

CITY OF OAKLAND

**Joint Meeting of the City Council, Public Safety and Services Oversight  
Commission, Police Commission and Community Policing Advisory Board**

**Presented by:**

**Oakland Police Department**

**Oakland Unite/Human Services Department**

**Oakland Fire Department**

**Department of Violence Prevention**

**Department of Race and Equity**

CITY OF OAKLAND

**April 30, 2019**



# **Public Safety and Services Violence Prevention Act of 2014**

**In November of 2014, the voters of the City of Oakland approved the Public Safety and Services Violence Prevention Act of 2014 (Measure Z) with 77.05 percent of the vote, for ten years through 2024 to improve police services, fire emergency response services as well as violence intervention and prevention strategies for at risk youth and young adults**

CITY OF OAKLAND

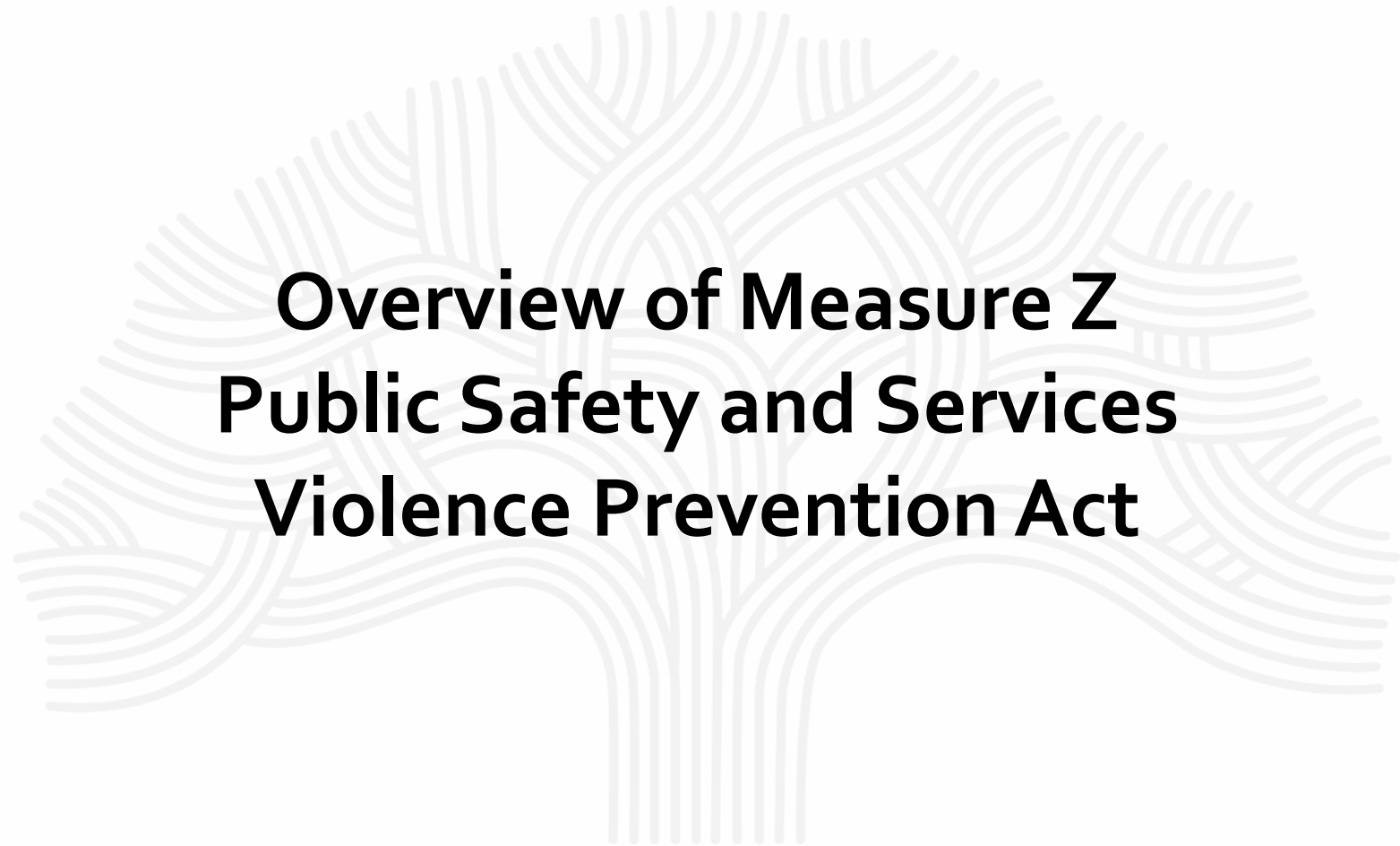


# Measure Z Objectives and Desired Outcomes

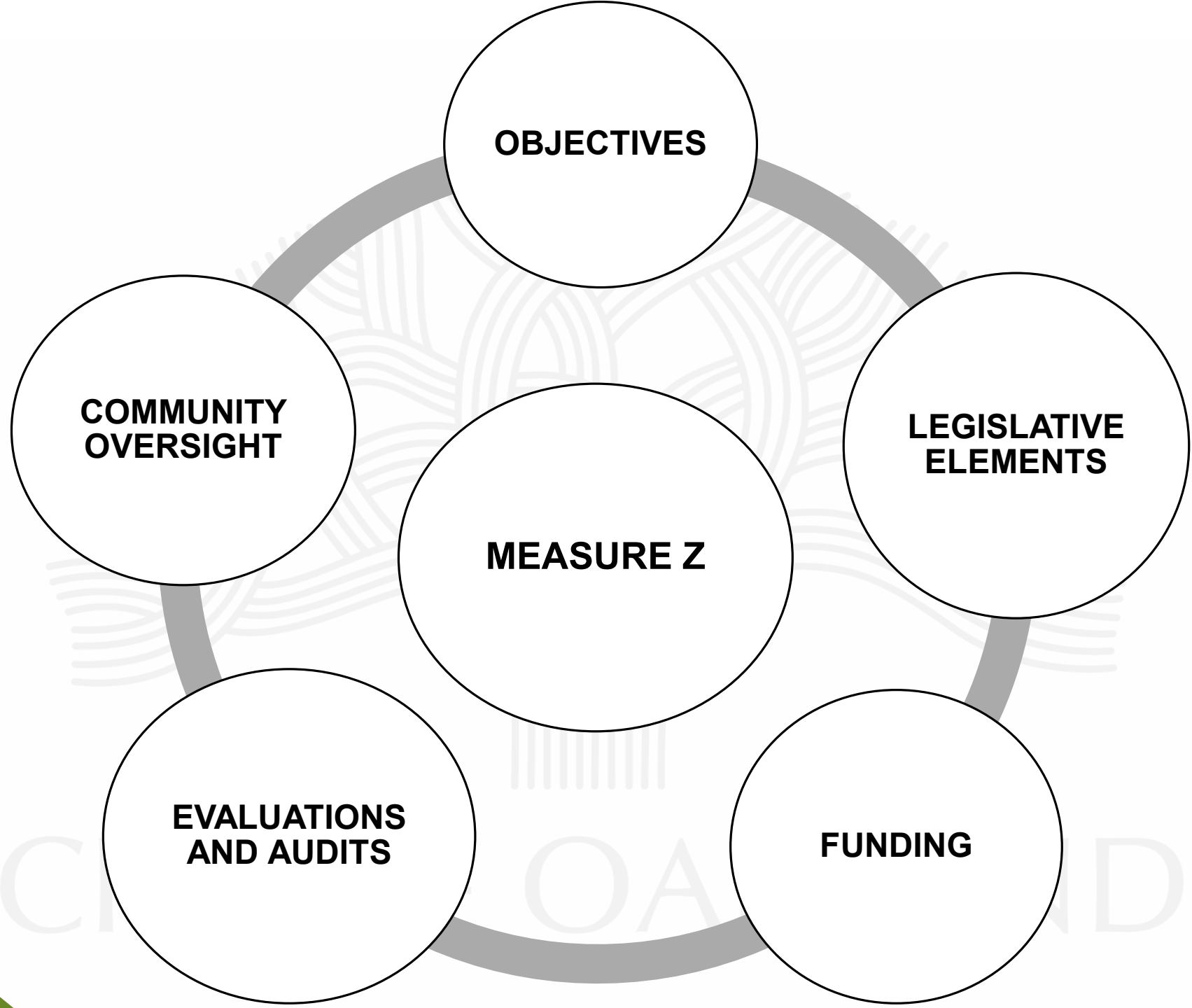
- 1.** Reduce homicides, robberies, burglaries, and gun-related violence;
- 2.** Improve police and fire emergency 911 response times and other police services, and;
- 3.** Invest in violence intervention and prevention strategies that provide support for at-risk youth and young adults to interrupt the cycle of violence and recidivism.



