

Agenda
*****Special Meeting*****
Of the Oakland Parks and Recreation Advisory Commission (PRAC)
Wednesday, December 8, 2021 4:30 PM

Zoom Webinar Information:

When: Dec 8, 2021 04:30 PM Pacific Time (US and Canada)

Topic: Parks and Recreation Advisory Commission Meeting - December 8, 2021

Please click the link below to join the webinar:

<https://us06web.zoom.us/j/81362433560>

Or One tap mobile : US: +14086380968,,81362433560# or +16699006833,,81362433560#

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Webinar ID: 813 6243 3560

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How To Submit Public Comments:

1. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Open Forum comments are being taken or on an eligible agenda item after it has been presented. You will be permitted to speak during your turn, allowed to comment, and after the allotted time, re-muted. Instructions on how to “Raise Your Hand” is available at: <https://support.zoom.us/hc/en-us/articles/205566129> - Raise-Hand-In-Webinar.

2. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing “*9” to speak when Open Forum is taken or after an eligible agenda item has been presented. You will be permitted to speak during your turn, allowed to comment, and after the allotted time, re-muted. Please unmute yourself by pressing *6.

3. To submit comments to the PRAC prior to the meeting, send an email to:

publiccomments2prac@oaklandca.gov by 10:00 a.m. the day of the meeting. List the following information on the “subject” line of your email:

Public Comments: PRAC meeting dd/mm/yy (date of the scheduled meeting)

>>>Replies will not be sent from this email address<<<

If you have questions, email publiccomments2prac@oaklandca.gov or phone Oakland Parks, Recreation and Youth Development @ 510-238-7275. Thank you.

Pursuant to California Government Code section 54953(e). Parks Recreation Advisory Commission Board Members/Commissioners, as well as staff, will participate via phone/video conference, and no physical teleconference locations are required.



CITY OF OAKLAND

*****Special Meeting*****

PARKS AND RECREATION ADVISORY COMMISSION - PRAC

Wednesday, December 8, 2021 4:30 P.M.

Agenda

1. CALL TO ORDER:
2. ROLL CALL:
ALLEN, DUHE, HA, KOS-READ, MOORE, REILLY, D. SMITH, K. SMITH, TORRES, TRAN AND WALTON
3. DISPOSITION OF MINUTES:
 - November 10, 2021 Meetings Minutes
4. MODIFICATION OF THE AGENDA:
5. OPEN FORUM:
6. CONSENT NEW BUSINESS:
 - 6A. **ADOPT A RESOLUTION DETERMINING THAT CONDUCTING IN-PERSON MEETINGS OF THE PARKS AND RECREATION ADVISORY COMMISSION AND ITS COMMITTEES WOULD PRESENT IMMINENT RISKS TO ATTENDEES' HEALTH, AND ELECTING TO CONTINUE CONDUCTING MEETINGS USING TELECONFERENCING IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE SECTION 54953(e), A PROVISION OF AB-361**
7. NEW BUSINESS:
8. PLANNING AND CONDITIONAL USE PERMITS:
9. MEASURE Q OVERSIGHT/AD HOC COMMITTEE UPDATE
 - Informational Report: OPW Monthly Hiring Matrix Update
 - Advancing Race Equity
10. UPDATE FROM DIRECTOR, COMMITTEES, RECREATION ADVISORY COUNCILS & ANNOUNCEMENTS:
11. CONTINUATION OF OPEN FORUM:
12. ADJOURNMENT:

Next Meeting:

Wednesday, January 13, 2022, 4:30PM

Via Zoom Teleconference

This meeting location is wheelchair accessible. To request disability-related accommodations or to request an ASL, Cantonese, Mandarin or Spanish interpreter, please email publiccomments2prac@oaklandca.gov or call Oakland Parks, Recreation and Youth Development at (510) 238-7275 or TDD/TTY (510) 238-3254 at least five working days before the meeting. Please refrain from wearing scented products to this meeting as a courtesy to attendees with chemical sensitivities.

Esta reunión es accesible para sillas de ruedas. Si desea solicitar adaptaciones relacionadas con discapacidades, o para pedir un intérprete de en español, Cantones, Mandarín o de lenguaje de señas (ASL) por favor envíe un correo electrónico a publiccomments2prac@oaklandca.gov o llame al (510) 238-7275 o (510) 238-3254 por lo menos cinco días hábiles antes de la reunión. Se le pide de favor que no use perfumes a esta reunión como cortesía para los que tienen sensibilidad a los productos químicos. Gracias.

會場有適合輪椅出入設施。需要殘障輔助設施, 手語, 西班牙語, 粵語或國語翻譯服務, 請在會議前五個工作天電郵 dboyd@oaklandnet.com 或致電 (510) 238-7532 或 (510) 238-3254 TDD/TTY。請避免塗搽香氛產品, 參加者可能對化學成分敏感。

OAKLAND PARKS AND RECREATION ADVISORY COMMISSION

RESOLUTION NO. 2021-03

ADOPT A RESOLUTION DETERMINING THAT CONDUCTING IN-PERSON MEETINGS OF THE PARKS AND RECREATION ADVISORY COMMISSION AND ITS COMMITTEES WOULD PRESENT IMMINENT RISKS TO ATTENDEES' HEALTH, AND ELECTING TO CONTINUE CONDUCTING MEETINGS USING TELECONFERENCING IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE SECTION 54953(e), A PROVISION OF AB-361.

WHEREAS, on March 4, 2020, Governor Gavin Newsom declared a state of emergency related to COVID-19, pursuant to Government Code Section 8625, and such declaration has not been lifted or rescinded. *See* <https://www.gov.ca.gov/wp-content/uploads/2020/03/3.4.20-Coronavirus-SOE-Proclamation.pdf>; and

WHEREAS, on March 9, 2020, the City Administrator in their capacity as the Director of the Emergency Operations Center (EOC), issued a proclamation of local emergency due to the spread of COVID-19 in Oakland, and on March 12, 2020, the City Council passed Resolution No. 88075 C.M.S. ratifying the proclamation of local emergency pursuant to Oakland Municipal Code (O.M.C.) section 8.50.050(C); and

WHEREAS, City Council Resolution No. 88075 remains in full force and effect to date; and

WHEREAS, the Centers for Disease Control (CDC) recommends physical distancing of at least six (6) feet whenever possible, avoiding crowds, and avoiding spaces that do not offer fresh air from the outdoors, particularly for people who are not fully vaccinated or who are at higher risk of getting very sick from COVID-19. *See* <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>; and

WHEREAS, the CDC recommends that people who live with unvaccinated people avoid activities that make physical distancing hard. *See* <https://www.cdc.gov/coronavirus/2019-ncov/your-health/about-covid-19/caring-for-children/families.html>; and

WHEREAS, the CDC recommends that older adults limit in-person interactions as much as possible, particularly when indoors. *See* <https://www.cdc.gov/aging/covid19/covid19-older-adults.html>; and

WHEREAS, the CDC, the California Department of Public Health, and the Alameda County Public Health Department all recommend that people experiencing COVID-19 symptoms stay home. See <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>; and

WHEREAS, persons without symptoms may be able to spread the COVID-19 virus. See <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>; and

WHEREAS, fully vaccinated persons who become infected with the COVID-19 Delta variant can spread the virus to others. See <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated.html>; and

WHEREAS, the City's public-meeting facilities are indoor facilities that do not ensure circulation of fresh / outdoor air, particularly during periods of cold and/or rainy weather, and were not designed to ensure that attendees can remain six (6) feet apart; and

WHEREAS, holding in-person meetings would encourage community members to come to City facilities to participate in local government, and some of them would be at high risk of getting very sick from COVID-19 and/or would live with someone who is at high risk; and

