



OAKLAND POLICE COMMISSION

SPECIAL MEETING TRANSCRIPT

February 10, 2022

Chair Jackson: (silence).

Welcome everyone to the special meeting of the Oakland Police Commission on February 10th at 5:30. I am calling this meeting to order at 5:32 and going to take a roll call. So if you all would identify yourselves as here, that would be great. Commissioner Gage.

Comm. Gage: Present.

Chair Jackson: Thank you. Or present, thank you. Commissioner Harbin-Forte.

Comm. Harbin-Forte: Present.

Chair Jackson: Thank you. Commissioner Jordan. Okay, we'll check in with him later. Commissioner Howell.

Comm. Howell: Here.

Chair Jackson: Thank you. Commissioner Peterson.

Comm. Peterson: Present.

Chair Jackson: Thank you. Vice Chair Milele.

Vice Chair Milele: Present.

Chair Jackson: Thank you. Commissioner Hsieh.

Comm. Hsieh: Present.

Chair Jackson: Excellent. We do have a quorum. Before we adjourn to... Oh, we're going to adopt the renewal resolution that keeps us conducting our meetings in teleconferencing. So we're going to readopt the findings before... I can't remember if we have to take public comment on this?

Commission staff: I don't think you... You know what? I think you might.

Chair Jackson: Let's go ahead and do it. Yes. So let's take public comment and then we can come back and adopt the renewal resolution.

Commission staff: Thank you, Chair.

Chair Jackson: Thank you.



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- Commission staff: Members of the public wishing to make public comment on this item, the adoption of the resolution to let us work on Zoom, please raise your hand. I'll call on you in the order that they've appeared. No hands. We can keep going, Chair Jackson.
- Chair Jackson: Okay. Excellent. I would like to take a vote on the adoption of the renewal resolution. Commissioner-
- Commission staff: Oh, Chair Jackson, I am so sorry to interrupt you. I do see a hand raised. Do you mind?
- Chair Jackson: Okay, go ahead.
- Commission staff: Thank you. Phone number ending in 9932, I will unmute you. I'm also going to start the timer. Give me a second. Okay, phone number ending in 9932. When you're ready, I've unmuted you my end.
- Nino Parker: Hello, my name is Nino Parker. I'm the homeless Black advocate, Lake Merritt. I've been homeless here about eight years at the lake. Recently I've been protesting at the Lakeview tiny homes village, and I have been committing some acts of what you would call-
- Commission staff: Mr. Parker, I'm only going to pause you. This is just public comment on the Zoom resolution. Would you like to carry on your public comment or would you like to wait for open forum?
- Nino Parker: Excuse me, I thought this was open forum.
- Commission staff: Not yet, sir. I will bring you back for open forum. Is that okay?
- Nino Parker: Okay. No problem. Excuse me, sorry.
- Commission staff: Thank you. Thanks so much. All right, Chair, we are back to you.
- Chair Jackson: Okay. Very good. Thank you. So at this point, I would like to take a vote on the adoption of the renewal resolution. Commissioner Gage?
- Comm. Gage: I'll move adoption of the resolution.
- Comm. Harbin-Forte: I'll second. I'll second.
- Chair Jackson: Okay. It's moved and properly seconded. Thank you very much. Little tired here. And let's go ahead and vote since we have taken public comment and there was none. So Commissioner Gage?



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Comm. Gage: Yes.

Chair Jackson: Thank you very much. Commissioner Harbin-Forte.

Comm. Harbin-Forte: Yes.

Chair Jackson: Thank you. Commissioner Howell?

Comm. Howell: Yes.

Chair Jackson: Thank you. Commissioner Jordan, has he joined us yet? I don't see him. Okay. Commissioner Milele?

Vice Chair Milele: Yes.

Chair Jackson: Thank you. Commissioner Peterson.

Comm. Peterson: Yes.

Chair Jackson: Thank you. And yes for myself. The resolution is adopted. Let's go ahead forward to closed session please. And we'll take public comment on the closed session item before we adjourn to closed session.

Commission staff: Thank you. Members of the public wishing to make public comment on just this closed session item, please raise your hand, and I'll call on you in the order that they've appeared. No hands, Chair Jackson.

Chair Jackson: Okay. Thank you very much. So at this point we will adjourn to closed session. We anticipate returning at approximately seven o'clock, but we'll communicate to the chief of staff if we plan to come back early. And I just want to say thank you very much, I do see some of our former commissioners have joined us, but if you all would want to come back and join us at seven o'clock. Thank you very much.

(silence).

Commission staff: (silence) Welcome back.

Chair Jackson: Thank you. It is 6:30, and we want to call to order and redetermine our quorum. I'd like to identify that Commissioner Jordan was able to join us in closed session, but we will do roll call now, for the purpose of moving forward in the agenda. Vice Chair Milele?

Vice Chair Milele: Here.



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- Chair Jackson: Thank you. Commissioner Gage?
- Comm. Gage: Present.
- Chair Jackson: Thank you. Commissioner Harbin-Forte?
- Comm. Harbin-Forte: Present.
- Chair Jackson: Thank you. Commissioner Howell.
- Comm. Howell: Here.
- Chair Jackson: Thank you. Commissioner Jordan.
- Comm. Jordan: Here.
- Chair Jackson: Thank you. Commissioner Peterson.
- Martha Peterson: Present.
- Chair Jackson: Thank you. Commissioner Hsieh.
- Comm. Hsieh: Present.
- Chair Jackson: Thank you, and I am here as well, so we do have a quorum, and we can move forward with... Excuse me. We have nothing to report out from the closed session, and then we can move forward with open forum. Thank you.
- Commission staff: Thank you, Chair Jackson. Members of the public wishing to make a comment in open forum, this is ideally for items not on the agenda, please raise your hand. I will call on you in the order that I see you. Let's get this stop clock going first. Okay, first up, Rashidah Grinage, when you're ready. Rashidah Grinage, I've unmuted you. Okay, she maybe still thinks we're coming back at 7:00. Let's move on to phone number ending in 5802. When you're ready. Phone number ending in 5802?
- Saleem Bey: Yes. Yes, good evening. Saleem Bey. Looking over the agenda, I don't see anything about racial profiling. I know that the majority of the people sitting up on that virtual day there have seen that racial and religious profiling by OPD is at the heart of the Roth independent investigation. The other issue is that at the heart of this investigation, is that there's five murders associated with this investigation, that when they said that these investigations should be investigated, instead of punting the ball six months down to somebody else, you had the power to begin these investigations. The other thing that I want say is



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that if the IG is listening, the fact that Mr. Alden, when she made a report to the public safety, she spoke about working with the CPRA. She cannot work with the CPRA, as it concerns the Ross report. The CPRA is under investigation by the Ross report, in that it found, as we turned over the evidence that the CPRA was closing cases that they should have investigated.

The fact that my brother, 51 year old Waajid Bey, who was the CEO of Your Black Muslim Bakery, and had a 200 Black job payroll that he was responsible for when he was murdered. And when they didn't investigate his case, we found out that the person who was responsible, OPD Office, stole his murder case files. And so when we complained in 13-1062, about his murder not being investigated, you didn't even... It says in the report that they didn't even have his files. How do you investigate 13-1062 if you don't have the files of the cases that you are complaining about? That right there is proof that these cases are, I mean, that 13-1062 has not been investigated. The fact that it's taken since 2018 for us to keep saying this, and racial profiling has been proven beyond a shadow of a doubt, shows-

Commission staff: Thank you, Mr. Bey. I am sorry to have to cut you off. Unfortunately, your two minutes are up. Rashidah Grinage are you with us? I'm going to try and unmute you when you are ready. Ms. Grinage? Let's move on, but please note that Rashidah Grinage did have her hand up, and perhaps she can come back in this second open forum.

Chair Jackson: Okay.

Commission staff: Thank you.

Chair Jackson: Thank you.

Commission staff: Okay. Let's bring you back.

Chair Jackson: Actually, perhaps we can go back to Ms. Grinage after the update, which should put us a little closer to seven.

Commission staff: Okay.

Chair Jackson: We'll see. Thank you. So, Chief Armstrong, are you with us?

Chief Armstrong: Yes, Chair. I'm here with you.

Chair Jackson: Excellent. Thank you very much.

Chief Armstrong: Good Evening.



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Chair Jackson: Good evening. We're ready for your update.

Chief Armstrong: Right. Good evening Chair and other Commissioners. I'll be going through our OPD report tonight. The first thing, like I do every week, is start off with OPD staffing. Currently we are staffed at 682 officers. We'll be down to 681 as of this Saturday. That leaves us 54 vacancies currently, that we're seeking to fill up to our authorized during the 737. We plan to continue to hire our current. Academy is academy number 187. It currently has 34 training officers in there. We start our new academy to 188th on March 7th. We currently have already hired 37. We expect that number to exceed 40 before the March start. That will be the highest number of individuals, trainees, in the academy in several years to exceed the 40 number. And so we look forward to that as well. We're also strengthening our pipeline program, working with the mayor to secure additional funding, to support hiring more cadets. That is what we are doing.

Locally, both, hopefully at the local parental colleges, as well as Cal State East Bay and Chabot College, to hire individuals that may be interested in a job in law enforcement, but are still in college. We encourage them to finish college while also working part-time at the Police Department, and then transitioning into our police academy. We've seen much more higher success rates with our cadets than we have with any high reason. So as we seek to hire more local candidates, it will be, I think, a really important pipeline to have additional local cadets hired. So we are looking to start a push for cadet recruits. So if any of the commissioners have young people between the age of 18 and 22 that are interested in joining as a cadet who are current college students, please send them to us.

Next is compliance. Our compliance effort continues to move forward. We are, again, looking forward to an assessment of Task 2, our ID timelines, our 180-day timelines, as well as Task 5, our complete thorough quality Internal Affairs investigations that should be assessed in the next month. So we look forward to hopefully achieving full compliance with those two. We'll wait and standby for other federal monitors feedback on those, but we do believe strongly that we've made progress, additional progress, and hopefully have achieved compliance. We have met with the Chair and the Vice Chair specifically about the four policies that needed to move forward to the Police Commission, in response to the judge's request. In particular, our racial discrimination policy, which we have now assigned a executive member of our team for each ad hoc, at the request of the Chair. So we have someone's assigned to the racial discrimination policy, the social media policy, the risk management policy that will be coming before you tonight, and then our cell phone policy.