# **Overview of Measure Z Public Safety and Services Violence Prevention Act**



CITY OF OAKLAND





# Oakland Police Department Measure Z Funding

- **Measure Z funds twenty Community Resource Officers (CROs) and two CRO sergeants**
- **Twenty-four Crime Reduction Team (CRT) officers and one CRT sergeant**
- **MZ also provides one lieutenant, one sergeant, and six officers to OPD Ceasefire**
- **One sergeant and seven officer positions within the Special Victims Section (domestic violence, child abuse, commercial sexual exploitation of children)**

CITY OF OAKLAND

# OPD Measure Z Implementation

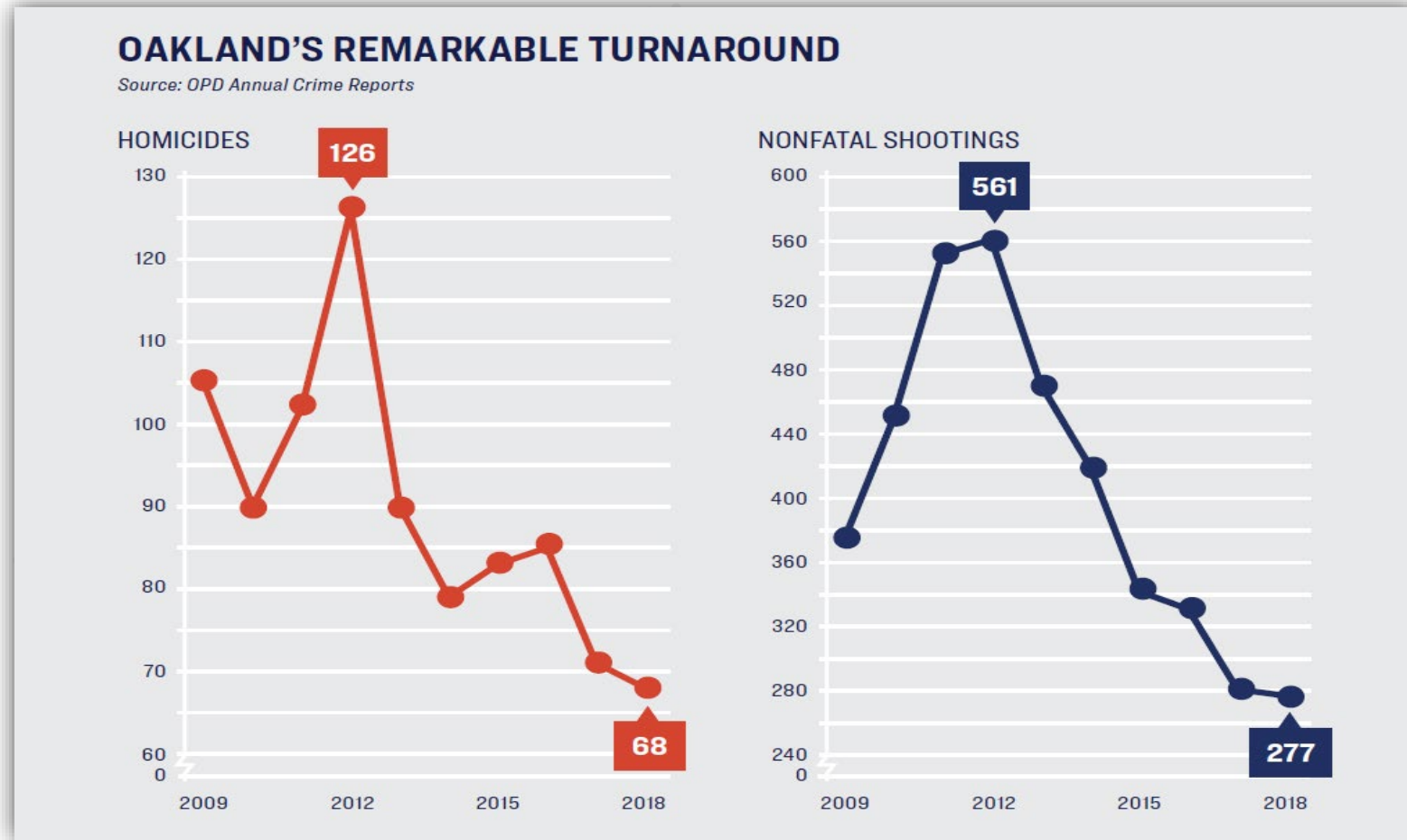
- CRT and CRO officers are also deployed to meet the demands of public safety and policing priorities where patrol and other personnel resources are insufficient (unpermitted or unstaffed crowd management operations, sideshow, preventative patrols).
- Regardless of officer type or deployment, community-policing, procedural justice and precision-based or intelligence-led policing practices are valued and prominent throughout all assignments.
- Providing police services in such an effective and efficient manner creates and strengthens community trust and police legitimacy.

