



Strategic Planning Retreat Part One Preservation Park, Oakland

Meeting Minutes

Date: 3/3/2024

Time: 10:29 AM

Attendees

- **Ad Hoc Chair, Commissioner:** Angela Jackson-Castain
 - **Commission Chair:** Marsha Carpenter Peterson
 - **Commission Vice Chair:** Karely Ordaz
 - **Chair Emerita:** Regina Jackson
 - **Commissioner:** Jesse Hsieh
 - **Commissioner:** Wilson Riles
 - **Alternate Commissioner:** Ricardo Garcia-Acosta
 - **Chief of Staff:** Mykah Montgomery
 - **OPC Counsel:** Thuy Nguyen
 - **Community:** Rashidah Grinage, Jane Kramer, Sylvia Montgomery
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Main Topics

1. **Commission History and Achievements**
 - Summary of milestones since the Commission's inception.
 - Discussion of past challenges and opportunities.
2. **Vision and Mission Development**
 - Crafting a clear, concise vision statement.
 - Establishing a mission to guide Commission activities.
3. **Focus Areas and Strategic Goals**

- Identifying key areas of work (e.g., policy development, community engagement, oversight).
 - Brainstorming objectives for each focus area.
 - 4. **Proactive Planning and Oversight**
 - Strategies for transitioning out of the NSA.
 - Enhancing community engagement and transparency.
 - 5. **Internal Operations and Organizational Planning**
 - Discussion of staffing, resource management, and training.
 - Transition planning for future leadership and sustainability.
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Questions and Concerns Raised

- How can the Commission transition from reactive to proactive operations?
 - How can the Commission balance immediate issues with long-term planning?
 - What are the best strategies for increasing community engagement?
 - How can the Commission effectively reach and involve underserved communities?
 - How can the Commission ensure consistency during leadership transitions?
 - Concerns about institutional knowledge loss and continuity of operations.
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Suggestions and Recommendations

Vision and Mission Statement:

- Include keywords like “independent,” “community-centric,” “innovative,” and “justice.”
- Use Seattle’s concise vision as inspiration but tailor it to Oakland’s unique context.
 - **Seattle CPC Example:**
 - **Vision:** envisions communities and the aligned in shared goals of safety, respect, and accountability:
 - **Vision:** The Seattle Community Police Commission (CPC) envisions communities and the Seattle Police Department (SPD) aligned in shared goals of safety, respect, and accountability.
 - **Mission:** The CPC listens to, amplifies, and builds common ground among communities affected by policing in Seattle.

Focus Areas:

- Consolidate ad hoc committees into broader categories like policy development, community engagement, and oversight.
- Develop SMART goals (Specific, Measurable, Achievable, Relevant, Time-Bound).

Proactive Oversight:

- Leverage data and insights from the Inspector General's reports to drive accountability.
- Engage national experts for guidance on oversight models and NSA transition strategies.

Community Engagement:

- Increase transparency through accessible reports and regular public forums.
- Create a master calendar for community events to enhance participation.

Internal Operations:

- Develop robust orientation and training programs for new members.
- Establish clear succession plans for key roles within the Commission.

Next Steps

- 1. Finalize Vision and Mission Statement:**
 - Commissioners to submit additional feedback to Ad Hoc Chair Angela Jackson-Castain and Commission Vice Chair Karely Ordaz.
 - Ad Hoc Chair Angela Jackson-Castain and Vice Chair Karely Ordaz to consolidate input into a final draft.
- 2. Develop Focus Area Plans:**
 - Ad hoc committees to align their work with the agreed focus areas.
 - Ad Hoc Chair Angela Jackson-Castain to draft the initial SMART goals for each focus area.
- 3. Enhance Community Engagement:**
 - Schedule community forums for Q1 2025.
 - Develop a communication strategy with infographics and accessible materials.
- 4. Prepare for NSA Transition:**
 - Schedule meetings with national experts to discuss oversight models.
 - Begin drafting a strategic transition plan.

Adjournment: The meeting was adjourned at **3:03 PM**.