We also, last week, did receive a directive from the federal monitor to take on an assessment of the racial disparities and discipline. So we will be re-looking at



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our racial disparities and discipline data as a result of completing the [inaudible] recommendations. So we look forward to the outcome of that study, which is being conducted by our Data Manager, Dr. Grossman. And so if she's currently working on that out of our OIG office, and has been walled off from the Department while she works on that particular study, to be presented back to the federal monitor for feedback. The monitor has included the option of if the report is not satisfactory, that they do have the option to outsourcing it to someone else, to an outside group, to come in and provide that study. So we look forward to that.

Our current crime numbers. We sit today at 11 homicides for a year, and a total of 12 total homicides for the year that we've investigated so far. That is a slight decrease from the same time last year, but not as substantial as we would've liked. The year started off with a dramatic decline, but over the last two weeks, we've seen several homicides as a result of gun violence in the city. We continued to work with our Ceasefire Partners, including our Department of Violence Prevention. We will say the positive nature of the violence is it has not been primarily related to group and gang violence, which is good in showing how effective Ceasefire can be. We feel like these incidents that we've responded to, some of these homicides, are incidents that should not continue. So we hope that we continue to see that decline.

Overall, we still maintain a 21% decrease in overall crime at this time, particularly violent crime. We have continued to recover firearms at a pretty high clip so far. In the month of January, we recovered over 130 firearms so far. That is much higher than even we had this same time last year. So again, still dealing with, and trying to manage, the huge influx of firearms that we are recovering in our community. Also, within the package, you'll see that we continue to push out information regarding missing persons cases in the City of Oakland. It has really been helpful for us, using social media, and immediately sending that information out, because it's led to the safe location of several missing persons.

And then we highlighted a couple of cases in particular related to Sideshow. We've seen over the last several weeks, a huge influx of Sideshow activity on the weekends, both Saturday and Sunday, in the City of Oakland, affecting all areas of the city, both East End, as well as the West End, and even North Oakland. We have recovered several firearms during the Sideshow and towed several vehicles, but we are, as you see in some of the photos, seeing a lot of firearms at these events in large crowds as well. So we continue to try to manage this through our Sideshow teams.

Traditionally, the month of January and February are what we call light Sideshow months because of the weather, usually. There's usually some rain,



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but we haven't had rain in 23 days, which is problematic for us, because we try to give the officers a break because they're working overtime around the year, every weekend. And unfortunately, we had to redeploy those units to help address Sideshow, because it has gotten out of control on over the last couple weeks. I did meet with, had some conversations with the California Highway Patrol today. As a result of Super Bowl weekend, they will have additional resources in the city to support our Sideshow efforts for this weekend. So hopefully we can manage it this weekend, and try to prevent such widespread activity citywide. And with that, I'll submit my report and take any questions from Commission. Thank you.

Chair Jackson: Thank you for very much, Chief Armstrong. Are there any questions from the Commissioners? Okay. Seeing no hands, why don't we go to public comment please?

Commission staff: Actually, Chair, Commissioner Hsieh has his hand up.

Chair Jackson: Oh my apologies. There are more people on this call, I guess I went right through your...

Comm. Hsieh: No worries. I came up on the second pass. Good evening, Chief. How are you?

Chief Armstrong: Good. How are you, sir?

Comm. Hsieh: I'm good. Thank you. Question. Couple of questions from what you mentioned. Is Super Bowl weekend a weekend where you've traditionally seen an increase in Sideshow activity? Is there some historical data that supports that we need the additional units from CHB?

Chief Armstrong: Yes. I would say not necessarily traditionally. Traditionally we do see a high level of drunk drivers out on the roads on Super Bowl Sunday. So traditionally, we would have our motor officers, our traffic officers out for traffic enforcement to hopefully prevent any tragic vehicle collisions, but we don't... Since last year we've disbanded our traffic unit, so we don't really have them available. But also, what we've seen over the last four weekends is significant Sideshow activity, so we were planning to be here anywhere because the weather is so good and the sun is expected to be out. So it should be nice calm days. And those are usually days where we do see a pretty large contingency in Sideshow. I think also, we are a little bit behind the A bar right now, because I believe the organizers of Sideshow recognized that we had shut down our deployment, and they ramped up their activity.

And so now we are trying to sort of manage what has become, every weekend, a very difficult, I will say, operation for us to control. We just haven't been able



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to muster up significant resources to address it. And so in some ways they've gotten the best of us over the last three to four weekends. And so I think now, last weekend we have more resources. This weekend we'll have even more. So I just think the CHP activity will help augment us, but they've also been dealing with some shootings along the freeways that they'll be covering as well. So really, that was their intent to be in Oakland to address violence on the freeways as well.

Comm. Hsieh: Got it, appreciate that. And then the only other question that I had was your, the numbers of current staffing at 682, does that include the 34 officers currently in training, or... Does it include the 34 officers?

Chief Armstrong: Those numbers don't include the 34 officers. They are not considered full police officers yet, until they graduate. They graduate at the end of April, early May. So we won't get them included in our numbers until then.

Comm. Hsieh: Got it. Much appreciated, thank you.

Chief Armstrong: No problem.

Chair Jackson: Are there any other hands from the Commissioners, or questions for the Chief? Okay. I see none. So at this point, Rania, if you can take public comment.

Commission staff: Thank you, Chair. Sorry, looking for my buttons. Members of the public wishing to make public comment on this item, the Chief's report out, please raise your hand. I'll call on you in the order that they've appeared. Okay. Starting with, I think it's Mr. Saleem Bey, 5802. I've unmuted you my end.

Saleem Bey: Yes, good evening. Saleem Bey. Where to start? It's crying shame that no one on the OPC well, only one Commissioner, had questions for the Chief of a failing Department that has continued to fail in racially profiling Black people in the Black community for almost 20 years. We want to know, personally, what is the status of my brother's case, Steve? Right? These are open cases. Since OPD admitted that they didn't have YG based cases for 10 years, and nothing happened, where is the status? Who's working on it? What's going on? What's the status of my brother John's case? The same brother John that calls in here. He was ambushed by three or four gun men at 6:30 in the morning at Montclair and the police, OPD, secretly closed this case in 63 days, thus leaving all of those illegal weapons on the street.

In fact, two years later, one of those weapons ultimately ended up murdering Black journalist Chauncey Bailey, who was exposing the police fomenting Black on Black murders in the Black community. We don't hear anything about that. Here we do have a Black police Chief, and yet all we hear is him crying about he



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doesn't have enough resources. When murders are down, you have less resources, and you able to reassign resources to the hottest area. Why did it take to last month to reassign resources to East Oakland, when East Oakland has been traditionally the highest violent place in Oakland?

None of these things make any sense to us. I want to know what the Chief is going to be doing about racial profiling that's found in the Ross report. I want to know why he hasn't said anything about reporting this to the NSA. I want to know why the NSA hasn't been reported to by the OPC under Chair Jackson. I want to know why racial profiling has not become an ad hoc, nor a standing committee. I want to know why racial profiling of Black people is not your priority when it's caught in-

Commission staff: Many thanks, Mr. Bey, for your comment. I am sorry to have to cut you off, but unfortunately your two minutes are up. Chair Jackson, I see no other hands, so I'm bringing it back to you.

Chair Jackson: Okay. Thank you very much.

Commission staff: Sorry. Hang on, I think I skipped. Yep. Sorry. There you go.

Chair Jackson: I see Commissioner Gage's hand is up. I'm not sure if that's on the update, or if that's on the new item.

Comm. Gage: It's on the update, Chair.

Chair Jackson: Okay. Very good.

Comm. Gage: Thank you. And good evening, Chief. Brief question for you. I'm trying to find an updated map of the city, given the new employment strategy the department's operating under now. Is there one available online, or can someone of your staff forward one to the Commission offline? That'd be much appreciated.

Chief Armstrong: Yes, we can forward. We'll send one to the Commission. We have one that we just forwarded to city council with our new deployment. I'll send it to Rania, so that she can distribute it to all of you.

Comm. Gage: Okay. Thank you. And nothing further, Chair.

Chair Jackson: Okay. Thank you very much. And I will just go through one more time.

Okay. Rania, if you could go ahead and... Oh, you have advanced. Thank you. So I just wanted to identify what this resolution is about. So for the last few months, as we have listened to the Instagram case, as well as a few other cases,



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we have recognized that the POBAR limitation of one year for investigations has stopped us from being able to perhaps identify more discipline. And so the Vice Chair and I began talking about this to figure out, is there perhaps a way that we might be able to corral support within the City of Oakland, or within other cities that also have police commissions, to consider extending the investigation time from one to two years. We also met with Senator Skinner to raise the question, since that would be a state law that we're trying to amend.

And she hasn't gotten back to us, but was actually a little surprised to hear from us on this subject, because she had not heard on this subject from other commissioners who perhaps she has more contact with. Having said that, that's what this resolution is about. Now, I will also say that there was some confusion about the Coalition for Police Accountability's support of the Copley press. So this is a different item. So I just want to make sure that we're clear about that, because they asked me to clarify.

So I am happy to both address any questions or comments. And I know that we also have Council here, to illuminate if there's anything that I cannot answer.

Connor Kennedy: Chair, I'd love to.

Chair Jackson: Oh, okay. Go ahead.

Connor Kennedy: Awesome. Great. And yeah, and the Vice Chair also, and I chatted about me putting together a little bit of a short set of remarks, which I'll read off now and echo exactly what you just said, Chair. Excellent. So this issue has been raised so many times in recent Commission history, that I think there are even former Commissioners who would gladly travel to Sacramento to testify about the importance of the State Legislature revisiting this law. Now this proclamation, or this resolution, is really about a conversation that, as the Chair said, is connected to several individual cases that the Commission has taken up in discipline committees and other closed sessions, but that Commissioners cannot publicly discuss on an individual basis, just because of all the confidentiality rules that apply, both for closed sessions and also under the Penal Code.

So this proclamation is about POBR, also known as the Peace Officer Bill of Rights Act. It's a state law that tells cities when and how they can discipline their own police officers. The most important thing for members of the public to know is that POBR sets a shot clock for imposing discipline that starts when the department discovers an officer's misconduct. And there's additional details in that, but I did want to share that. The default rule under POBR is that cities in California, including Oakland, only get one year to conduct a full investigation and make a final decision about what discipline to administer, if any. The purpose of this resolution, or proclamation, is to signal that as on the ground



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practitioners of police discipline, Commissioners, you want to lend your voice as part of the State legislative record that yes, while we cannot describe individual cases, your impression in the aggregate of doing this work is that the state law should be revisited and should be reformed.

