



Racial Profiling Ad Hoc Meeting Minutes (8/7/2024)

Date: August 7, 2024

Time: 6:00 PM - 6:47 PM

Attendees:

- Chair Emeritus Regina Jackson
 - Vice Chair Ricardo Garcia-Acosta
 - Lieutenant Bryan Hubbard
 - Deacon Reginald Lyles
 - Mykah Montgomery (COS)
 - Community members: Reisa, Dan Yul
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Main Topics Discussed:

1. Policy Update:

- Lieutenant Bryan Hubbard provided updates on the Racial Profiling Policy.
- Changes were made to the evaluation and accountability section and the glossary.
- Introduction of new definitions for bias, implicit bias, and procedural justice.

2. Training Manual and Lesson Plans:

- Discussion on the changes from a lesson plan to a 30-page training manual.
- Real-life examples of racial profiling should be included for training purposes.

3. Quiz and Assignments:

- Introduction of a quiz related to the training manual.
- Members were encouraged to take the quiz before the next meeting.

4. Feedback and Review Process:

- Plan to send updated documents to the Chief, Dr. [Eberhardt](#), and [Darlene Flynn](#) for review.
 - Suggestion to use both national and local (Oakland-specific) examples for training.
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Questions and Concerns:

1. Implicit Bias and Procedural Justice:

- Vice Chair Garcia-Acosta emphasized the need to link implicit bias with procedural justice.
- The importance of treating all individuals fairly regardless of personal biases.

2. Use of Local Examples:

- Deacon Reginald Lyles suggested using Oakland-specific incidents to make the training more relevant.
 - Chair Emeritus Regina Jackson and Lieutenant Bryan Hubbard agreed on the importance of local context.
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Suggestions and Recommendations:

1. Incorporation of Local Incidents:

- Include Oakland-specific cases such as the BBQ incident at the park and others from Darwin Bond Graham's book.
- Possible addition of a recent case sustained for racial profiling.

2. Diversity in Examples:

- Vice Chair Garcia-Acosta suggested incorporating examples involving the Latino population to address language access issues.
- Broader representation of different racial and ethnic groups in the training materials.

3. Timeline for Review:

- Set a deadline for reviewer feedback by August 17th to ensure timely discussion in the next meeting.
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Next Steps:

- **Document Updates:**
 - Lieutenant Bryan Hubbard to finalize updates based on the meeting discussion.
 - Draft versions of the policy, cultural accountability statement, and training manual will be shared with the Chief, Dr. Eberhardt, and Darlene Flynn.
- **Preparation for Next Meeting:**
 - Members to review the latest versions of the documents and take the quiz.
 - Next meeting scheduled for August 21, 2024, at 6:00 PM.
- **Public Access:**
 - Draft documents to be made available on the Oakland Police Commission's website by August 12, 2024.
 - **Racial Profiling Policy**
 - **Cultural Accountability Statement**
 - **Training Manual**
 - **Quiz**
 - Public to access documents under the Racial Profiling Ad Hoc section.

Adjournment

Chat Comments

From Reisa to All Panelists

In case you put the quiz in the chat, it did not come through. Be sure to change Everyone before putting in the chat.

From Me to Everyone

Here is a link to the quiz.

<https://docs.google.com/document/d/1fbc3hlAVwJRI9FTksarkZWwizLksMSa7/edit?usp=sharing&oid=106838562707218437880&rtpof=true&sd=true>

From Dan Yul (they/them) to All Panelists

Will the documents be made available to the Oakland public?