City should support pathways for our native community healers to become paid professionals upholding standards of excellence and accountability that we expect from other City employees.

18. Use the least amount of enforcement necessary: Solutions should use the least oppressive tools necessary to achieve the goal. Officers without weapons instead of with weapons where possible, non-sworn employees instead of officers where possible, fines instead of arrests where possible, no fines at all where possible. Decriminalize poverty and mental illness.

19. Imagination and Visioning: We can create safer communities if we are willing to have an openness to imagine and the financial investment to match. Let us come with open hearts, eyes, and ears and with an orientation towards openness and possibility. Let us invest as aggressively in proven, community-based alternatives as we have in punitive and violent policing and incarceration.

20. Reinvestment and Restoration: Recommendations must center replenishing our communities with what was stolen with the advent of the "war on drugs" and remains missing as Oakland "develops": safe housing, access to clean water, air, and adequate food and health care, education, jobs, and mental health support. The data shows these are the things that lead to increased safety, decreased violence, healthy families, and whole communities.

21. Racial Equity: It is our moral duty to center the people and communities most impacted by the lack of housing, economic stability, support services, over-policing, inter-communal violence and the carceral state in all public dialogues, debates, listening sessions and recommendations for adoption by the City Council.

22. Accountability: This body must be rooted in qualitative and quantitative data that may challenge personal opinions but ultimately lead us closer to the goals and mission of the Taskforce. This data should be mined from honest opinions and feedback from communities most impacted by policing and violence, research, polling, expert testimony and more. Task force members must hold each other accountable for principled engagement both within and outside of the confines of Taskforce meetings and move as a collective unit not individuals with personal agendas.