# OPD RDA 2018 Evaluation

- **“CROs/CRTs and OPD leadership are committed to a proactive policing... without compromising the trust and health of the public.”**
- **CROs and CRTs “embrace community policing methods that are well-aligned with the approaches and values outlined in Measure Z.”**
- **CROs are “focused on community engagement and customer service.”**
- **CRT Officers “expressed a commitment to minimizing policing footprints in communities through targeted, data-driven efforts.”**



# Crime Reduction



2019 Giffords Law Center to Prevent Gun Violence. [giffordslawcenter.org/hope](http://giffordslawcenter.org/hope)

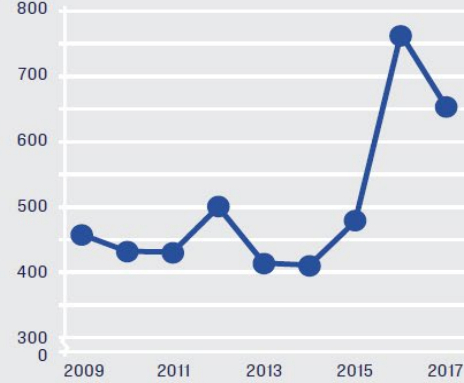
CITY OF OAKLAND

# Crime Reduction

**BALTIMORE, MD**



**CHICAGO, IL**



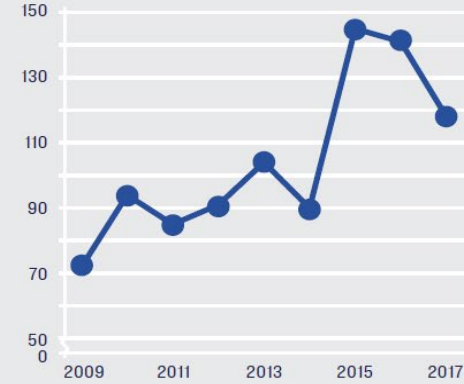
**ST. LOUIS, MO**



**CHARLOTTE, NC**



**MILWAUKEE, WI**



**DENVER, CO**



2019 Giffords Law Center to Prevent Gun Violence. [giffordslawcenter.org/hope](http://giffordslawcenter.org/hope)

CITY OF OAKLAND

# OPD Ceasefire

- **Measure Z also funds Ceasefire**
  - **Data-driven, partnership-based strategy to reduce gang/group related shootings and homicides.**
  - **Not just “arresting people.”**
  - **Collaboration with many partners:**
    - **Faith leaders, violence intervention and outreach organizations, service providers, victims of violence, residents of affected neighborhoods, criminal justice agencies, and the formerly incarcerated;**

## OPD Ceasefire

- Collaborative custom notifications, “call-ins,” and outreach/service referrals
- Ceasefire evaluation noted a 52.1% reduction in fatal and non-fatal shootings between 2011 and 2017.

# OPD + Equity Framework

- **OPD is committed to support Citywide Equity ....**
  - **Continued work, training and progress in the field of stop data, implicit bias, and examination of racially disparate police-community outcomes**
  - **Using precision-based and intelligence-led approaches for police contacts and police operations - ensuring each officer understands these practices**
  - **Commitment to Procedural Justice and Implicit Bias Training**