WHEREAS, in-person meetings would tempt community members who are experiencing COVID-19 symptoms to leave their homes in order to come to City facilities and participate in local government; and

WHEREAS, attendees would use ride-share services and/or public transit to travel to in-person meetings, thereby putting them in close and prolonged contact with additional people outside of their households; and

WHEREAS, on November 10, 2021, year the Parks and Recreation Advisory Commission adopted a resolution determining that conducting in-person meetings would present imminent risks to attendees' health, and electing to continue conducting meetings using teleconferencing in accordance with California Government Code Section 54953(e), a provision of AB-361; now therefore be it:

RESOLVED: that the Parks and Recreation Advisory Commission finds and determines that the foregoing recitals are true and correct and hereby adopts and incorporates them into this resolution; and be it

FURTHER RESOLVED: that, based on these determinations and consistent with federal, state and local health guidance, the Parks and Recreation Advisory Commission renews its determination that conducting in-person meetings would pose imminent risks to the health of attendees; and be it

FURTHER RESOLVED: that the Parks and Recreation Advisory Commission firmly believes that the community's health and safety and the community's right to participate in local government, are both critically important, and is committed to balancing the two by continuing to use teleconferencing to conduct public meetings, in accordance with California Government Code Section 54953(e), a provision of AB-361; and be it

FURTHER RESOLVED: that the Parks and Recreation Advisory Commission will renew these (or similar) findings at least every thirty (30) days in accordance with California Government Code section 54953(e) until the state of emergency related to COVID-19 has been lifted, or the Parks and Recreation Advisory Commission finds that in-person meetings no longer pose imminent risks to the health of attendees, whichever occurs first.



***Special Meeting of the
Oakland Parks and Recreation Advisory Commission (PRAC)**

**Meeting Minutes
Wednesday, November 10, 2021, 4:30 P.M.
Zoom Teleconference**

Meeting Recording Link:

http://oakland.granicus.com/MediaPlayer.php?publish_id=c0a8a043-48a9-11ec-a798-0050569183fa

1. CALL TO ORDER: 4:33 PM
2. ROLL CALL:
ALLEN, DUHE, HA, KOS-READ, MOORE, REILLY, D. SMITH, K. SMITH, TORRES, TRAN, WALTON
Present (8): Commissioners Allen, Duhe, Ha, Kos-Read, K. Smith, Torres, Tran and Walton
Excused (2): Commissioners Moore and Reilly
Absent (1): Commissioner D. Smith
3. DISPOSITON OF MINUTES:
October 13, 2021
Motion: Chair Allen entertained a motion to approve the October meeting minutes with the corrections noted. **Moved by:** Commissioner Duhe. **Second by:** Commissioner K. Smith. **Vote:** Yes (6): Allen, Duhe, Ha, K. Smith, Tran and Walton. Abstained (2): Kos-Read and Torres.
Motion: Pass.
4. OPEN FORUM: There were 4 speakers.
5. MODIFICATIONS TO THE AGENDA:
NONE

Commissioner K. Smith left the meeting at approximately 5:00 pm.
6. CONSENT NEW BUSINESS:
 - A. **ADOPT A RESOLUTION DETERMINING THAT CONDUCTING IN-PERSON MEETINGS OF THE PARKS AND RECREATION ADVISORY COMMISSION AND ITS COMMITTEES WOULD PRESENT IMMINENT RISKS TO ATTENDEES' HEALTH, AND ELECTING TO CONTINUE**

CONDUCTING MEETINGS USING TELECONFERENCING IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE SECTION 54953(e), A PROVISION OF AB-361.

There were 2 speakers.

Motion: Chair Allen entertained a motion to approve the affirmation of teleconferencing.

Moved by: Commissioner Ha. **Second by:** Commissioner Duhe. **Vote:** Yes (7) Allen, Duhe, Ha, Kos-Read, Torres, Tran and Walton. **Motion:** Pass.

7. NEW BUSINESS:

A. REQUEST FOR THE PARKS AND RECREATION ADVISORY COMMISSION TO REVIEW AND PROVIDE COMMENTS ON INTERPRETIVE SIGNS AND THEIR PLACEMENT AROUND LAKE MERRIT.

The PRAC heard the staff report for item 7A presented by Jennifer Stern from the Public Works Agency Watershed and Stormwater Management Division. The project is part of Measure DD. Signage is designed to connect people to Lake Merritt. There will be 6 signs installed in summer of 2022. Signage was determined based on subject matter. Signage will be low for ADA, 28 inches from the ground at a 30-degree angle. The project was limited to what could be included on the signs. The focus was on the Lake and information was included on the bird islands and the featured trees.

PRAC Feedback / Comments:

Commissioner Kos-Read asked if interpretive information on the signs are being articulated together with the other signs around the lake?

Jennifer Stern responded that they try not to replicate the same information. They are in the process of building out a back-end web page that will provide more information. Each sign will send people to Oaklandcreeks.org. The information should be on the website by the time the signs are installed.

Commissioner Tran's comments were regarding wildlife and if the signs could be a little bit more interactive for kids but not a low-tech interaction.

Commissioner Ha suggested the signs are more child friendly; if a child could be immediately attracted to a particular graphic or color then it could be color coded throughout for each panel. Suggested adding questions or activities for kids to think about when they're looking at the panels and if there was an ability to incorporate something that's tactile; like with birds, a feathered surface about bird feathers or something that would be a good educational tool. Commissioner Ha asked what stewards can do around the lake to help keep the habitat healthy and keep the wildlife wild and if there is a way to incorporate information in each panel about being a good steward and create more of a relationship with each panel. And could an action item such as a circle that's bright orange to highlight the request be added.

Jennifer Stern responded that the purpose of the questions on the signs was to try to get kids or anybody involved and interacting with the landscape and the wildlife. The height requirements of the signs are going to be 28 inches from the ground and at a 30-degree angle. Hopefully it'll be accessible for kids as well.

Chair Allen asked if it would it be possible to add an Oakland proud logo near the anti-litter sign to reignite the Oakland proud anti-litter campaign.

There were 3 speakers.

Motion: Chair Allen entertained a motion to accept the proposal of the signage around Lake Merritt and recommend staff include feedback provided by the PRAC. **Moved by:** Commissioner Kos-Read. **Second by:** Commissioner Duhe. **Vote:** Yes (6) Allen, Duhe, Ha, Kos-Read, Torres, and Tran. **Motion:** Pass.

Commissioner Walton left meeting at approximately 5:25 pm.

B. THE INFORMATIONAL REPORT ON THE ESTUARY PARK RENOVATION AND EXPANSION PROJECT.

The PRAC heard the staff report for item 7B presented by Christine Reed from the Project Manager of the Public Works Agency Program and Grant Management Division. The Project started in 2018 with Measure DD funding that had been awarded in 2016. Measure DD provided \$8 million dollars funding for the project. Staff is seeking additional grants and funding sources to close budget gap.

Commissioners recommended project scope consider shade and trees, wood plank vs. cement for dance areas, equity of where project money is spent, soccer use, event space designed for multi-use and consider hard scape. Commissioners recommended staff to visit the Oakland Museum of California, El Embarcadero at Lake Merritt, and the Lake Merritt Amphitheatre to gauge the scale for event space.

There was 1 speaker.

Motion: Chair Allen entertained a motion to accept the informational report on Estuary Park. **Moved by:** Commissioner Ha. **Second by:** Commissioner Kos-Read. **Vote:** Yes (6) Allen, Duhe, Ha, Kos-Read, Torres, Tran. **Motion:** Pass.

