

About the Racial Profiling Ad Hoc

Current Ad Hoc objective/description

The purpose of this Ad Hoc is to gather information and make recommendations for an updated policy to effectively reduce racial profiling.

About this recommended approach

This proposal lays out an ambitious multi phased-approach that aims to holistically acknowledge and address the critical impact a Racial Profiling/Anti-Bias police policy could have on Oakland communities, by:

- + Co-creating (with community and OPD, among others) an intentional strategy that begins to shift police culture and Department behavior,
- + Crafting a thoughtful policy enforcing the strategy and holding the Department accountable to its commitment.

Converting this Ad Hoc to a standing Committee would expand engagement by the full Commission, instead of concentrating efforts with the Ad Hoc Commissioners - who will still assume responsibility for setting the direction and the running of the program.

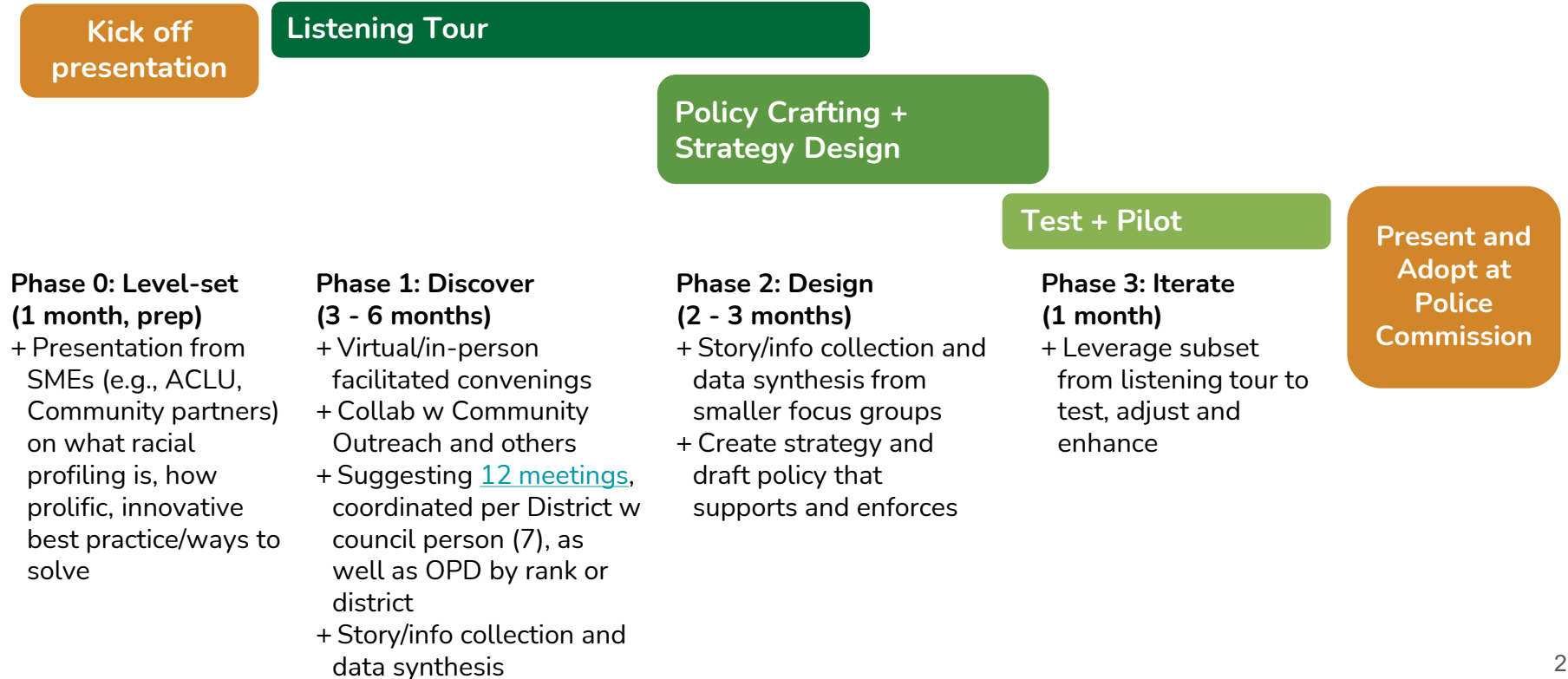
In this way, every Commissioner has the flexibility to take part in meetings, hearing first hand people's experience and stories as related to the topic.

It also affords coordination with other Ad Hocs, amplifying their work and efforts like the Community Outreach group, for possible convening and coordinating support.

Suggested next steps

- Convert Ad Hoc to Standing Committee
- Consider iterating and building this plan with community (partners?)
- Commit to a program/series of activities and outcomes

Suggested Approach



Anticipated Outputs + Outcomes

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|----------------|--|
| Output | Thoughtfully structured strategy (co-created with community) providing OPD a roadmap of actions and expectations that begins to shift Department culture and member behavior |
| | Moments and materials (meetings, strategy, policy) that align with Commission expectation of the Chief's leadership as appears in the Chief's Performance Evaluation |
| | Progressive and forward-thinking policy (co-created with community) enforcing the Department's promises and commitments |
| Outcome | Comprehensive canvassing ensuring a platform and opportunity for people to engage and share |
| | Intentional facilitation (crisis/trauma focus) provides a safe space and begins to heal and rebuild trust, share experiences, inspire and integrate new behaviors to shift culture |
| | Expands Commission exposure and demonstrates a commitment to community by putting Commissioners in neighborhoods |
| | Strengthens Commission relationships with District leaders allowing the Commission to stay in touch and deeply understand challenges faced by different communities |

Required skill sets

| Project manager | Facilitator(s) | Strategist/Policy Creation |
|--|---|--|
| <ul style="list-style-type: none">+ Support the Commission in sourcing and engaging additional resources/vendors+ Craft detailed master plan/roadmap for the multi-phased project+ Manage vendors (establish and maintain regular check-ins, track deadlines and budget, etc)+ Develop feedback loop with regular progress updates to the Commission+ Design and support commission outreach | <ul style="list-style-type: none">+ Trauma informed facilitation that creates safe spaces and prioritises inclusion of marginalized voices+ Ensure equity, inclusion and access when designing and implementing stakeholder convenings (workshops, Townhalls with communities and OPD)+ Craft questions and prompts (w strategist?) and collect stories, experiences, ideas, thoughts, perspectives | <ul style="list-style-type: none">+ Synthesise qualitative data+ Research and integrate best practice from other jurisdictions and maybe other sectors+ Convene stakeholders to co-design anti-bias/racial profiling strategy for PD inclusive of training ideas+ Convene stakeholders to co-craft a policy |