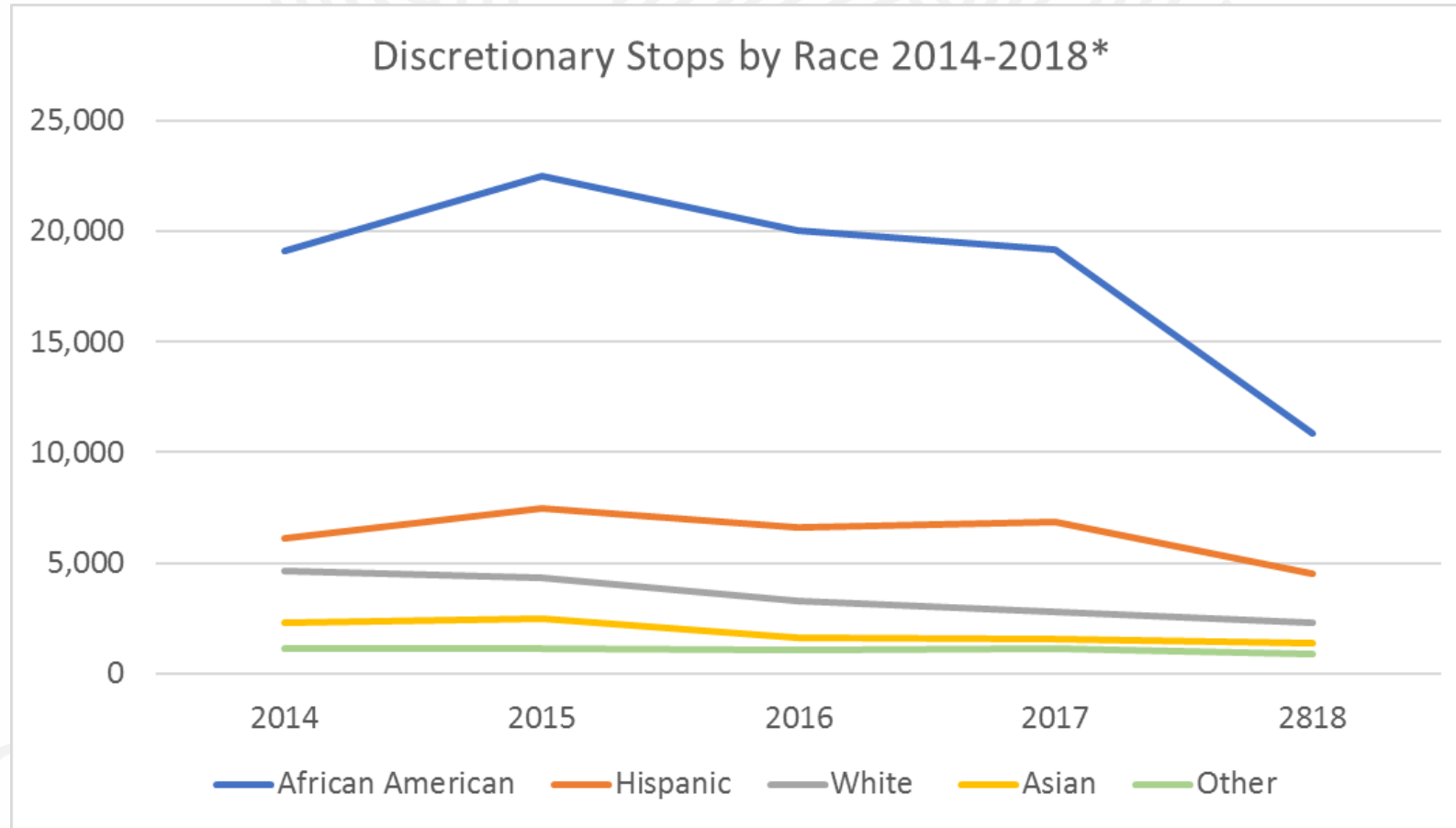
# OPD + Equity Framework

- **Continued collaboration and transparency: 2016 - 2018 Racial Impact Report**
- **Working with Police Commission on force and search related policies.**
- **Focusing on serious crime that most impacts less-advantaged communities/ people of color. Working to have less crime victims while minimizing police “footprint” in these communities....policing with minimum harm.**

CITY OF OAKLAND

# OPD + Equity Framework

## OPD Stop Data Reflects Precision-Based “Reduced Footprint” Approach



\* Data through 12/19/2019. CA Assembly Bill 953 stop data collection requirements started on 12/20/18.

# About Oakland Unite

## MISSION

Bring together and fund community-driven support for people at the center of violence in Oakland to seek safety, healing, and growth through transformative relationships and opportunities.

## VISION

People at the center of violence are safe and have access to opportunity. They lead the way to ending the cycle of violence in our community.