C. REQUEST FOR THE PARKS AND RECREATION ADVISORY COMMISSION TO REVIEW, PROVIDE COMMENTS, AND RECOMMEND ACCEPTANCE OF A GIFT FROM THE GOLDEN STATE WARRIORS COMMUNITY FOUNDATION, IN PARTNERSHIP WITH KAISER PERMANENTE, AND PROJECT DELIVERY PARTNER CREATIVE SPORTS CONCEPTS, FOR THE MOSSWOOD PARK OUTDOOR BASKETBALL COURTS PROJECT.

The PRAC heard the staff report for item 7C presented by Myka Hammock, Recreation Supervisor from the Parks, Recreation & Youth Development Department. The value of the project is \$49,000 to the City. Goal is for the project to be completed in December 2021, but may be delayed due to the weather.

There were 2 speakers.

Motion: Chair Allen entertained a motion to approve the request to accept the gift from the Golden State Warriors Community Foundation in partnership with Kaiser Permanente, and project delivery partner Creative Sports Concept for the Mosswood Park outdoor basketball courts project. **Moved by:** Commissioner Duhe. **Second by:** Commissioner Torres. **Vote:** Yes (6) Allen, Duhe, Ha, Kos-Read, Torres, and Tran. **Motion:** Pass.

8. PLANNING AND CONDITIONAL USE PERMITS:

None.

9. MEASURE Q: OVERSIGHT/UPDATES/REPORTS:

- Measure Hiring Tracker
Acting Oakland Public Works Assistant Director Sean Maher and Lesley Liew provided the Commission an update to status of hiring for Measure Q vacancies. Staff highlighted positions filled, posted, and those in process of being posted as well as related status of interviews and selection process.

Public Works will be returning to the Commission in December to present an analysis of Oakland's mini-parks.

Sean Maher addressed some of the public comments.

1. Question about taking better advantage or strengthening partnership with community volunteers. Staff reported for quite some time the City's Adopt-a-Spot program has been significantly understaffed. They lost a key staffer last year. In the last few weeks OPW was able to bring someone back on from the Neighborhood Service Coordinators group. The Adopt-A-Spot program is one of the ways that OPW formalizes support for and in coordination with community volunteers to take care of places like our parks. There's great opportunity to strengthen that work heading into the new year.

2. Annual reports. There are a few annual reports required under Measure Q, OPW is starting with equity at the direction of Public Works Director Duffy next month. OPW is going to bring back a survey of conditions at mini-parks. Focusing on mini-parks will provide a manageable universe of data to present to the PRAC for input on the kinds of factors that they're looking at and the process by which they are evaluating conditions and then build from there to identify equitable investment in maintenance. The mini-park analysis will be used to test the process which can then be evaluated before expanding out to other City assets that receive Measure Q funded services.

Commissioner Tran:

Requested Staff to bring to the PRAC information on how the City defines equity and provide examples of how that is implemented through other City effort whether that be transportation, education, health, etc.

Motion: Commissioner Allen entertained a motion to accept the informational report on

Measure Q. **Moved by:** Commissioner Duhe. **Second by:** Commissioner Tran. **Vote:** Yes (6) Allen, Duhe, Ha, Kos-Read, Torres, and Tran. Motion: Pass.

10. UPDATE FROM THE DIRECTOR, COMMITTEES, RECREATION ADVISORY COUNCILS, COMMUNICATIONS & ANNOUNCEMENTS:

Director's Report:

No update from Director. Department Weekly Report distributed via email to the PRAC by Director.

Committees:

Commissioner Tran:

- The Goals and Priority Ad Hoc Committee met on November 10, 2021 and discussed the goals and objectives of the Ad Hoc Committee to be an effective Commission both as individuals and as an overall body, knowing what their roles and responsibilities are. The Ad Hoc Committee will present more at the December meeting and Commissioners are encouraged to review the on-boarding materials and visit their parks.

Commissioner Kos-Read:

- Park Rules Ad Hoc Committee – Received input from the Cultural Arts Commission after meeting and discussing with them the scope of the Committee's work. Still in process of reviewing the previous draft regulations and developing a process on how they can be updated. Maybe some progress to report on next month. Goal: Trying to get the rules updated in time to roll out next year.

Chair Allen:

- Commissioner Coire Reilly will stay on board to work specifically with the Rules Committee. Until the Mayor appoints a replacement for him, Commissioner Reilly will continue to work with the sub-committee.

Recreation Advisory Councils (RAC):

Commissioner Duhe:

- Inquired on the expectations of what the PRAC should be doing relative to the centers that are in their jurisdiction and that they are to support.

Chair Allen:

- Described her interaction with the Mosswood RAC. Mosswood RAC has monthly meetings, every 1st Wednesday of the month. Attend meetings and report on PRAC.
- Receive and respond to the RAC's emails from the Center Director and members/leaders with questions, comments, concerns and action items.
- deFremery Recreation Center – There was a long-standing RAC that is now deactivated. Working with Center Director to reactivate the RAC.
- Every Commissioner is assigned 3 to 4 parks. Called everyone on the list of sites she was assigned to and asked the Director if they had a RAC and how often do they meet, or she would set up a meeting with the Director.

Assistant Director Riley responded that:

- Due to COVID the City is still operating under strict health guidelines and is limiting exposure to participants at the Centers during the program hours which also limits the ability for Commissioners to visit Centers assigned to them.

- Suggested that any Commissioners with questions about the responsibility of the RAC to review the RAC Manual recently re-distributed via email by Diane Boyd.
- The Commissioner that is assigned as a liaison to a site is there to support the recreation staff; whatever the needs are or whatever their area of expertise is; lending a helping hand, interfacing with the RAC and helping guide staff through the processes of engaging with the community; making sure the Center is providing programs that respond to community's requests and needs.

Communications and Announcements:

Chair Allen:

Mosswood Park and Recreation Center:

- December 12 - Moss House clean-up day
- Tennis court lights are back on. Baseball diamond lights have blown out; will work with Public Works to get those lights back on. Basketball courts are being repaved.
- Kaiser will host a third vaccination site on the Broadway side of the park. Chair Allen does not have a date, as soon as she become aware of the date, she will let the Commissioners know so they can tell their constituents.
- Most of the November RAC meeting was talking about the dog park and run. Lots of litter, trash and debris in the dog park because it is an encampment for our unhoused neighbors. Recreation Supervisor Elena would like to petition Public Works for a new fence around the dog park area and would like to seek Measure Q funds in support of the new fence; Chair Allen will help foster / facilitate conversations about the new fence.

Lake Merritt:

- Autumn Lights took place in October. Attended Thursday's event. Friday and Saturday were sold out.
- Over the last few months, Chair Allen was working with a group of community organizers who hosted a virtual town hall session around the lake in late October. About 150 members of the community participated; participants included members who live around the lake, but there were some members not equally represented like the unhoused neighbors of the lake. The meeting had higher attendance by residents around the lake than community members who visit the lake. There was a public statement written by the organizers. Chair Allen has not read the statement. The organizers have postponed the planning of any upcoming town hall meetings around the lake.
- There will be a Helping Hands Collaborative Winter Drive for warm free coats, shoes, clothes, blankets, and more at Brookdale Park on Saturday, December 4th, 11:00 am to 2:00 pm. This is in conjunction with Commissioner Kenzie Smith as well as former Parks Commissioner Dwayne Aikens' non-profit WELO.