Commissioners, you should endorse this and move it forward, if you believe that investigations and decisions about discipline will improve. If the default rule moves from one year to two years, there are other important components of this proclamation or resolution that are worth knowing as well. And I'm getting to the end of my remarks here, but I'll share those. Two other important points I want to draw Commissioners' attention to. The proclamation asks the State to revisit exceptions to POBR. In other words, the State should update any exceptions that make it so that one year rule, if there's a specific set of circumstances that pop up, that one year rule doesn't apply. There's currently eight, very narrow, and as the courts understand the very narrowly applied and interpreted, exceptions to the one year rule. The reason that we include that point in this resolution is all the exceptions to the one year rule should be updated as well, or at least reconsidered.

And then second, there also is a call to the legislator to entirely revisit, and entirely reconsider, the other part of POBR, which is in section 3304(g), there's a very strict legal standard for when cities can reopen closed cases. And this resolution calls on the State to entirely overhaul and reconsider what the legal standards are with respect to reopening closed cases. So as a final point, just to echo the Chair, if this is something Commissioners that you believe in, I would definitely urge, as the Chair urged, that you talk both to other leaders in the city, and other city's Police Commissions, to consider endorsing the same idea and to build a drum beat that will ultimately tell the State Legislator that it's time for POBR to reflect the realities of civilian oversight in California. And with that, I'll turn it back to the Chair, and I'll sit by if it turns out that there's any questions I can answer in addition to the Chair and the Vice Chair. Thank you.

Chair Jackson: Thank you very much. I see a hand from Commissioner Harbin-Forte?

Comm. Harbin-Forte: Thank you, Madam chair. I support the resolution, and I urge all of us to vote in favor of it. I am also would like to know if we've made contact with Assembly member Bonta, Mia Bonta, who represents Oakland on this as well, to try to get her support for whatever goes on in the Assembly. Or if the Senate doesn't take up a bill, that the Assembly take up a bill on this issue. Thank you.

Chair Jackson: Thank you, Commissioner. I was on a call with Assembly member Bonta on the Copley matter, so I have not spoken with her directly on this, but we'll circle back, and address that as well. Thank you. Commissioner Gage?



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Comm. Gage: Thank you Chair. I have a lot of thoughts on this, but I'll try to be brief. I think we need to be very strategic with how we proceed if we're going to be asking for a change in state law. And I think there are changes that need to be made. I am concerned that our first target here is 3304, and not 832.7, which is the Penal Code provision that governs confidentiality. I would agree that there should be some language changes to 3304, to allow for additional time for commissions such as ours to reach disciplinary decisions. The statute as drafted does not provide that time. And that can be problematic as we have seen, but the exceptions that are outlined in 3304 do provide a fair amount of wiggle room. And because of that, I'm a bit concerned about some of the whereas clauses, essentially overstating our argument, in that the warehouse clauses argue that those exceptions are unfairly narrow. They are narrowed, but I'm essentially concerned about overstepping here.

Chair Jackson: Okay... Oh, I'm sorry.

Comm. Gage: I agree with the general point of reaching out to our Senator and Assembly person. I'm glad that you've had conversations with Senator Skinner. I hope that we could have conversations with Assembly member Bonta as well. I think they'd both be likely allies, given their legislative history, but I do have some serious concerns about why the decision was made to go after 3304 and not 832.7. Because in my mind, it's the confidentiality provisions that are the biggest issue. If we can start having more public disciplinary procedures, we can get ERBs and FRB, and those records in front of the public more often. But that appears to me to be the kind of action that would be necessary to build momentum toward greater change in other codes sections like 3304. I'm curious to hear my fellow Commissioners. Thank you.

Chair Jackson: Excellent points. Thank you very much, Commissioner Gage. Vice Chair Milele, followed by Commissioner Jordan.

Vice Chair Milele: Thank you, Chair. I also had a question I wanted to ask. Perhaps John Alden, if there were other things that we can do in the City of Oakland that can and change the impact of this POBAR for us?

Dir. Alden: Through the Chair, if it's all right, I could answer the question briefly.

Chair Jackson: Please do, thank you.

Dir. Alden: There's not a lot we can do in the City of Oakland. For many years, various cities in California have tried to create exceptions to the timeliness rules in POBR, in a lot of ways through the courts, and those have always failed. So I think our most useful strategy here locally, other than State legislation, is to take a look at what triggers the discovery of misconduct for the purposes of this rule. So as Mr.



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Kennedy was saying, the one year rule starts running, the one year begins to be measured, when the misconduct is discovered in some way by someone inside of the city. And the rule, technically, is that that one year starts when someone who is empowered to open up a disciplinary case discovers it. And in that regard, different Police Departments have different rules internally, and their own policies, about who inside the Police Department can open a case.

It wouldn't affect very many of our cases, but some would be helped if we had a tighter, narrower rule in Oakland about who in the Police Department is able to open an Internal Affairs case. If that were a narrower rule, we would get a little bit more time on at least some cases. And when the Police Commission gets to the point where it's ready to start looking at the current general orders in the City of Oakland, around the discipline process in general, that would be an appropriate time to see if we couldn't come up with a tighter, narrower rule there. So if you have some help, I don't want to overstate it, it would not affect very many cases, but it would affect a few and I think that could be useful. Generally speaking, most of the changes we need would've to come from state law.

Chair Jackson: I'm sorry. You trailed off. Generally speaking...

Dir. Alden: Most of the changes that we would need would have to come from state law.

Chair Jackson: Thank you. So I see Commissioner Gage and commissioner Jordan, but I think Jordan was up first.

Comm. Jordan: Yeah, I wanted to support what Commissioner Gage had to say around confidentiality, elements of POBAR. In my time on the commission, that has been consistently the conversation that we've had around, it's sort very broad reaching aspects and has been the most problematic from a transparency standpoint.

And I'm curious if the thinking around this. While I agree with what director [inaudible] just had to say is the thinking around this is strategic because it feels like there's a number of elements of POBAR that potentially need to be examined by lawmakers. And is this, are we identifying this as sort of a low hanging fruit element of it? Or is this, I guess that's my question. Is there an intention to address the confidentiality elements or is that not a thing that we feel like we need to follow up on?

Chair Jackson: I think it's a great point and it's certainly one that we could add. And potentially bring back at the next meeting.



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But in terms of touching POBAR, it's absolutely been titanium. So we were not trying to overhaul right now. Because it will be on the agenda in 2024. We were trying to identify some potential kind of skinny amendments that would allow us to be able to more fruitfully, push forward on the limitations that we currently see.

I was focused on the investigation time, but totally understand the confidentiality issues. And if it pleased the commission, we could work with counsel to add that language and then just bring it back. Does that answer your question, Commissioner Jordan?

Comm. Jordan: Yes. Thank you.

Chair Jackson: Okay great. Commissioner Gage.

Comm. Gage: Thank you chair. At the outset. If there's not already a pre-commissioner ad hoc set up, I'd like to help with that process. I don't just want to criticize. I'd like to also participate.

Chair Jackson: Appreciate that.

Comm. Gage: I do want to state, I think, it sounds like you're expressing a desire to pick some low-hanging fruit by going after the one year timeline. In my experience, and my opinion of this particular area of law, is that there's no such thing as low-hanging fruit when it comes to police officer misconduct and changes in state law. And that if you decide to make changes to either the penal code or the government code that would negatively affect members of [inaudible], you're going to be in for a big fight. And if we're going to get into a big fight, which I think we frankly need to have, for some of these confidentiality provisions. We should have it over something that's substantive. And that really matters. And that's more omnibus, because if we can have a big fight and get them big wins, we can really change police misconduct over, pardon me, police misconduct investigation in the state.

But I don't want to have a big fight to get from one year to two years. And that's it. So I think we have an opportunity here to be strategic, and I'd like to help us put forward an initial proposal that might trigger our electeds' to start moving in that direction.

Chair Jackson: Happy to have you join us. My approach is slightly different. We've already picked a fight with the NSA or the monitor. And I'm hoping that we will be able to move through that with a sustainability plan after a few months. That said, whether there is such a thing as low hanging fruit or not. I figured that if we started with something that we knew would be able to be helpful to us, and



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might therefore be able to be helpful to other commissions throughout the state of California. That's one push because taking it all the way on before it's under full conversation and negotiation, might be more energy than it might be worth, for the potential outcome. And we don't have lots of support internally in terms of resource.

So what I would suggest is that you definitely join conversations with vice chair Milele and myself, so that we can come to something that we think will be fruitful and move an agenda. And even if we try and fail, I think it's important that we try. So I'll follow up with you separately. Okay?

Comm. Gage: Thank you chair. I would appreciate that. And for my fellow commissioners, I would like to make the point that picking a fight, so to speak, with the federal monitor over a difference in opinion, in terms of how the department is being evaluated, it's an entirely different beast than going up against a statewide police lobby. and-

Chair Jackson: I'm not making-

Comm. Gage: I agree that we have a resource problem. We're going to have to be strategic about what fights we pick. But I do think this is a worthy one, and I'm sure we can come to some agreement.

Chair Jackson: Absolutely. And I don't disagree that they are two very different things. So I will look forward to following up with you so that we can get more of your thoughts and figure out a way to push through.

So at this point, unless there are any other questions or comments, I'd like to go to public comment, recognizing that once Commissioner Gage, vice chair Milele, and I meet, that we will bring back something, I'm not quite sure when for consideration.

I do not see, oh, I see, actual, Commissioner Gage, is that your hand again? Or did you not put it down?

Comm. Gage: My apologies. No.

Chair Jackson: Okay. No problem. And I actually see Commissioner Harris' hand up. Commissioner Harris? You're muted.

Comm. Harris: Yes. Ma'am how you doing guys? Hello everyone.

Chair Jackson: [inaudible].