CITY OF OAKLAND



# Values & Theory of Change

**EQUITY:** People who have experienced violence must be at the center.

**COMMUNITY & COLLABORATION:** We are stronger together.



**RESILIENCE:** All people have the power to heal.

**ACTION:** Learn and do; repeat

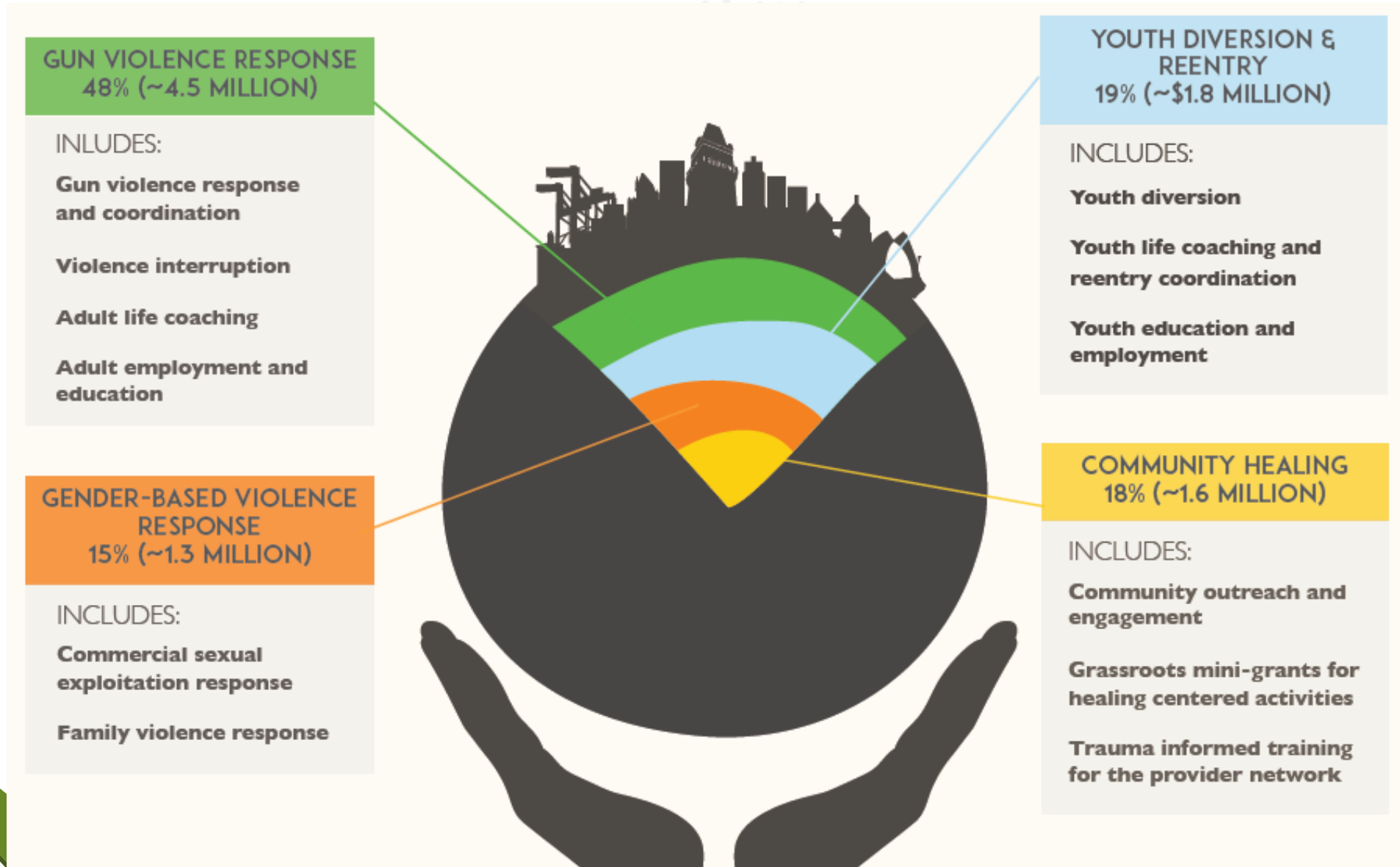
People at Center

Engagement & Safety

Healing & Growth

CITY OF OAKLAND

# Overview of 2019-2021 Strategies



## What do we know about these efforts?

- Oakland Unite programs serve people at high-risk for violence
- People are better off after program participation, though ongoing support needed
- Community providers share values and use evidence-based and promising practices



# Highlights & Shifts Going Forward

1

Focus on gun violence

2

Prioritize diversion and reentry for youth

3

Expand gender-based violence services

4

Launch a community healing strategy

5

Support provider success

CITY OF OAKLAND

# Oakland Fire Department Measure Z Funding

**Maintain adequate personnel resources to respond to fire and medical emergencies, including, but not limited to, response to homicides and gun related violence.**

CITY OF OAKLAND

# Oakland Fire Department Measure Z

- Hire sworn personnel to maintain daily minimum fire suppression staffing
- Improve fire emergency 911 response times
- Reduce homicides, robberies, burglaries, and gun-related violence through training in areas such as Mass Casualty Incidents and medical treatment protocols

CITY OF OAKLAND

# Department of Violence Prevention

- **The Department of Violence Prevention (DVP) was created in July 2017 by the City Council with the desire to better align, amplify and elevate Oakland's violence prevention efforts.**
- **The mission of the DVP is to work directly with victims of violent crime - and those who are most likely to be future victims or perpetrators of violent crime - to dramatically reduce violent crime and to serve communities impacted by violence to end the cycle of trauma.**
- **The DVP shall pursue a public health approach to violence prevention and will focus on the successful implementation of community-led violence prevention and intervention strategies to realize sustained safety and stability of the communities most-impacted by violence.**

# Department of Violence Prevention

- The DVP is charged with transforming the City's violence prevention efforts into a citywide strategy for community-led, non-law enforcement approaches to reduce and sustain violent reduction.
- DVP's mission is the recognition that intense violence, especially shootings, homicides, sexual violence and domestic violence, hurts poor and working-class communities of color disproportionately and impacts African Americans the most.
- The DVP will apply a racial equity framework to guide violence prevention and reduction efforts under Measure Z and citywide.



# Department of Violence Prevention

- **Urban Strategies Council has been engaged to coordinate and facilitate a robust and inclusive citywide community stakeholder engagement and convening process to help inform the planning and priorities of the DVP.**
- **Participatory Research activities have included one-on-one interviews, focus groups and surveys with over 500 Oakland residents directly impacted and affected by violence. A culminating Community Summit will take place on Saturday, June 8 at the Oakland Museum.**
- **The Summit will prioritize the attendance of those who have experienced violence and trauma in Oakland, and nurture honest conversation around the kinds of violence prevention efforts they believe are necessary to achieve community transformation, with an emphasis on the impacts of gun violence, domestic violence, and sexual assault and exploitation on poor communities of color.**

# Racial Disparities

- The recent 2018 Oakland Equity Indicators Report show violence-related indicators that illustrate the disparities impacting Oakland's Black residents specifically in adult and juvenile felony arrests, incarceration, police use of force, homicides, and domestic violence.

# Racial Disparities - Violence

| INDICATOR               | DESCRIPTION  |
|-------------------------|--|
| Adult Felony Arrests    | An African American person is 14.24 times and a Latino person is 3.46 times more likely to be arrested for a felony than an Asian person.  |
| Juvenile Felony Arrests | An African American juvenile was 112.63 times more likely to be arrested on felony charges than a White juvenile in Oakland  |
| Jail Incarceration      | African Americans are 19.53 times more likely than Asians/Other and 8.6 times more likely than Whites to be incarcerated in jails  |
| Use of Force            | African Americans were by far the most likely to experience use of force with a rate of 244.4 people per 100,000 in 2017, Whites were the least likely to experience use of force at rates of 10.3 respectively. |
| Homicides               | An African American person is 37.62 times more likely to be a homicide victim than an Asian person and 16.19 times more likely than a White person.  |

# Racial Disparities - Economic

| INDICATOR               | DESCRIPTION  |
|-------------------------|--|
| Median Household Income | The median income for White households was highest (\$110,000) and the median income for African American households was lowest (\$37,500).  |
| Poverty                 | African Americans were most likely to be living at or below the federal poverty level (26.1%), compared to 21.9% of Latinos and 8.4% of Whites.  |
| Unemployment            | African Americans were the most likely to be unemployed (8.9%) and Whites the least likely (4.2%).   |
| Business Ownership      | Among White employed individuals, 3.9% were business owners, compared to 1.4% of African American employed individuals. Latino and Asian employed individuals had similar rates of business ownership at 2.4% and 2.3%, respectively. The citywide business ownership rate was 2.6%. Whites were 2.7 times more likely to own their own business than African Americans. |



# Equity Framework

**Applying a racial equity framework that guides efforts funded under Measure Z will inform violence reduction priorities across all departments toward a more comprehensive citywide strategic approach to public safety and violence prevention.**

# Equity Framework

- The City has started to pivot to an equity approach in the delivery of many City services. (Public Works, Economic Development, Transportation, etc)
- Taking an equity approach to public safety and violence prevention can help achieve the goal of:

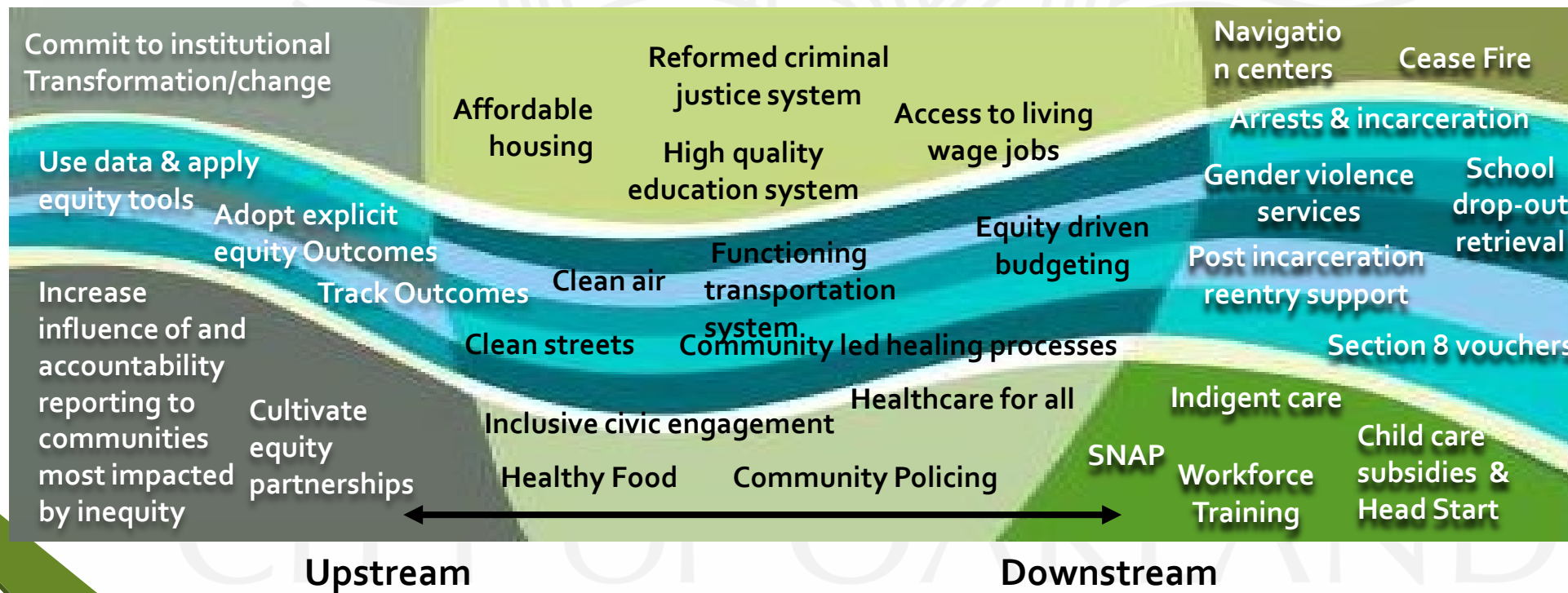
**“Having all residents of Oakland living in safe, healthy, and thriving communities free from limitations related to race, gender, class or other identities.”**

# “Equity Stream”

Change institutions and systems to eliminate imbedded barriers to equity and install result based accountability practices

Policies and programs that achieve opportunity and community conditions for all that support equity outcomes at population level

Services to address individual behaviors/treat impacts resulting from inequity in opportunity



# Specific Next Steps

- **OPD should maintain consistent community policing assignments to allow the community to develop relationships with CRO's.**
- **OPD should continue to build better relationships with the community utilizing policing policies that refrain from over policing Black and Latino communities.**
- **Oakland Unite should launch new strategies approved in the 2019-2021 Spending Plan that prioritize the needs of individuals and communities at the center of violence.**
- **Oakland Unite should continue to improve implementation of services by offering training and technical assistance to service providers, and by coordinating among providers and system partners to ensure programs are responsive to challenges and changing needs.**



# Specific Next Steps

- **OFD should continue to maintain or exceed industry standard response times so that victims of violence can have the best possible outcomes.**
- **The City should work to address inequity in access to opportunity in addition to violent crime, and coordinate work between all City departments including OPD.**
- **The City should commit to a racial equity framework to guide future violence reduction efforts funded under Measure Z. Citywide efforts going forward, across every City department should align towards the goal of eliminating racial disparities and advancing equity in life outcomes for all residents that will ultimately have the outcome of reduced violent crime for all.**

## Questions and Answers

**An informational memo will be prepared in response to questions received during the Q & A period and will be posted on the website.**

CITY OF OAKLAND

# Questions and Answers

To ask a question,  
Text "SSOC" to 55222 to subscribe  
and ask us questions about topics covered  
during tonight's meeting.

CITY OF OAKLAND