Commissioner Kos-Read:

- Attended the virtual Lake Merritt town hall meeting. The organization's communication has Chair Allen as a signatory. Chair Allen may want to check in with the organizers.
- Believes there needs to be serious continued discussions on the lake around community agreements. As a resident and organizer of events on the lake, the last 3 to 6 months have gotten worse.
- Increase of unhoused residents living around the lake; increase in litter and trash around the lake in more concentrated places; increase in dangerous violent driving and behaviors.
- Would love to hear from the leaders of our city; leaders of the Parks

Department of Public Works, OPD, and others about the strategy for addressing these issues at the lake and across the City.

- Acknowledged the City Auditor’s Report about the issues reported by a whistleblower that pertain to our parks, specifically the Parks Department and its relationship with the Parks and Recreation Foundation.

Chair Allen:

- In regards to the public statement letter from the community organizers around the town hall, Chair Allen agreed to be a signatory from the first draft of the letter. Chair Allen missed the last Monday meeting due to work commitments and did not read their report. She will review the statement that was released with her electronic signature but she is in support of the initial draft and stands by that report in the draft form.
- Chair Allen provided the following statement regarding the City Auditor’s Report:

“I have read the report and press release. PRAC is not implicated, PRAC is not responsible, and PRAC is not impacted by this matter. At this time, we will follow the ongoing investigation until further details are released.”

11. OPEN FORUM CONTINUED:

None.

12. ADJOURNMENT: 7:08pm

Motion: Commissioner Allen entertained a motion to adjourn the meeting. **Moved by:** Commissioner Duhe. **Second by:** Commissioner Tran. **Vote:** Yes (6) Allen, Duhe, Ha, Kos-Read, Torres, and Tran. **Motion:** Pass.

Next Meeting:

Wednesday, December 8, 2021

Zoom Tele Conference

Respectfully submitted,

/s/ J. Nicholas Williams
Secretary

/s/ Gail McMillon
Gail McMillon
Acting Recording Secretary



**CITY OF OAKLAND
Oakland Parks & Recreation**

TO: Princess Allen, Chair, Parks and Recreation Advisory Commission (PRAC)
FROM: Sean Maher, Oakland Public Works (OPW)
DATE: December 1, 2021
SUBJECT: Informational Report: OPW Monthly Measure Q Hiring Matrix Update

SUMMARY

This report provides OPW's routine updates to PRAC regarding the hiring of staff related to Measure Q-funded park maintenance services.

FISCAL IMPACT

Since this report is informational only, no fiscal impacts are included.

BACKGROUND / LEGISLATIVE HISTORY

Measure Q, approved by Oakland voters in March 2020, provides funding for City of Oakland services related to parks maintenance, homelessness services, and water quality, subject to civilian oversight. The Oakland City Council assigned PRAC the oversight role regarding the Measure Q expenditures related to parks maintenance and water quality services.

As a component of this oversight function, OPW routinely submits to PRAC updates on hiring of positions related to Measure Q-funded park maintenance services. This report provides an update for the PRAC's meeting of December 8, 2021.

RECOMMENDATION

OPW recommends that PRAC accept this informational report.

Respectfully submitted,

/s/ Sean Maher

Prepared by:

Sean Maher

Acting Assistant to the Director

Oakland Public Works


Identification of Support Documents:

Attachments: Exhibit A – *Measure Q Hiring Progress Tracker, Updated 11/23/2021*

Measure Q Hiring Progress Tracker
 November 23, 2021 Civil Service Board Meeting

DEPT	CLASSIFICATION	FTE POSITIONS	FILLED	ELIGIBLE LIST AVAILABLE	DETAILS
HSD	Budget & Grants Administrator	1	0	Yes	Referrals sent to department to review and schedule interviews.
HSD	Administrative Assistant II	1	1	Yes	Filled (8.22.2020)
HSD	Case Manager I	1	1	Yes	Filled (March 2021)
OPW	Custodian	5	0	No	2 FTE Offers made and In Hire approval status 3 FTE (6TPT) will be hired in the next TPT recruitment immediately following completing the full time hires.
OPW	Assistant Engineer I	1	0	No	The job has posted and is a continuous recruitment
OPW	Administrative Assistant II	1	1	Yes	Filled (2.26.2021)
OPW	Construction & Maintenance Mechanic	2	2	Yes	Filled (10.30.21) Filled (11.13.21)
OPW	Business Analyst II	1	1	No	Filled (11.14.2020)
OPW	Gardener Crew Leader	7	4	Yes	Four of seven positions filled (1 filled 4.30.2021, 3 filled 6.12.2021). Job announcement for remaining vacancies will post 11.23.21, interviews will be mid-February.
OPW	Gardener II	15	15	Yes	Filled (5 filled 6.12.2021, 5 filled 7.24.2021, 3 filled 8.7.2021, 2 filled 8.21.2021)
OPW	Painter	2	1	Yes	1 authorized to hire waiting for department to confirm if they will be doing additional interviews or reviewing past candidates for selection.
OPW	Park Attendant, PT (NEW)	0.5	0.5	Yes	Filled (D. Mabon effective 11.13.21)
OPW	Park Equipment Operator	2	0	No	Announcements complete restricted posting closed 11.7.21/open posting closed 11.14.21. Four candidates met MQs, exams 12.6.21.
OPW	Park Supervisor I	2	0	No	Announcement closed 9.2.21, applications being reviewed.
OPW	Park Supervisor II	1	1	Yes	Filled (K. Charles effective 6.26.21)
OPW	Tree Worker (formerly Tree Worker)	1	1	No	Filled (E. Rodriguez effective 11.13.21)
OPW	Tree Trimmer	1	0	Yes	Vacant, new Tree Worker req created 11.1.21 with flex staffing to fill this Tree Trimmer position is going through approval.

Advancing Racial Equity – PRAC

A satellite view of Earth from space, showing the Americas and the sun rising over the horizon. The sun is a bright white starburst on the right side of the frame, casting a long, thin light across the sky. The Earth's surface is visible in shades of blue, green, and brown, with white clouds scattered across it. The horizon line is a thin, bright blue arc that separates the Earth from the blackness of space.

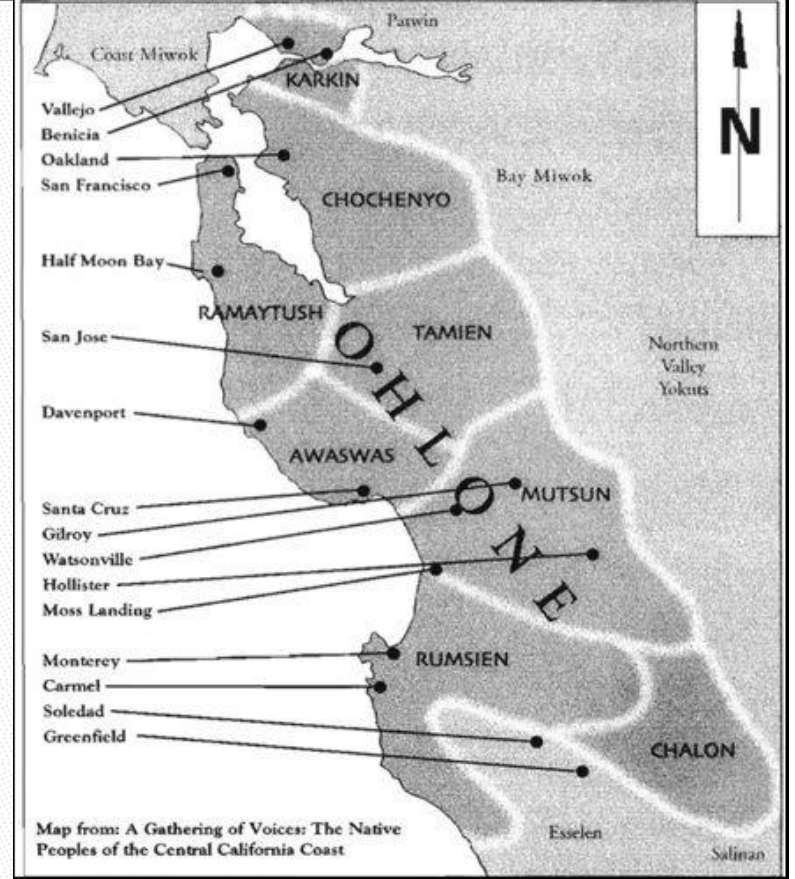
“The arc of the moral universe
may bend toward justice, but it
does not bend on its own.”