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- Comm. Harris: Yes. I am excited about this item right here. In 2017, I was asked what my goal was. And my goal was to change or dismantle the way POBAR sits right now. And it was because of the Bey case, and I just want all the new commissioners up there to know, that piqued my interest in this particular resolution.
- And I think this is the fight, right? This is the fight. And this is why this commission was charged with this task. And it's a extremely hard fight, but as you know, chair, I volunteer a lot and I would love to extend myself for research purposes, or just strategy.
- I do believe that this commission should take this on because it's a long time coming and it's no one's fault really, but I feel like we've had blinders on too long and people have suffered because of it. And so I say, take it on, you have my support 100%.
- Chair Jackson: Thank you. I appreciate that. And we will follow up with you as well. Okay. So I don't see any more.
- Comm. Harbin-Forte: Just, sorry. Thank you. Thank you. Just a point of clarification. Was this the public comment period?
- Chair Jackson: Well- I was just going to have, I was getting ready to move the public comment.
- Comm. Harbin-Forte: Okay.
- Chair Jackson: But I saw former commissioner who is already on the call for a different reason, so I figured I would take her and then it would go into public comment.
- Comm. Harbin-Forte: Okay. I just, all right. All right. Sorry.
- Chair Jackson: Thank you. Okay. So at this point, Rania, if you could take us to public comment on this item, please,
- Commission staff: I'm happy to. Members of the public wishing to make public comment on this item, please raise your hand. I'll call on you in the order that they've appeared. I see Rashida Grinage, perhaps this is you now. I've unmuted you.
- Rashida Grinage: Thank you. I wanted to just very quickly respond to the comments made by Commissioner Gage and Jordan, with respect to confidentiality. And which is the 8:32.7 penal code. Also referred to as POBAR. And to let you know that we have drafted legislation with specific regard to removing the confidentiality clause in 8:32.7, as it relates to civilian oversight bodies.



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And that legislation is being carried by Mia Bonta. And it will be introduced in March. The bill number will be available probably in February, I think February 18th. And we are hoping that this will be on your agenda in the near future. And that you will support it, because it does go to the ability of the police commission to be more transparent and to make what is now available only in closed session, available to the public by way of investigative reports and information about investigations of misconduct. So thank you very much.

Commission staff: Thank you, Mrs. Grinage. I think this is Mr. Bey, 5802. I've unmuted you.

Saleem Bey: Yes. Good evening. Saleem Bey. Senate bill 16, section 8327 of the penal code is amended to read as followed "section B one, not with standard subdivision A subdivision F or section 6254 or any other law. The following peace officer or custodial personal records and records maintained by the state, local agency shall not be confidential and shall be made available for public section. A record relating to the report investigation or finding of any of the following. Section D any record relating to an incident in which a sustained finding IAD D 131062 was made by a law enforcement agency or oversight agency that a police officer or a custodial officer engaged in conduct, including, but not limited to verbal statements, writings, online posting recordings and gestures involving prejudice or discrimination against a person on the basis of race, religious, creed, color, and everything else." Right? So this is SD 16, that was just signed into law and made law October 31st, 2021. Has the OPC been trained on Senate bill 1421 or SD 16?

If not, then council needs to have a bar and ethics complaint filed against Connor Kennedy and his law firm for failing to update OPC over the year. Racial discrimination applies directly to the Bey investigation. IAD 13:1062 was a sustained finding. Both those things combined say that 13:1062 should be released to the public. The fact that nobody on the OPC has been trained on Senate bill 16, nor Senate bill 1421, nor did it come up in any of the conversations up to date, means that you're covering up stuff. City of Oakland was just fined in court for failing to turn over OPD documents based on Senate bill 1421.

Commission staff: Thank you for your comment, Mr. Bey. I am sorry. So sorry to have to cut you off. Unfortunately your two minutes are up. Telephone number ending in 9932. When you are ready.

Nino Parker: Wow. I am so happy to get back in here because I left myself out on a limb. I had just admitted to doing some civil disobedience when you guys cut me off. I have to state to you, first of all, I've been having a protest down at the [inaudible] tennis courts. I put a tent up one day and a Asian person cut up my tent and we had a little conversation about it because some other people are also doing Tai



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Chi there. I really want to get off this topic, but I do want to let you know, in case there's any type of activity and we get into one of those things like black people messing with the Asians, someone cut up my tent, and I want them to pay for it.

Now, most importantly, we have been, you guys are telling me you not have been listening to meetings. I had less than 15 seconds. I hit star nine. I wanted to talk, my two minutes, next thing I know you're saying, "oh no hands" in the thing. Everyone has been, in the meetings earlier today, rules committee of it, says 15 minutes. You should be allowing [inaudible] 15 minutes to get a chance to chime in. Not less than 30 seconds. I wanted to talk. You guys owe me two minutes.

I'm just saying this is so unfair. Look at what you need to do first. Mr. Bey, anybody will not have nothing to say. If you guys can just say like, you're supposed to say, like, we're going to allow two minutes before we close phones, but come on now, I wanted to call. Here I am waiting, you knew I had just called in. You know I'm there on the line. And less than 30 seconds, "Oh no hands are raised." Fifteen minutes folks.

Commission staff: Mr. Parker you still have 10 seconds.

Nino Parker: Keep it.

Commission staff: Thank you, I will. Thank you for comment. Next up, Anne Janks.

Anne Janks: Good evening. I just want to clarify the issue of sustained findings in terms of the new laws that really do an important function in terms of creating some transparency over some sustained findings of certain types of police misconduct. Especially around use of force. The problem is, and I think that this commission experiences this, that public confidence is really lost. I think more often on the unsustainable findings, that's where the legislation that Mia Bonta is carrying to repeal.

The Copley decision would enable all decisions to be public. And then when something is unsustainable, the public could look at it and could understand why it wasn't sustained. And I think that that would be tremendously helpful in terms of public confidence in the oversight of police. And it would also help police who had in fact been exonerated to have public confidence in them, and for them to have essentially shown publicly the situation.

I did want to mention, I'm very appreciative of the fact, people are starting to look at the police union contract that's coming up in 2024, obviously that's different than POBAR, and the rights that they get under that state law. But I



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think it's great to start looking at it and start thinking about what changes need to be made so that police can better be overseen in Oakland. And I hope that that continues.

So I just wanted to mention in terms of the Instagram case, that part of the problem with the one year deadline is that management knew and did nothing for such a long period of time with Instagram, that clock started ticking, and yet nothing was happening because management wasn't paying any attention to it. Thank you.

Commission staff: Thank you, Mrs. Janks. Let me just check again. Any public comment on this item, please raise your hand and I'll call on you as soon as I see it. Thank you very much. Chair Jackson, it's back to you. I do believe Commissioner Gage has his hand up, perhaps from a previous time.

Chair Jackson: Commissioner Gage, new hand, old hand?

Comm. Gage: New hand.

Chair Jackson: Okay.

Comm. Gage: Thank you Chair.

Chair Jackson: Very good. Thank you.

Comm. Gage: Two brief comments. First. I'd like to thank Ms. Grinage and the members of the coalition for the work they've done Ms. Bonta's office to put that proposed change before the legislature. I look forward to seeing that bill passed, because changes to that penal code would be transformational with respect to people's ability to see behind the curtain of police oversight, in a way we can't, unless a finding is sustained right now.

Second, I think Mr. Parker has an important point that we should keep in mind moving forward. I think it's best practice to, when calling for comment, allow some reasonable time period for folks, especially folks on the phone to figure out how to raise their hands and unmute themselves. Perhaps 30 seconds, perhaps a minute, but we do have a tendency to move quickly, especially when our agendas are full.

So I would ask that the chair move somewhat more deliberately when asking for comment for the rest of our agenda. Thank you.

Chair Jackson: I think the item is confused. Mr. Parker actually called on the wrong item and he did not, he was talking on the, oh the resolution. And so he wasn't speaking on



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the open forum. And so that's why we went on and allowed him to speak, even though his comment didn't have anything to do with the agenda item. But we are trying to be more deliberate in terms of ensuring, according to the rules, that when people call in that they are following the directions of the agendas.

Commission staff: And if I can just interject, I didn't see a hand raised, normally when I do, even after we've moved on, I do try and acknowledge it. But I do hear you Commissioner Gage. I will slow down and give it a minute.

Comm. Gage: In brief Chair, I recognize that the procedural order of his comments was somewhat out of order. The point I want to make is not that his particular comments were in order. It's more that when calling for public comment, it would behoove us to be somewhat more deliberate, because not everyone is particularly savvy when it comes to navigating this digital environment.

Chair Jackson: Sure. Not a problem. Thank you.

Now that we have taken public comment, I do believe that it was the favor of the commission to perhaps have us work some more on this resolution, figure out how we want to bring it back, or if we want to bring it back. And so, I'm not exactly sure what the timeline will be, but we will take that under advisement and move expeditiously.

Now, if we can move to the next agenda item. I will say that this agenda item has been long time coming. What I was hoping to do was actually be in person with all of our previous commissioners to applaud them for the hours, hundreds of hours, that they spent as the commission was being first set up. And as we were kind of on our way in years two, three, and now four. I am delighted to say that all of the commissioners are on the line today.

And I have commendations, which I will lift up, which each person, they are individualized in terms of their messaging. And that after the commendation is read, if a commissioner would like to say a few words, I recognize that the entire commission, as it stands now, may or may not be familiar with the extraordinary work and contributions of the first round of commissioners.

I like to call them the magnificent seventh. I referred to them that way before, we did some powerful work together. So first up, I would like to call our very first commission chair, Thomas Lloyd Smith. Are you with us?

Comm. Lloyd Smith: Yes, I am. Can you hear me?

Chair Jackson: Okay, very good. I don't know if you can see this. I'm trying to get it as close as I can. Okay. And obviously I will make the effort to get it to you. But it says,



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"Whereas in 2016, the city of Oakland passed measure a charter amendment, creating a seven member civilian police commission to oversee the Oakland Police Department to ensure that its policies, practices, and customs conform to national standards of constitution of policing."

"Whereas in 2017, the Oakland city council confirmed Thomas Lloyd Smith as one of the initial seven commissioners to serve on the Oakland police commission and his fellow commissioners elected him the first chairperson of the Oakland Police Commission. Whereas from 2017 to 2019, Thomas served as a civilian member of the executive force review board and was instrumental in working with his fellow commissioners to reform policies, procedures, and practices governing use of force by police officers in the city of Oakland."

"Whereas in 2018, Thomas was reelected chairperson. He led the commission successful advocacy efforts from Oakland city council, enabling ordinance, and authorizing the Oakland police commission to conduct annual performance reviews and establishing a civilian office of the inspector general for the Oakland Police Department."

"Whereas from 2018 to 2020, Thomas led the commission's advocacy and negotiation efforts seeking the authority to hire independent legal council for certain legal matters, which ultimately resulted in a charter amendment granting such authority to the commission under S1. Whereas in 2020, Tom served on the committee that drafted a landmark policy, protecting members of the public by prohibiting the use of force, officer restraints, holds, tactics, and maneuvers that pose a substantial risk of positional asphyxiation. And whereas Thomas Lloyd Smith served the commission in the citizens of the city of Oakland with honor and distinction. And he was a fierce advocate on behalf of the community. Now, therefore be it resolved the Oakland police commission in recognition of his significant contributions to our city, express our sincere gratitude to Thomas Lloyd Smith for his leadership, integrity, commitment and dedication to the people of the City of Oakland as he was the first chairperson, and one of the seven original commissioners. The commission confers upon to Thomas Lloyd Smith, the title of police commissioner emeritus." Your badge number is on there and it's signed February 10th, 2022.

If there are other commissioners, current commissioners that would like to say something, we invite you to do so. And if not, we are happy to make some time, perhaps the two minutes that we allow the public to give you to make any comments that you would like to make.

Comm. Ahmad: [inaudible].

Chair Jackson: I don't see any hands.



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Comm. Ahmad: Hi. [crosstalk]

Comm. Lloyd Smith: Hi Mubarak.

Comm. Ahmad: Hey, how you doing Thomas? So who's up, you or I?

Chair Jackson: It's Thomas.

Comm. Lloyd Smith: So my comments are simple. Wow. It's outstanding to see how far the police commission has come. I think when we began with the police commission, the thing that was striking was how few resources we had. And also I think folks were really wondering whether we'd be able to take all the power that we had been granted and actually turn that into accomplishments for the residents of Oakland. I feel really proud about the things that we accomplished. I feel really excited about the resources that you have today. Because there's so much more than what we had in the past, even though you could still benefit from so much more.

And I can say, for all the sleepless nights that you have, for all the work that you're doing on the weekends, and for all the times that you're feeling unappreciated. I just want to say to all you that we appreciate you, the original commissioners know how much work goes into it. And when you get to the end of your line, I want you to know that looking back is really exciting and rewarding.

And I'm proud of everything that all of you are doing today. And I'm grateful I had the opportunity community to serve. It was a blessing. I learned so much and working with the community advocates and [inaudible] the coalition is also something that I'm grateful for. So thank you.

Chair Jackson: Thank you very much. And I will follow up with you to get this directly into your hands as soon as possible. I see commissioner Gage's hand is up.

Comm. Gage: Thank you, Chair Thomas. Thomas, it is nice to see your face and spend some time. And I hope you and your family are well with everything that's going on.

We who sit in this commission now are the beneficiaries of the work that you and the other commissioners have done to help us secure the resources we need to demonstrate to people in the city that oversight can work. And that measure LL was not a mistake. So thank you for your service. It's much appreciated, and you've created a strong foundation that we can continue to build on.



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Chair Jackson: Thank you very much Commissioner Gage. So if it's all right with everyone, I'm going to move to who our next presentation. Please stay on.

The next presentation is to vice chair, Janelle Harris. "Whereas during her tenure on the commission, Mrs. Harris was instrumental in working with her fellow commissioners to establish policies, procedures, and practices that have formed the foundation upon which the commission's future work will be built. Whereas Mrs. Harris, notably handled budgets personnel use of force structure and policy issues facing the commission."

"Whereas Mrs. Harris served as the first vice chair from 2017 to 2018 and was reelected to serve from 2018 to 2019. She also served on the personnel committee, which recruited, selected, and hired the community police review agency, Sipra executive director, and she chaired the use of force committee, which established a best practice in use of force policy work. Whereas Mrs. Harris was the self-proclaimed champion for community, serving as the liaison for missing persons, the Bey ad hoc, and representing the commission on the re-imagining public safety committee. And whereas Mrs. Harris served the commission and the citizens of the City of Oakland with honor and distinction, and was a fierce advocate on behalf of the community."

"Now, therefore be it resolved. We, the Oakland Police Commission and recognition of her significant contributions to our city express our sincere attitude to Mrs. Harris for her leadership, integrity, commitment, and dedication to the people of the City of Oakland as Mrs. Harris was one of the original seven original commissioners, the commission confers upon Mrs. Harris, the title of police commissioner emeritus." And again, your badge number too, is right there with the date signed February 10th, 2022.

So again, I offer to current commissioners, if anyone wants to say anything, otherwise we can let Vice Chair Harris speak. And then perhaps if someone wants to say anything after we can do that. Okay. Maybe that's the better way to go. So Commissioner Harris? Can we hear from you please ma'am.

Comm. Harris: Yes, yes. How are you?

Chair Jackson: Doing great. How are you?

Comm. Harris: Thank you. That was really nice Regina, thank you so much.

Chair Jackson: You're welcome.

Comm. Harris: I am really not that familiar with this panel, but I just want to say, I really, really believe in the work and you work for the people, and always remember that. Is



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that you speak for those who can't speak for themselves or aren't allowed to speak for themselves. And so I always keep that in mind because it's very, very personal to me. And so I enjoyed my time as a commissioner. I guess I was the devil on the Dias, so to speak, because I believe in truth over peace. And some might say that I didn't always play nice in the sandbox. And I'm okay with that. Because again, I believe in truth over peace, but I think this work is very, very valuable. So just always keep that in mind is that you work for the people.

Chair Jackson: Thank you very much, vice chair. Did anyone else want to, excuse me, say anything? Nobody has to. I just want to offer the opportunity. Commissioner Gage, your hand is up.

Comm. Gage: Yes. Thank you, chair. You know, Janelle, thank you for your service. I'll speak for myself and say that sometimes you need somebody in the sandbox who's willing to throw some sand. And while that's not my style, I appreciate that that was yours. And I appreciate that your presence and your perspective forced me to think about things differently. And probably forced a lot of other people to too. So thank you for your service. Thank you for the foundation you helped build. It is really appreciated it. I hope you are well, hope your family is well, and stay safe. Tough world.

Chair Jackson: And thank you, Commissioner Gage, and Ginale, we've had many a conversation, especially your use of force, your leadership in the use of force has actually evolved into much of the language of many policies where de-escalation and the sanctity of life are prioritized. I appreciate that. Even when you challenged me, it was for all the right reasons and that your passion can't be unseen. As vice chair, to me, you were a particularly strong supporter and helped prop me up, because this job is not easy. So I want to thank you, especially for continuing to work with us and support us even after rolling off of the commission, especially your leadership in the re-imagining public safety, your voice was critical. And you've come back again to help with the Missing Persons policy. And I hear you're going to come back again with POBAR. So just appreciate that your commission connection will never be lost. So thank you.

And I will connect with you so that I can put this beautiful piece in your hands as soon as possible. Because I know you wanted it. Okay. Thank you very much. So I know that Commissioner Ahmad wants to get up, so let me pull up your, your resolution so I can read it. These are kind of big.

Comm. Ahmad: Yes.

Chair Jackson: So give me just a second, little awkward moment here.



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Okay. I'm skipping a couple of the whereas's because they are kind of long. So, "Whereas during his tenure on the commission, Mr. Ahmad was instrumental in working with his fellow commissioners to establish policies, procedures, and practices that inform the foundation upon which the Commission's future work will be built. Whereas Mr. Ahmad, notably supported the first hearing on the unhoused as well as structure and policy issues facing the Commission. Whereas Mr. Ahmad served the Commission and the citizens of the city of Oakland with honor and distinction, and was a fierce advocate on behalf of the community. Now, therefore be it resolved, we, the Oakland Police Commission, in recognition of his significant contributions to our city express our sincere gratitude to Mr. Ahmad for his leadership, integrity, commitment, and dedication to the people of the city of Oakland. As Mr. Ahmad was one of the seven original commissioners, the commission confers upon Mr. Ahmad, the title of Police Commissioner Emeritus and badge #3." You can see up close, and dated February 10, 2022. Would you like to say a few words?

Comm. Ahmad: Yes. Just a few. Thank you. That's the first two, and I want to say thank you to the coalition of people who interviewed me for the job as commissioner, Ms Grinage and John Jones, all the people who interviewed me, Mr. Parker, and I want to say thanks to also the commissioners that work with me and we work together through some tough times for all of us. I just want to say, thank you. I appreciate doing some civil service work, giving back to the community. And it was a good learning experience from politics to law that I learned and take from this. So I appreciate being able to, given the opportunity. Thank you all formally and wish you all the best in the future and all of us in the city of Oakland. Want to thank you for looking out and having our back. Thank you. And I appreciate it, serving on the Commission.

Chair Jackson: Absolutely. And I'm going to connect with you to get this into your hands as soon as possible. I don't know if there's anyone that wants to say anything? Absolutely not mandatory. Okay. So I think we're going to move forward. We do have a few more, so just hold on.

Comm. Gage: Chair may I..

Chair Jackson: I'm sorry. I didn't see your hand. My apologies. Commissioner Gage.

Comm. Gage: Thank you, Chair. Commissioner Ahmad, thank you for your service. You served on this commission probably during one of our most tumultuous times and you served with distinction. Civil service is not always rewarding. It can be hard. You persevered. Thank you for showing up. It was a real pleasure to see someone who looked like me on a personal level sitting on that dais. So thank you for your service. Thank you for your work. Thank you for the symbol of your presence.



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Comm. Ahmad: Thank you. And all power to the people.

Chair Jackson: Thank you, commissioner Ahmad.

Comm. Ahmad: Thank you.

Chair Jackson: I did just get a question if there's going to be public comment. There absolutely is. But because there are so many commendations to give, I wanted to make sure that we gave them all before we went to public comment. So with that, the next person that we will be honoring is Commissioner Edwin Prather. So again, I'm going to skip a couple of the whereas's because they're all the same at the beginning, that Edwin was one of the seven original commissioners. "And whereas during his tenure on the Commission, Mr. Prather was instrumental in working with his fellow commissioners to establish policies, procedures, and practices that have formed the foundation upon which the Commission's future work will be built. Whereas Mr. Prather notably handled inter alia, the Commission's positions on discipline, rules governing order and conduct, annual reports, the hiring of general counsel, structure and policy issues facing the commission.

Whereas Mr. Prather created a job description for a new reformist Chief of Police in a post George Floyd environment and served on the committee to select finalists, to be submitted to the Mayor for her selection. Whereas Mr. Prather also drafted Commission's novel probation and parole search policy, limiting pretextual traffic stops against African Americans and the Commission's asphyxiation policy limiting officers' use of physical tactics resulting in harm to citizens. And Mr. Prather served the commission and the citizens of the city of Oakland with honor and distinction, and was a fierce advocate on behalf of the community. Now, therefore be it resolved, we, the Oakland Police Commission in recognition of his significant contributions to our city express our sincere gratitude to Mr. Prather for his leadership, integrity, commitment, and dedication to the people of the city of Oakland. As Mr. Prather was one of the seven original commissioners, the commission confers upon Mr. Prather, the title of Police Commissioner Emeritus."

Your badge number is there, and it's signed today. And I want to say for the benefit of everyone that it was in fact Commissioner Prather who had this idea to create the Commission proclamations and presented the very first ones to former commissioners. With that, I want to give you an opportunity to say a few words, Commissioner Prather.

Comm. Prather: Hi Chair.

Chair Jackson: Hi.



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Comm. Prather: How're you doing?

Chair Jackson: Oh good. It's good to see you.

Comm. Prather: Good to see everybody. I mean, it's really good to see everybody. Thank you for doing this. Thank you for the proclamation. My time on a commission was sweet and it was great to put in the work and hand the baton off to this current group of commissioners and to see them run with it. And I think I'd just like to focus on, kind of a pep talk in the little bit of time I have, and to say, the police can't police the police, that's a conflict of interest. Independent police oversight is critical more now than ever. And these are... I'm speaking to the choir when I say these things, especially to this group, especially to the commissioners on the dais and to the people in the audience. But our problem is that police officers, even our police officers, still inflict violence and wrongs disproportionately on the black community and other marginalized communities in our city and the public needs to continue to demand transparency and protections.

And the Police Commission is the only group that can do that. And the citizens were right in enacting LL, and in fighting for the Commission. We were right as the first group of commissioners to start that process and push the ship in the right direction. But it's this current group of commissioners that, I have all the confidence that you'll take this beginning and continue to deliver this very critical police oversight function because without your work...

And sometimes I know it'll get tough. I remember being up at 2:00 AM trying to draft this or do that. And you feel unappreciated and maybe it looks bleak, but I will tell you that the work that you do affects every single citizen, every single person in Oakland. It's important work. And I thank you for your service. I thank all of my fellow commissioners who are in this meeting. It's just great to see everybody. We went through some stuff together, so it's just great to see everybody, and thanks. And I'm sure when all this is over and I'll come down to a in-person meeting, and I'll get to see everybody again. But thank you. Thank you to everybody. Miss you, Chair.

Chair Jackson: Thank you. Thank you, Edwin. You know how I feel you have had my back every step of the way, when it was time to get creative or innovative or strategic, you were that guy. The brilliance that you showed on a regular basis, both challenging police chiefs and supporting police chiefs was nothing short of amazing. And we were so fortunate to have you helping to navigate, right? Because you helped Thomas and you helped me and you helped everybody. So I'm going to, with that, be quiet and allow anybody else that might like to say something. And of course, Commissioner Gage's hand is up.



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- Comm. Gage: Thank you, Chair. I have to admit, I feel some obligation, as, I know almost everyone that's coming back today. Edwin, you are a true counselor in the truest sense of the word and your advice and counsel has been invaluable. Your ability to play devil's advocate to challenge our thinking, to present questions and positions, your grasp of strategy, has really positioned us well. And as you know, commission business is complicated and complex. We have many issues to consider even when making the smallest decision and I've appreciated learning from you. I appreciate the council you provided before I joined this Commission. And, and I'm seeing some of the results of you and other commissioners' early decisions in the issues that are presented to us now. So thank you. Thank you for your service. Thank you for the foundation.
- Chair Jackson: Thank you, Commissioner Gage. So I am going to move forward and the next commissioner's commendation or proclamation is going to Jose Dorado. Jose, are you on? Okay, well, I'm going to presume so even if you can't get to the mic. "Whereas during his tenure on the Commission, Mr. Dorado was instrumental in working with his fellow commissioners to establish policies, procedures, and practices that inform the foundation upon which the commission's future work will be built. Whereas Mr. Dorado notably supported the first discipline committee, budgets, and community policing structure and policy issues facing the commission. Whereas..."
- Comm. Dorado: I'm stopped.
- Chair Jackson: No. It's okay.
- Jose Dorado: Okay. I'm good.
- Chair Jackson: Okay. I'm halfway through. "Whereas Mr. Dorado served as first vice chair from 2020 to 2021, and also served on the Chief of Police selection committee to select finalists to be submitted to the Mayor for her selection. Whereas Mr. Dora called out white supremacy and chaired the same named ad hoc, and also served as chair of the community policing ad hoc. Whereas Mr. Dorado served the Commission and the citizens of the city of Oakland with honor, distinction, and was a fierce advocate on behalf of the community. Now therefore be it resolved, we, the Oakland Police Commission, in recognition of his significant contributions to our city, express our sincere gratitude to Mr. Dorado for his leadership, integrity, commitment, and dedication to the people of the city of Oakland. As Mr. Dorado was one of the seven original commissioners, the Commission confers upon Mr. Dorado, the title of Police Commissioner Emeritus." And your badge number is on there, and it's signed February 10th, 2022. So Commissioner Dorado, would you like to say a few words?



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Comm. Dorado:

I would indeed. I have to apologize for the video. Not sure what the issue is. In any case, I just want to tell you all how appreciative I am and tell you what an honor it was to serve with the previous commissioners that had been, that had been so honored as well. Let's see.

There we are. Hello everybody. Again, thank you so much. I'm so appreciative. As I said, this honor, and it was really an honor to serve with Ginale, with Edwin, with Thomas, Tara, Mubarak. I cannot tell you how I learned from all those folks, and how much they brought this Commission along. And I liken it to building a house. You got to have a strong foundation, put the walls up. And those are the people that did that digging of the foundation, pouring the concrete. And it wasn't easy. That's the real dirty work. And I can't tell you how much time they put into doing that foundation work, but that's what you're seeing now in the walls going up. That's what you saw in the parole and probation searches, the Use of Force policy, the Armed Unresponsive Person's policy.

And you're going to see in the 15-01 Community Policing policy. And it was really substantive, the kind of work that went into the discipline that led to the firing of the former police chief and the firing of the five police officers in the Pawlik killing. And there's few outside the Commission that really understand the kind of work and the kind of hours that have to be put in. And the people that came before me that were mentioned, they just put in hundreds of hours and few people know how hard they work. And that goes for your current chair, Regina Jackson, as well. So I just want to say that, Edwin touched on it briefly, about the few resources that the commission had to start with. We had to fight for our independence.

We had to fight to establish what you see now, that the police commission has. And I think we've garnered a certain level of respect among the city staff, among the city council, certainly among OPD, and I think the community as well. So I think that this is the charge of the current commission, and I'm confident that they will take that forward. Let me end with, that we live in tough times, in difficult times, and we're staring fascism in the face. We're seeing the growing white supremacy movements in any number of different ways, and we have to address that. So it's the work that's being done by the Police Commission has to be also seen in the larger context of that. So I'm confident that we'll be victorious, but anybody who doesn't think that a multiracial multiethnic multi-generational coalition will be needed to take this victory forward is a fool. So let me thank, again, the Police Commission for this honor, and thank you to the current police commissioners for your work, the work you're doing now, and the work you will be doing.

Thank you so much, muchos gracias.



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- Chair Jackson: Thank you, commissioner Dorado. I see a hand up from Commissioner Howell.
- Comm. Howell: Yes. I'd like to thank Mr. Dorado very much for his support, his contribution in getting me up to speed on the community policing ad hoc work.
- Chair Jackson: Thank you very much.
- Comm. Dorado: Thank you, Rudy.
- Comm. Howell: Thank you.
- Chair Jackson: I see hands up for Commissioners Hsieh and Gage.
- Comm. Hsieh: And Commissioner Harris also put up her hand to put her into the queue, just so you know.
- Chair Jackson: My apologies. There's so many folks in here, I didn't see you, Ginale. So you'll be right after Commissioner Gage.
- Comm. Hsieh: Commissioner Dorado, I just want to convey my sincere appreciation [inaudible] that you've done. You are one of the few commissioners of this group that I have actually worked with and actually continued to work with. So thank you so much for your commitment to your service, for your service, and your continued service. Throughout all this, you have been a very powerful voice, a great voice, and a great guiding voice for me as I figure out my place on the Commission. Thank you so much.
- Comm. Dorado: Thank you.
- Chair Jackson: Commissioner Gage.
- Comm. Gage: Thank you, Chair. And hello, Jose.
- Comm. Dorado: Hello Henry.
- Comm. Gage: One of my earliest memories and impressions of you was a night that you brought your books with you to a commission meeting, because you were busy with tax work. You knew you had to get it done, but you also wanted to show up and do this work. And you showed up with stacks of books, kept them under the dais, and when we took breaks, you switched tabs and got to it. That sort of drive that sort of dedication to both public service and your own individual pursuits is really admirable. We've been lucky to have you serve on this Commission. Thank you for your tireless pursuit of community policing that continues, from what I understand, and thank you for showing me an awesome



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taco spot in the Fruitvale because my wife now thinks I'm awesome because I told her I found it. Thank you.

Comm. Dorado: Thank you so much.

Chair Jackson: Commissioner Harris.

Comm. Harris: Hello Jose. So I wouldn't be right if I didn't say something. I just want to say, I didn't know anybody when I came to this Commission, and I just want to thank you for being genuine and being yourself and always embracing me, even when I was the devil on the dais. I thank you for being my friend and my colleague. I really felt a sense of community and connection to you. And I think that will be forever, right?

Comm. Dorado: Yes, indeed.

Comm. Harris: I found myself sometimes being mad at you, but that didn't last long, ever. And I would always come back to that space of love and care and kindness. And I appreciate that because those things came from you, and thank you for your wisdom.

Comm. Dorado: Thank you.

Chair Jackson: Thank you, Commissioner Harris. So we have one more and that would be Commissioner Tara Anderson. So I'm going to get right into it.

"Whereas Ms. Anderson notably represented inter alia the Commission's positions before the Oakland City Council on specific Oakland Police Department policies, including probation and parole search and asphyxia. Whereas Ms. Anderson, as a member of the Commission's personnel committee was instrumental in the selection process for the community police review agency executive director. Whereas Ms. Anderson also drafted the Commission's policy limiting pretextual, excuse me, the commission's use of force policy, further limiting use of force to keep people safe and establishing one of the most progressive policies in the country. And whereas Ms. Anderson proactively sought out creative means to expand the Commission's community engagement through new technology and community partnerships. And whereas Ms. Anderson served the commission and the citizens of the city of Oakland with honor and distinction, and was a FEAR advocate on behalf of the community. Now, therefore be it resolved, we, the Oakland Police Commission, in recognition of her significant contributions to our city, express our sincere gratitude to Ms. Anderson for her leadership, integrity, commitment, and dedication to the people of the city of Oakland."



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And your badge number is nine, here. And I can't wait to get this in your hot little hands, because it's quite beautiful.

Comm. Anderson: Well thank you Regina. And coming last, there's not much more I can say that's been said. I was very pregnant when I submitted my application to serve on the Oakland Police Commission. In fact, I went into labor two hours later and I sometimes compare that labor experience to my service on the commission, which persists. My son is now four and a half and I am so grateful to my family, my son, my daughter, and my amazing husband. I love you. And without your support and sacrifice, I would not have been able to serve. And I want to see more mamas on more commissions across our great city and will fund babysitting and all the things that make that possible for everyone. There is a community here to support women in service.

And to my fellow former and current commissioners representing hundreds of years of combined experience: thank you for teaching me, for trusting me, for collaborating with me, and inspiring me most of all. I knew I would grow, but I didn't expect to have these friendships that have been discussed and this great deep respect for one another. It's just been tremendous, extra benefit to this hard, at times thankless work. I know each commissioner that sits in their chair today works sometimes upwards of 30-40+ hours on top of their paid work. And they do that in a volunteer capacity. So thank you for your service. I stand by every decision I made as a commissioner, and I want that to be clear because it continues to be tested. As I sit in this Emeritus status. We made good decisions and those decisions will evolve under your leadership. And they must, at this time, as Edwin spoke to, now more than ever, stay focused, stay strong.

The pendulum is switching back against this great reform work that this commission is a champion for. So persist and resist, and you shouldn't always need the devil on the dais, but it appears as though this current Commission may need it. And so I just, really, asking everyone to learn from those who have passed through these roles before. We are here for you, to support kind of the tough decision making and the hard work that needs to happen and trudge your own path forward. And the work continues under your great leadership. And just continue to be in service as a member of the public, to your great work. And Regina, thank you for making and creating the space for us to pause and recognize, not just us as individuals, but the Commission and the great sacrifice that comes with being in service in this capacity. So it's truly been an honor and I'm grateful and excited to see what lies ahead because I know the strength of the Commission will persist. So thank you.

Chair Jackson: I want to thank you, Commissioner Anderson, you and Ginale on the personnel committee, that was some real tough work, being in person and working through the first search that actually created the foundation for the other



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searches that we would do. But I think what is most exciting for me about you was that you were our official subject matter expert in policy and helped us navigate through all these incredible policies. And even afterwards have come back to present policies that you wanted us to weigh in on and be aware of. And so for those of you, yourself, Ginale, and Edwin, who came back to the leadership retreat to pour into us, I'm continuing to hope that all of these commissioners, we need so much support. And for those of you that were, I don't know how to call it, you were branded, right? I mean, we went through some stuff. And I just want to thank you for that and thank you for continuing to be available to me and us when we ask. So really appreciate it. I see Commissioner Gage's hand is up.

Comm. Gage: Thank you, Chair. Tara, thank you for your service. You managed to juggle a very demanding job, a new child, and all of the work and pressure that this Commission places on us, and you did so quite gracefully. So thank you for showing me in particular that it's possible. This work is thankless. The only reason that pendulum is swinging back is because the commissioners that preceded us pushed it so far forward to begin with. And I'm confident that the body that you helped set up is here and ready to keep it from swinging too far in the other direction. Thank you.

Chair Jackson: Thank you, Commissioner Gage. I wanted to say one thing: I worked on a commendation for Commissioner Benson, but because she didn't want hers framed, it actually is coming separately and it just hasn't arrived yet. I just got these. When did I get, today's Thursday, Tuesday. So of course it'll probably come after, but we will bring her forward to be able to celebrate her work as well. With that, I don't see any other hand... Oh, Commissioner Peterson. Sorry.

Comm. Peterson: Thank you, Chair Jackson. I am new to the Commission, but honestly the foundational work and sacrificial service that has been laid out in the commendations, we have benefited from that and I thank you. And I hope we make you proud, and you will see that your prior service was not in vain. We do want to take this forward. We believe in this work. It is sacrificial, but it's service to our community. And so, thank you so very much for your foundational work, and we're going to carry it forward.

Chair Jackson: Thank you, Commissioner Peterson. Commissioner Gage, is your hand back up? Or it just never went down. Okay. Very good. So I hope all you commissioners will stay on because we are moving to public comment now and want to give others an opportunity to reflect on your contributions. So Rania, take it away.

Commission staff: I am more than happy to do that. And thank you everyone for coming back. This was lovely. Members of the public wishing to make public comment on this



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item, please raise your hand. I will call on you in the order that they've appeared, starting with Saleem Bey 5802. Mr. Bey, when you're ready.

Saleem Bey:

Saleem Bey, member, 100 Black Men of the Bay Area. You guys are supreme hypocrites and sellouts. Kick the can down the road, pray there is the reason why the Bey cases were delayed for two years. That benefits the mayor and the city. He argued against noticing the NSA, regarding Bey cases.

Mayor Schaaf failed OPD reform. How do we know? A super majority voted to create the OPC under this mayor's term. Why give her leadership of the OPC. After that city secretly investigative Vice Chair Harris and smeared her in the local news. As a reward for the city attack on Miss Harris, the CPA voted against her continuing to hold OPD and city accountable.

What does that say about the CPA? Question. Why did the CPA vote for the mayor's pick for chair over Ginale Harris? Why did the CPA selection members that were racist against Ginale Harris, come back and kick her off the OPC, when she was the hardest worker and main driver of OPC justice? Not just the Bey cases, but many black community policies?

Mrs. Harris pushed for and did fire the former CPRA director and former chief for failures that no other OPC commissioners pushed for until it was clear she was correct and they were fired.

I've not seen anyone work as hard as Mrs. Harris for the black community. OPC and the CPA chosen community representatives, voted for the mayor's pick to lead the OPC as chair, not once, not twice, not three times. The mayor's pick has always led the OPC and is still failing to notice the NSA as required by law because it would be bad for the mayor.

Nothing from the CPA about violation, while they meet kumbaya, with a failing monitor Warshaw, who was getting a million dollars a year for ignoring racial profiling.

The black community was stabbed in the back by multiple CPA members on the selection panel who have no connection to the ill still affecting the black community.

The fact that no CPA members said anything about OPD's role in the murder of black journalist Chauncey Bailey's justice speaks volume, that the current OPC is in bed with the mayor.

Commission staff:

Thank you so much for your comment, Mr. Bey. Unfortunately, I've had to cut you off because your two minutes are up. Ms. Grinage, you're up next.



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Rashida Grinage: Thank you. I just wanted to say that, seeing all of the original commissioners is a wonderful touch to this evening's meeting.

I also wanted to say that measure LL and measure S1 are words in a document. The commissioners that were the original commissioners, as well as those who have succeeded them, including the present commissioners, are the people who actually give life to the words in those documents.

Those documents mean nothing, except when they are carried out faithfully and diligently and sincerely by those of you who have agreed to serve, and have been selected to serve. So, I wanted to give appreciation to all of you, for the work that you've done in the last five years, since the creation of the commission, to bring us to this point.

And to let you know that we value your service. We value your commitment. We know that there's enormous sacrifice that has gone into the work, and we want to appreciate all of you for the contributions that you've made to make measure LL and S1 a reality for the residents of Oakland. Thank you.

Commission staff: Thank you, Miss Grinage. Next up, phone number ending in 9932. I've unmuted you on my end. 9932, when you are ready.

Nino Parker: Hello. Nino Parker, black homeless advocate. I hope that I could get a couple extra minutes because I'd like to give some praise to some people that, I came to all of those first police commission meetings. And I love that group. They did a lot of good work, starting with the people's commissioner, Ginale Harris. She's like I am, a homeless fighter.

I don't fight along, like the hog, with the establishment. She fights for the people, as a commissioner.

Id like to also, I know a lot of the brothers out there ain't going to like the way I'm talking about some people, but we all have the same goal. We just have different ways of getting to it.

Anyway, so I'm going to talk quickly, about Thomas Smith. Thomas Smith was a guy that gave me clothes when I would come to that meeting. Tom Smith got me a lot of trouble in the streets because people would go, "You ain't homeless, man. You can't be looking that good."

Thank you, Thomas, for the clothes, and also making sure I had something to eat at the end of those meetings, inviting me into the room, feeding me. I appreciate that.



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I'd like to also talk about Mr. Dorado. We do Facebook back and forth. You are a true humanitarian. You are there for the people, also a people's commissioner. Thank you, my brother. I appreciate you.

That goes for brother Ahmad as well. The other brother with the dreads, that sat there and gave me some time as a homeless person, talking to me in those first month of this commission getting going.

Like I said, I think it was a beautiful commission at that time, because everyone had their input and different people had different types of input, but that's what makes a good commission.

I've never gotten paid for any of those meetings I attended or for any and everything I've ever done. I've done this out of the goodness of my heart, for my people in the streets.

I have to also definitely appreciate someone that is actually sitting on the commission now by Mr. Gage. He actually drove me around to help homeless encampments, to meet people and learn about homelessness.

The first time I met him, he met me. I was at a city council meeting. He came over and said, "Hey." He saw me speak and says, "Who are you?" Gave me his card. This is a man that is compassionate for the people all the way down. Here's a guy that is highly educated-

Commission staff: Mr. Parker, I am so sorry. That was a really, really lovely and heartfelt public comment. I really wish I could let you continue. I'm sorry. Unfortunately, your two minutes are up. And I do apologize sir, for the error earlier. Next up, Anne Janks.

Anne Janks: Good evening. I hope that all of you former commissioners who are becoming emeritus, understand that, I'm pretty sure the chair means that that means you have to do more work for the commission. Except those of you who already have. I really appreciate all of you very much.

Commissioner Dorado, I continue to see him at event that have to do with policing issues, his ongoing commitment.

As we have seen the new numbers coming out about police stops, and we see an increase in the number of Latino residents who are being stopped. The function that he served and we need to continue to have served, in terms of having Latino representation is so very important.



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I was asked once by a filmmaker, what some of the essential things that should be in a film about the commission. I said at the time, that there's video of Commissioner Ahmad at the homeless hearing saying to those residents, "This is my background. I now serve on this commission to bring constitutional policing to you."

I found that to be so profound that that was one of the things that I told a filmmaker, who never made the film, should be a part of it. That kind of representation is so incredibly important.

Commissioner Prather worked on the very first policy. He sat down with Public Defender Brendan Woods, for input on a police policy. I'm pretty sure that's the first time that that's happened in the United States. And it came out with an excellent policy, that it is now on us to get the IG to start looking at what the outcome of that policy is.

Commissioner Thomas took the policy on asphyxiation to Antioch. And apparently, they say that theirs is better than ours. So, we're apparently in competition now. I mean, and I will-

Commission staff: Thank you, Miss. Janks. Sorry, your time is up. Next up, Elise Bernstein.

Elise Bernstein: Good evening, Elise Bernstein. It has been a pleasure seeing this part of the meeting. As one of the people who attended all of those early meetings, through trials and tribulations, it is like a reunion to see you all back. It's wonderful to see.

It reminds me how important it was that we had those meetings in person in city hall, and how it's so hard to establish that kind of personal relationship and rapport through Zoom.

I look forward to having meetings in city hall again, as soon as possible. You all have given so much to set the commission going on a successful path.

The current commissioners, part of the work... the important part of the work has been laid out for them. They're picking up the torch and running with it. It's a pleasure to see this process continuing in this way, but reunions are great.

Commissioner Gage, I so appreciated your comments because you were one of us in the audience at city hall, watching all of these original commissioners. And It's so nice to see the continuity and your heartfelt comments. I appreciate that. Thank you.



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Commission staff: Thanks so much. Next up, phone number ending in 0185. I've unmuted you on my end. Oh, sorry. Let me start your clock. 0185?

Michele Lazaneo: This is Michele Lazaneo. Ginale Harris dedicated three years as a commissioner, for one reason. She is committed to transforming OPD, period.

She isn't afraid to confront and address systemic racism and inequity, to investigate it and to call out names, when necessary.

She takes the hits as a band leader and never jumps on the bandwagon, even when her character and reputation were called into question by former Chief Kirkpatrick.

She stands firm and uses her power to give a voice to community members like the Bandabaila's. The Beys, the Duggers, and members of the Oakland Black Police Officers Association. Since her term ended, she hasn't stopped working on these issues. Her love and advocacy for Oakland never wavered. She believes in the work of this commission, its potential and what she was born to do, be a change agent.

Her entire life has been about transforming her community through program development and mentoring. So she can continue to volunteer and invest her time expertise to work on projects for this commission. She shouldn't have to be overlooked by the selection committee. We support Janelle she's needed on this commission, and she'll be back. There's still much work to do. Thank you Janelle, for all the work that you've done to the other commissioners.

Commission staff: Thank you, Ms. Lazaneo. Next up, Ms. Assata Olugbala.

Assata Olugbala: Janelle Harris is such an honor to be able to personally and publicly give you the praises and respect that you so much deserve. What you have gone through based on the fact that people have deliberately forced you out, talking about the coalition for police accountability, the mayor, and others, or the selection panel. I saw Gay Cobb today at my protests. I walked away from him. I refused to talk to, I don't even read that newspaper.

I come to these meetings all the time for a lot of reasons, Janelle, but mostly to keep reminding them that you turned your back on Janelle Harris. When you were given the information about how the coalition for police accountability targeted her, misrepresented, being abrasive, didn't happen. You can go into that in detail. But I will not stop bringing your name up. This body has no credibility until they fix that problem.



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There's a lot of other things going on. But Janelle, I have so much respect for your work and your credibility. You'll never stop your tenacity to seek justice and not be afraid. And your courageousness in that work. This body has disrespected you, but you do not allow it to stop you. If necessary, you will come back and continue to do the work. I'm so proud of you for being that way. But I won't forget what they did to you. And I won't allow it. The Bandabaila family, the Bey family, and others owe you a lot. And they recognize you. This body of people turn their backs on you. And I won't let them forget about it.

Commission staff: Thank you Ms. Olugbala. Next, Cynthia Jerez. When you're ready.

Cynthia Jerez: Good evening everybody. Congrats to all of you who've been recognized. Totally team Ms. Harris. And it's amazing that I get to see Mrs. Harris in a different role than you all of you. As I see Mama Harris. So if you think she's fierce as a commissioner, you have seen nothing until you actually interact with Mama Harris.

So Ginale from the bottom of my heart, and on behalf of all the Prepsters that you keep nurturing, supporting, and loving on. Thank you. Thank you. Thank you. As a former resident of Oakland, thank you, because I know that your work has impacted our community positively. Thank you for supporting, for defending, for advocating, and for just being so transparent and honest and also encouraging us to think differently on how to best serve our communities in whatever space we are in.

So congratulations, much to serve and I'm very, very proud of you. Thank you.

Commission staff: Thank you for your comment Ms. Jerez. Lorelei Bosserman, when you're ready. Lorelei Bosserman? Miss Bosserman I'm trying to unmute you.

Lorelei Bosserman: I'm so sorry. I was muted. Hi, can you hear me now?

Commission staff: I can. Sorry, let me start your clock.

Lorelei Bosserman: Thank you very much. I'm not going to say much. I probably won't need all my time. It is amazing to see all your faces again, you magnificent seven. To think about the very beginnings of the commission and to see where it is today is kind of mind blowing. I just want to say thank you from the bottom of my heart for all the work you did, there at the beginning, when there was no such thing as the police commission and you had to figure it out from scratch. Thank you for your service. Thank you for your work. That's all.



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Commission staff: Thank you for your comment. Chair Jackson, let me just double check. That appears to be the last of public comment on this item.

Chair Jackson: Okay. Thank you very much. I hope that some of you might hang out with us, but we are so excited that we could bring the band back together again. And certainly do hope that you will be able to be called on as you have, and you've been responsive and we appreciate it. And we'll continue to need it.

So this is a big night and for so many reasons. I've wanted to do this in person because I wanted to see everybody. I'm a community leader and being in community is where I thrive. So being behind these screens has been really unnatural for me.

As the time comes to elect a new commission chair, I just want to say that for the past three years, I've worked tirelessly with my fellow commissioners to organize an aggressive agenda, withstand audits, hire contracts, to bring subject matter experts to issue deserved attention. It's been a full-time job and I feel very proud of the work.

As I continue on the commission to support the transition of newer commissioners, focus on hopefully building a sustainability plan to get us out of the NSA after 20 years and more. My commitment to community is what brought me here. And it will keep me here. Again, I'm so delighted that we were able to bring the other commissioners to play. At this time, I am happy to receive nominations for the next police commission chair. I see commissioner Peterson's hand up.

Comm. Peterson: I nominate Commissioner Tyfahra Milele.

Chair Jackson: Is there a second?

Comm. Jordan: I'll second that.

Chair Jackson: Oh, we've got folks seconding. Was that commissioner Howell?

Comm. Peterson: That was Commissioner [crosstalk].

Speaker 2: That was Commissioner Jordan.

Chair Jackson: I'm sorry. Okay. Thank you very much Commissioner Jordan.

Comm. Harbin-Forte: And Harbin-Forte. But Jordan beat me.

Chair Jackson: Oh, okay.



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Comm. Harbin-Forte: Beat me to the clock.

Chair Jackson: Well thank you. I just couldn't separate the voices. So excellent. So what we will do, is are there any other nominations?

Okay. I'm seeing none. I would like to give, as we typically have a precedent, an opportunity for the commissioner, but in this case, the vice chair. To speak a little bit about herself or what it is that she hopes to do.

Vice Chair Milele: Thank you chair. Thank you so much to my fellow commissioners for nominating me. A community appointee to the commission. East Oakland district seven resident, and mother of three for leadership as chair during this pivotal moment for us. I accept an nomination.

The police commission was created by reform-minded residents of Oakland, seeking meaningful transformation of policing. We will never stop working to deliver on that promise and to earn community trust. By design, the commission is the people's forum. By design, the commission serves to align our city's police department with community expectations.

Since this missions inception, and as you've heard tonight, the commission has never hesitated to exercise our charter authority boldly on behalf of the people. And I will continue that important work, if I'm elected chair.

The next chapter of the commission requires that we build on several big wins from the past few years. The commission has taken major strides to build itself up. We appointed department heads of agencies we oversee. We passed important policies. Moving forward, we will continue to work on reforming the police department and developing our commission at the same time. Moving forward, we'll find new ways to connect and listen to community.

I want to briefly recap some of my qualifications that make me a good fit as the next chair. I serve in Oakland as executive director of Camp Phoenix, a nonprofit that provides no cost summer camp for middle school age youth here. Camp Phoenix focuses on environmental education and building a loving, healing community for our youth. And that work calls on some of my core competencies and trauma informed care. Culture responsive teaching, nonviolent communication, and I can go on.

I also served on the Oakland rent board for four years as a tenant rep, proudly. Alongside legal experts and non-lawyers. I am not a lawyer, but I do have my doctorate from UC Berkeley, where I studied and wrote about jazz and trauma, and the legacy of shadow slavery in this country, and what shows up in and as police brutality. And how lynching continued as officer involved shootings. And



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in particular, with my next door neighbor, Eula Love, who was killed in 1979, in front of her children.

On the rent board, I learned a lot of key lessons that I'll bring to my work if elected chair. I will ensure that this commission always communicates publicly in a way that allows the public to see and know exactly what we are doing and why we are doing it. With that, I will stop talking about myself. I sincerely appreciate this nomination, as a vote of confidence, and I hope you will support me for chair. Thank you.

Chair Jackson: Thank you very much Vice Chair. I don't know if there are any other comments or if we should go to public comment, I don't see any hands up, so we can go to public comment. Rania?

Commission staff: Sorry I was muted. I said "Gladly." Members of the public wishing to make public comment on this [inaudible]. Please raise your hand. I'll call on you in the order that they've appeared. I see two so far. First up, Mr. Bey, 5802, when you're ready, sir.

Saleem Bey: Good evening, Saleem Bey. We welcome the first community leadership of the OPC. But the community will be watching just because you were brought through the community, doesn't mean that you represent the community. That's been shown time and time again by many members of the OPC who spoke this evening. And we're, as a person who's attended 90 plus percent of all the OPC meetings, I know specifically what the chair is capable of.

One of the things that you just committed to was communicating, make sure that you communicate with the negotiated settlement agreement court as required by law. Notice the NSA of the Ross independent investigation by forwarding a copy of said independent investigation of OPD to the NSA. This triggers the federal consent decree mandate to notice the oversight court of investigations of OPD by the defendant city of Oakland, which the OPC represents. And now you are a chair of a chartered commission of OPC, so this applies to you.

Notice the department of justice in DC of discrimination found in the Ross report. So that they can come and oversee OPD. And find and make sure that this oversight is put in place as opposed to kicking the can down the road for 17 years of the NSA while you cover up investigations like the Bey report.

So we will be watching you and SB, Senate bill 16. Have to report on SB Senate bill 16, and SB Senate bill 1421. And why no documents have been released under that while the OPC has been going on with that. Plenty of documents



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have been released. I haven't heard anything from the CPRA or Connor Kennedy regarding-

Commission staff: Thank you, