



Racial Profiling Ad Hoc Meeting Minutes (7/10/2024)

Meeting Minutes

Attendees:

- Chair Commissioner Regina Jackson
- Deacon Reginald Lyles
- Commissioner Chair Marsha Peterson
- Commissioner Ricardo Garcia-Acosta
- Lt. Hubbard
- COS Mykah Montgomery

Main Topics:

1. Introduction of Training Materials and Procedures
 - Copies of the book 'Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do' by Jennifer Eberhardt, ordered for the Commissioners by COS Montgomery, will arrive by July 25th.
 - Lt. Hubbard discussed the training materials and lesson outlines focused on understanding and preventing racial profiling.
2. Discussion on Training Implementation
 - Lt. Hubbard shared an overview of the training materials, including the preamble, the history of Jim Crow laws, Dred Scott V. Sanford, and the history of policing.
 - Emphasis on cultural accountability and the need for continuous training.
3. Suggestions for Training Enhancements
 - Discussion on the inclusion of practical examples and real-life scenarios in training.
 - Proposal to include video examples of both positive and negative interactions.

4. Officer Identification and Conduct

- Emphasis on the importance of officers identifying themselves and maintaining professionalism during stops.
- Lt. Hubbard discussed the need for thorough documentation and accurate stop data reporting.

5. Community and Supervisory Involvement

- Suggestions for involving community members and non-sworn personnel in the training.
- Importance of mixed-ranking attendance in training sessions for a holistic approach.

Questions and Responses:

1. Deacon Reginald Lyles:

- Topic: Response times and ethical policing.
- Question: How can we ensure that officers are vigilant and proactive while maintaining ethical standards?
- Response: Lt. Hubbard discussed the need for balanced, non-biased, and aggressive policing, ensuring community trust and safety.

2. Commission Chair Marsha Peterson:

- Topic: Community perceptions and officer responsibilities.
- Question: How can we combat the perception that Oakland police are not responding effectively to crime?
- Response: Lt. Hubbard highlighted the need for immediate and consistent training, and reiterated the importance of officers' oath and commitment to service.

Recommendations and Suggestions:

- Training Implementation:
 - Involve field training officers (FTOs) in teaching sessions.
 - Include community input in the selection process for FTOs.
 - Use real-life video examples to highlight best practices and areas for improvement.
- Enhancing Officer Conduct:
 - Reinforce the importance of professional behavior and proper identification during stops.

- Emphasize the need for accurate and thorough documentation in all police activities.

Next Steps:

1. Feedback Collection:

- Commissioners and community members to provide feedback on the lesson plan by the 17th.
- Lt. Hubbard to incorporate feedback and present an updated document at the next meeting on the 24th.

2. Reading Assignment:

- Read chapters 4 and 10 of *Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do* book, by Jennifer Eberhard, before the next meeting.

3. Request to Chief:

- Chief Mitchell to formally request technical assistance from the Federal Monitor for the racial profiling policy.

Adjournment:

The next meeting is scheduled for the 24th