President Barack Obama

Race and Equity – City of Oakland

City of Oakland Municipal code [2.29.170.1](#) - “the City of Oakland will intentionally integrate, on a Citywide basis, the principle of "fair and just" in all the City does in order to achieve equitable opportunities for all people and communities. (2015)







City of Oakland

Race and Equity Vision:

To maintain Oakland's diversity, and create a city where racial disparities have been eliminated and racial equity has been achieved.

Goals:

- Identify and eliminate systemic causes of racial disparities in City Government
- Promote inclusion and full participation for all residents of the City
- Reduce race-based disparities in our communities



WELCOME!

THE FOLLOWING **TRAINING** HAS BEEN APPROVED FOR
CITY OF OAKLAND EMPLOYEES
BY THE DEPARTMENT OF RACE AND EQUITY

THE TRAINING HAS BEEN RATED

BF

BLAME-FREE

REQUIRES AN OPEN MIND AND CRITICAL THINKING

**THIS TRAINING IS NOT ABOUT PLACING BLAME OR MAKING ANYONE FEEL GUILTY.
IT IS ABOUT TAKING RESPONSIBILITY.**

Developmental Response to Race

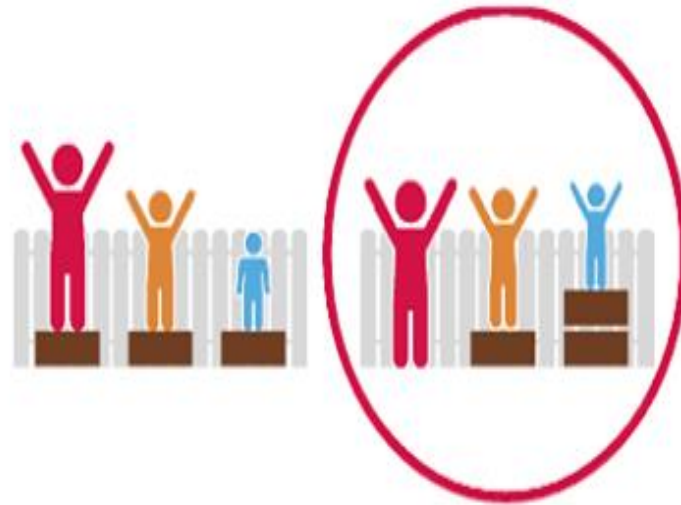
DIVERSITY ●●▶ INCLUSION ●●●●●●●▶ EQUITY



Quantity
Different
identities &
cultures



Quality
Participation
across identities &
cultures



Justice
Policies, practices, &
procedures to ensure
equitable outcomes

What is Equity?



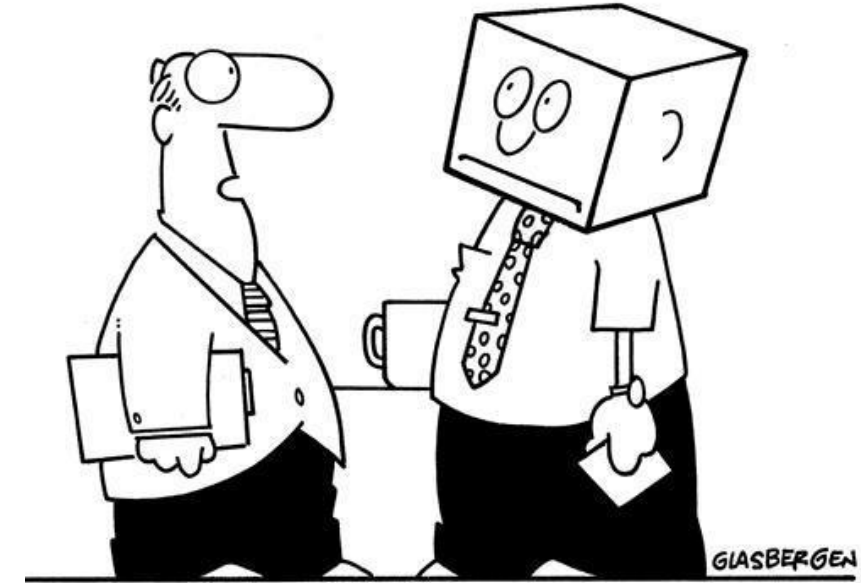
EQUALITY



EQUITY

Working Assumptions

- Race matters. Almost every indicator of well-being shows troubling disparities by race
- Disparities are often created and maintained inadvertently through policies and practices that contain barriers to opportunity
- It's possible-- and only possible-- to close equity gaps by using strategies determined through an intentional focus on race
- If opportunities in all key areas of well-being are equitable, then equitable results will follow
- Given the right message, analysis, and tools, people will work toward racial equity



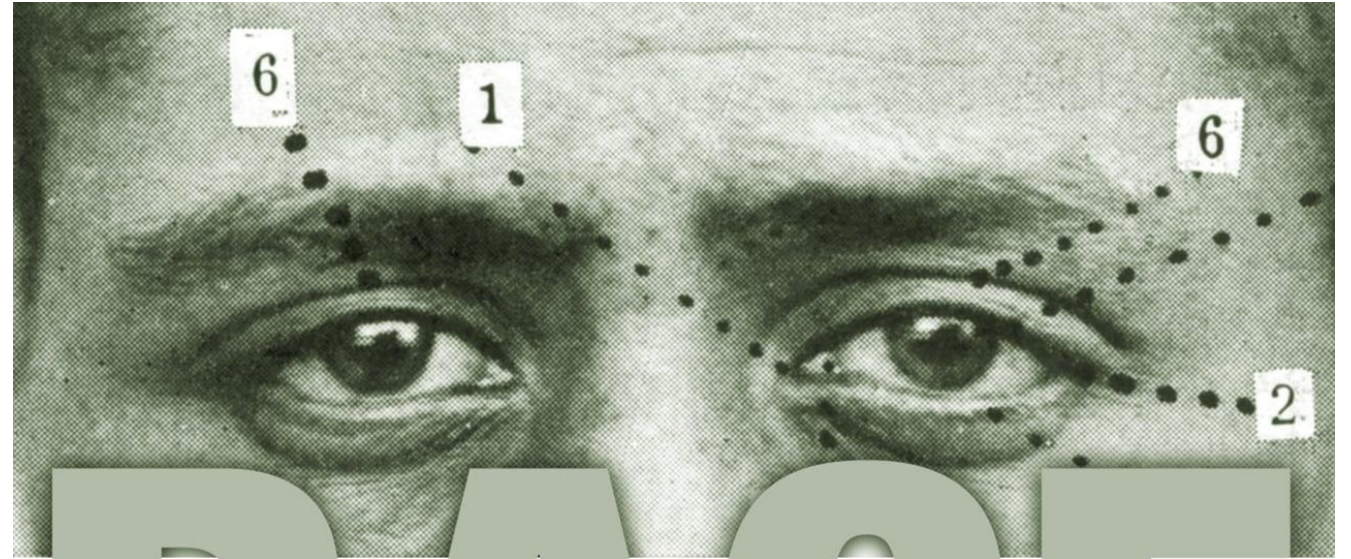
“Thinking outside of the box is difficult for some people. Keep trying.”

Systemic and Institutional Racism



A pattern of social institutions; such as governmental organizations, schools, banks, and courts of law, perpetuating negative treatment toward a group of people based on their race. Institutional racism leads to inequality in opportunity and inequity in life outcomes.

Understand Current Conditions Through Historical Context

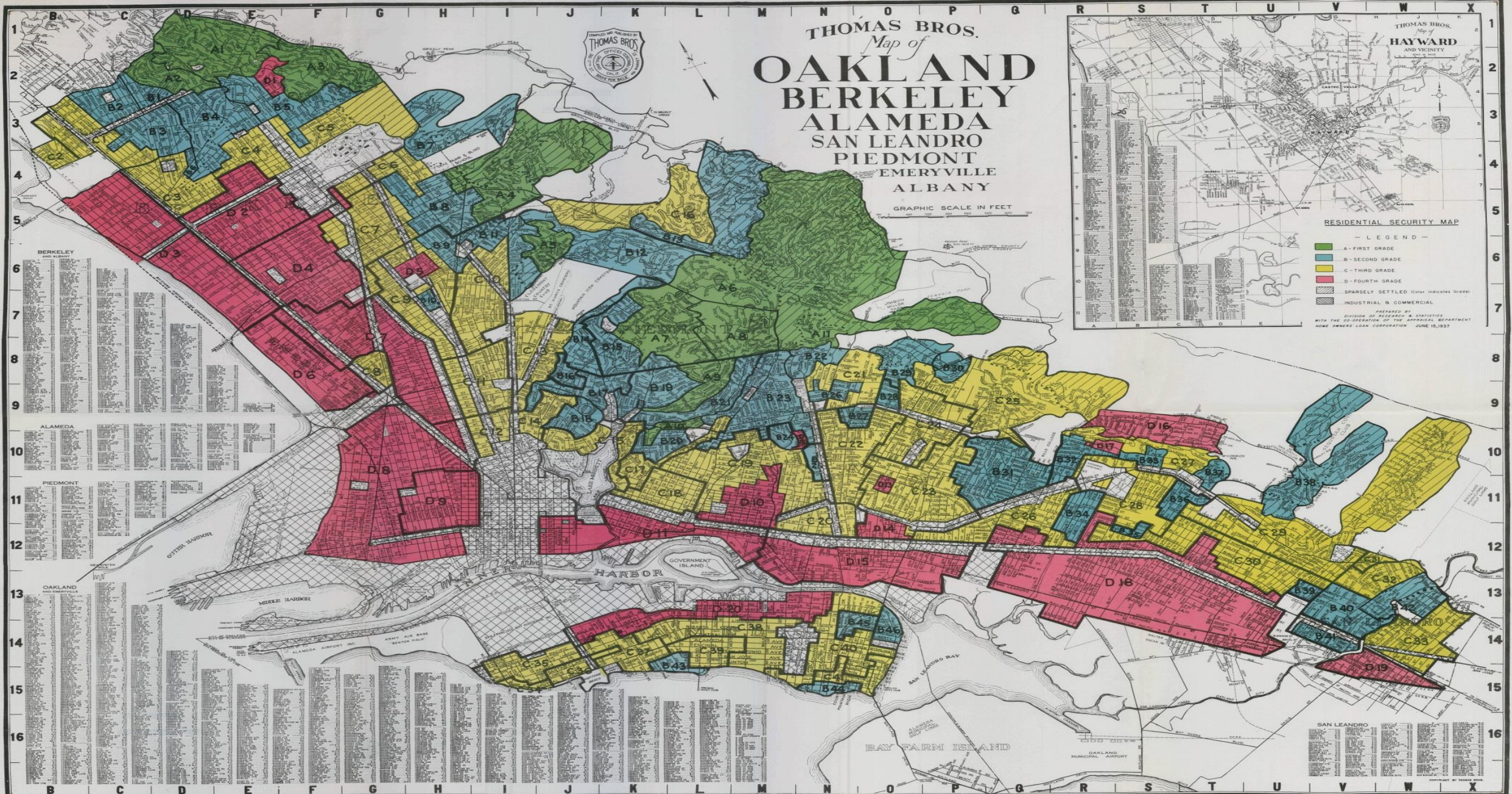
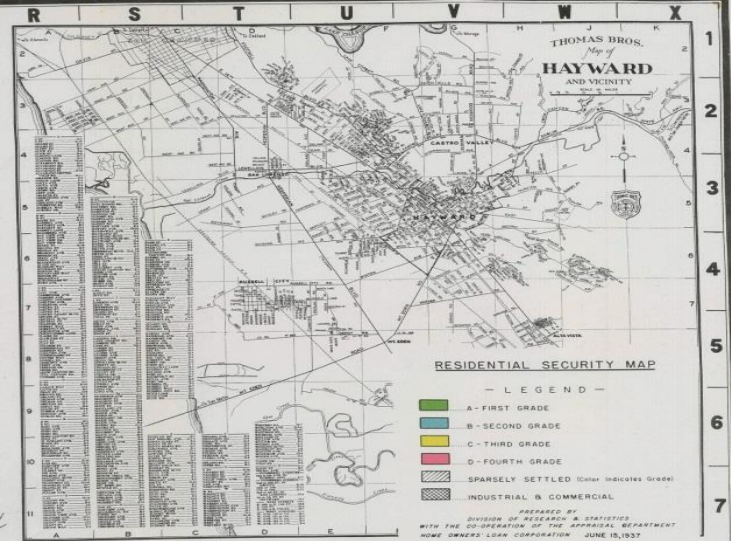


RACE
the power of an illusion



THOMAS BROS.
Map of
**OAKLAND
BERKELEY
ALAMEDA
SAN LEANDRO
PIEDMONT
EMERYVILLE
ALBANY**

GRAPHIC SCALE IN FEET



BERKELEY

B2	B3	B4	B5	C4	C5	C6	C7	C8	C9	C10	C11	C12	C13	C14	C15	C16	C17	C18	C19	C20	C21	C22	C23	C24	C25	C26	C27	C28	C29	C30	C31	C32	C33	C34	C35	C36	C37	C38	C39	C40	C41	C42	C43	C44	C45	C46	C47	C48	C49	C50	C51	C52	C53	C54	C55	C56	C57	C58	C59	C60	C61	C62	C63	C64	C65	C66	C67	C68	C69	C70	C71	C72	C73	C74	C75	C76	C77	C78	C79	C80	C81	C82	C83	C84	C85	C86	C87	C88	C89	C90	C91	C92	C93	C94	C95	C96	C97	C98	C99	C100
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ALAMEDA

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OAKLAND

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SAN LEANDRO

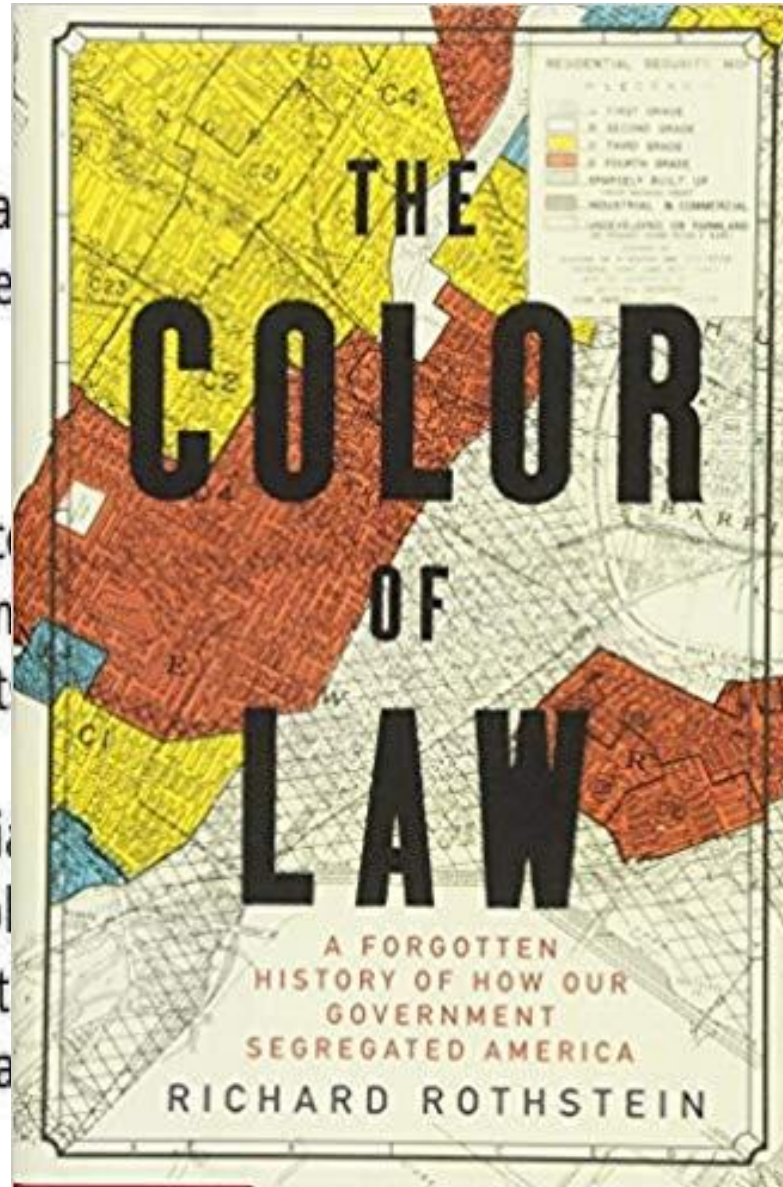
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Historical Roots of Racial Residential Segregation and Persistent Poverty

Discriminatory mortgage underwriting by the FHA and VA

Redlining practices by banks and home insurance agents

Racial and blockbusting practices established



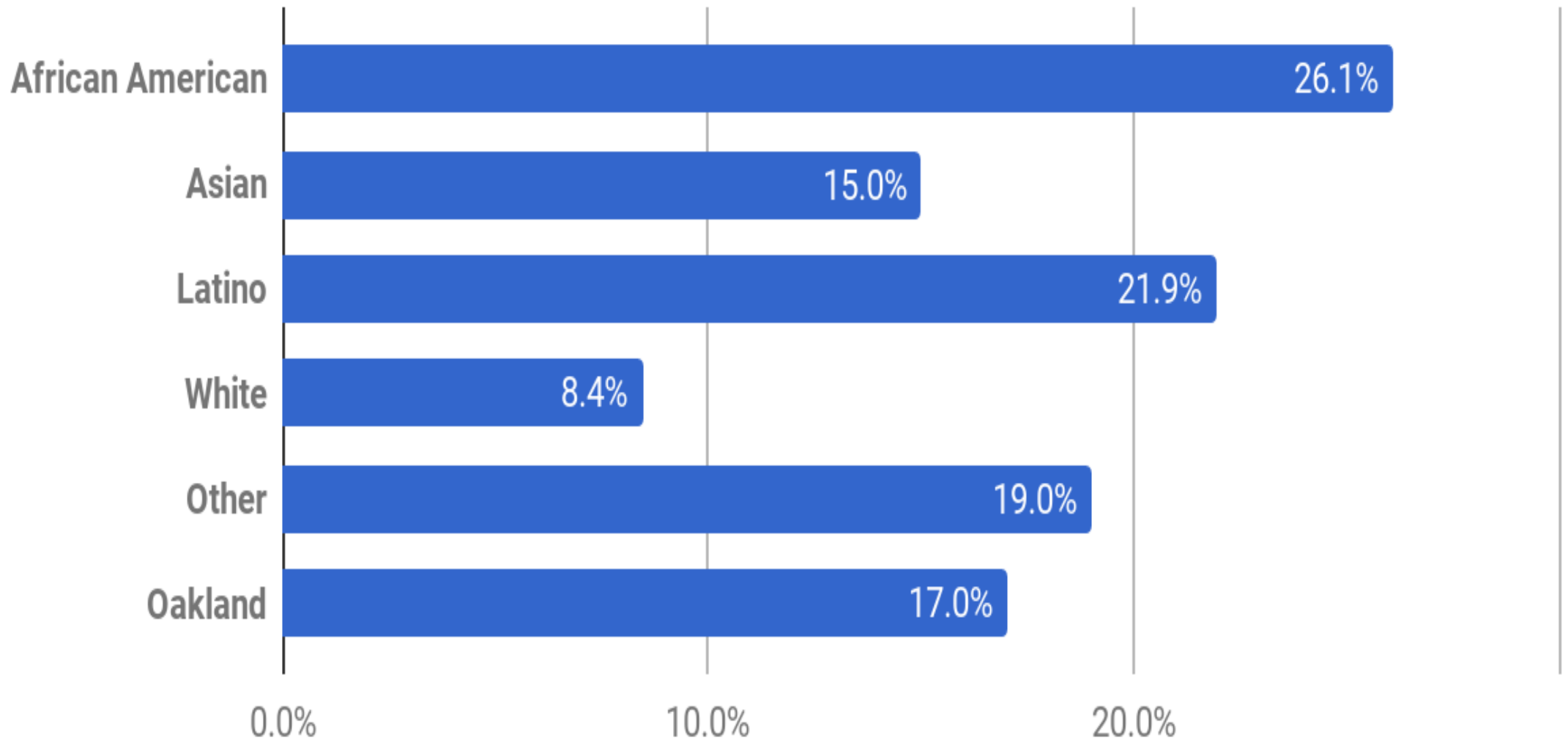
disinvestment and concentrated poverty in urban centers

middle class and White flight to the suburbs

interstate highway and urban projects

Oakland Poverty Rate by Race/Ethnicity

Percentage of individuals living at or below the poverty line



Replace Common Narrative about Disparities

Dominant Frame



No Change

- Individualism - winners/losers
- Personal merit or deficit
- People get what they deserve
- Backed with racist ideas and assumptions

“This narrative will always produce durable, persistent and racialized poverty; built around just accepting and tolerating this societal problem by framing it as an individual issue.”

~ john a. powell

Advancing Equity Requires Narrative Change

Equity Frame



Transformation

“Liberty and Justice for all.”

- The individual develops in the context of access to opportunity
- Government has a role in addressing barriers to opportunity
- Replace community marginalization with agency
- Community involved solutions necessary for transformation





High Opportunity Workshop

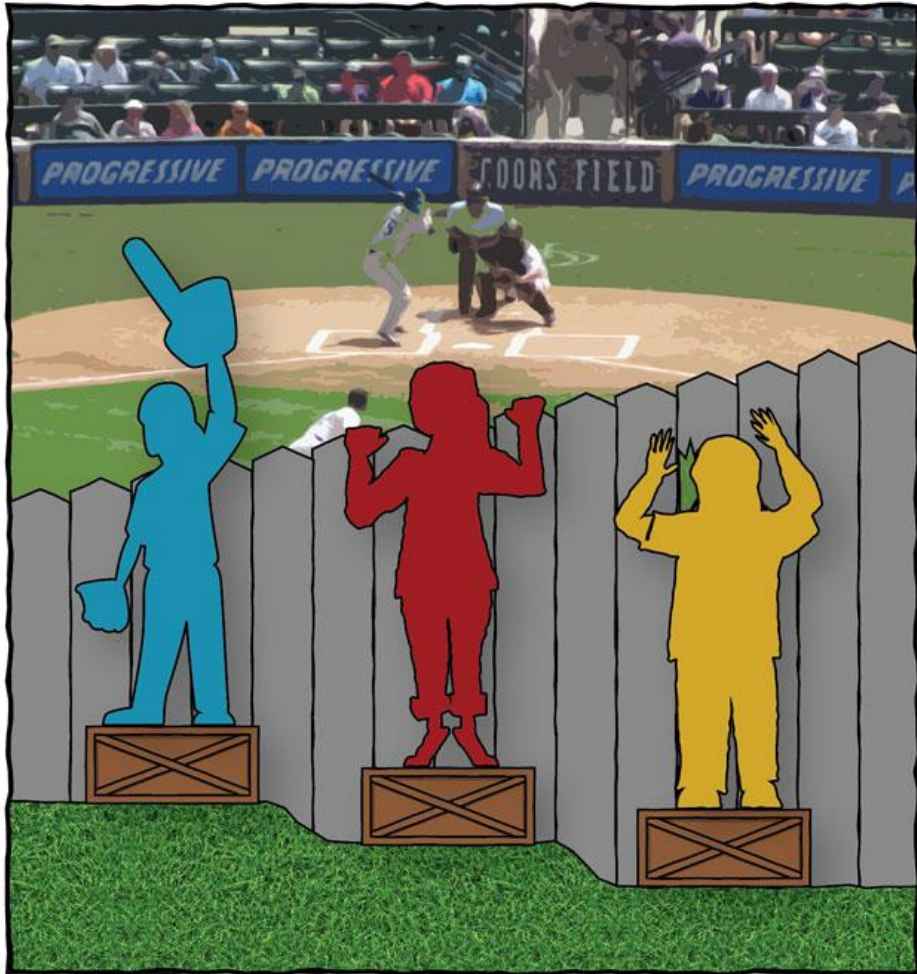


Low Opportunity Workshop

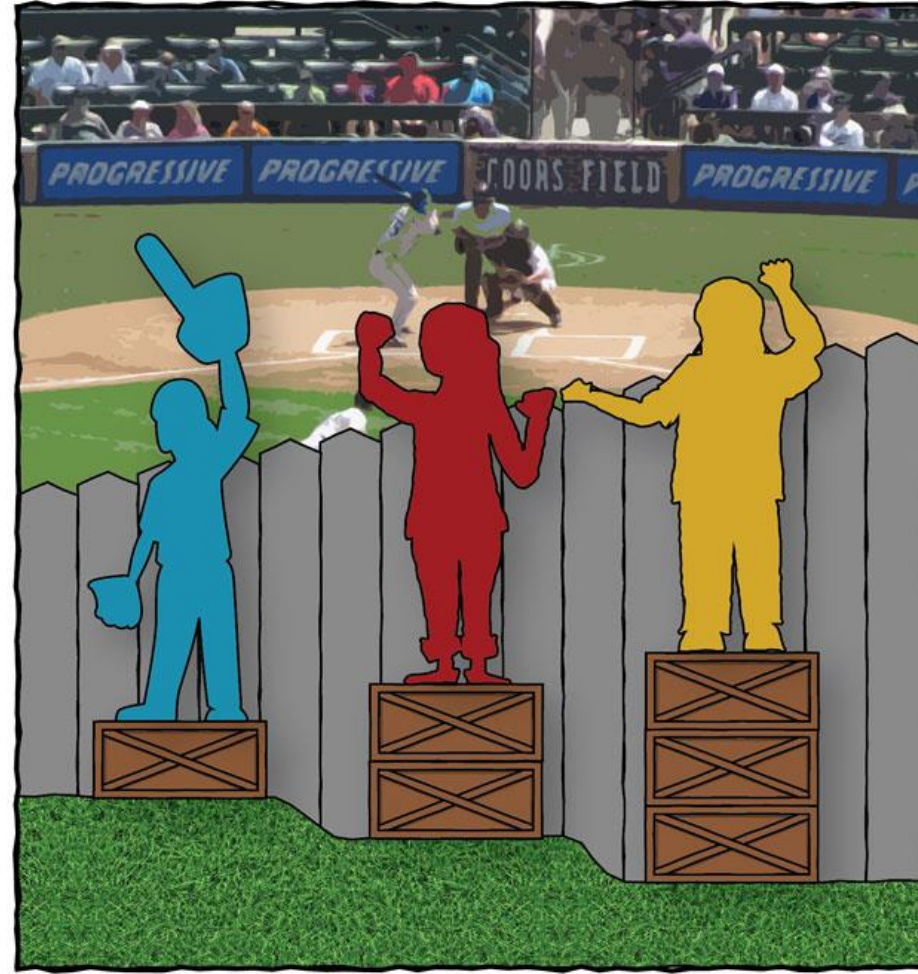
**Advancing Equity =
Systems Change**



Address inequitable conditions, with targeted strategies that remove barriers to opportunity, for those most impacted by disparities.



EQUALITY



EQUITY

Program Design for Equitable Outcomes

Step 1

Name the desired future condition – *All residents of the City of Oakland are economically secure and living in thriving, healthy communities (begin with the end in mind).*

Step 2

Use disparity data to understand current conditions – *African American, Latinos and some Asian groups over represented in poverty, unemployment/underemployment, living with poor health outcomes and shorter life expectancy.*

Step 3

Work with the impacted community - *to complete a root cause analysis to deepen understanding of the problem, and to determine what partnerships are needed to respond comprehensively.*

Step 4

Design equity approaches with rigorous performance measures – *to address root causes of disparities and to remove barriers to economic security.*

Step 5

Repeat Steps 2 - 5 as needed – *in a continuous improvement loop until desired future conditions from Step 1 are achieved.*

Meaningful Program Measurement –

Is anyone better off?

Did the work make a difference?

Answer the questions:

How would I know if this solution worked?

What is the intended impact?

How would I know if anyone is “better off” as a result of it/it made a difference?

...and articulate it as a measure.

This is the difference between doing business as usual, which has produced racially inequitable outcomes for generations, and being accountable for the impact of our work making a difference in peoples lives

Developing Program Performance Measures

How much did we do?

**# organizations/
people served**

**# activities
(by type of
activity)**

How well did we do it?

% common measures

e.g. workload ratio, staff composition,
% staff fully trained/culturally
competent

**% activity-specific
measures**

e.g. % timely
% people completing
activity/training attendance rate,
% correct and complete

Is anyone better off?

#/% skills/knowledge

e.g. knowledge of how to start a small biz

#/% attitude/opinion

e.g. feel a sense of belonging in the organization

#/% behavior

e.g. school attendance, residents included in decision-making

#/% circumstance

e.g. working, in stable housing

Leadership & Advancing Equity

“The old saying goes, “Actions speak louder than words.” Leaders who exemplify the change every opportunity they have, who build the new way of working into their practices, say volumes about how serious the organization is about the change.”
~ Andrea Shapiro, PhD, Creating Contagious Commitment

Monitor the system changes that will be proposed, use every opportunity to demonstrate the value of equity processes and outcomes.

Moving forward, arm yourself with a compelling case for equity, and highlight the dangers of not making change to address racial inequity.

Act to forge partnerships needed to buildout systems that have meaningful impacts, close racial disparities.

Questions?

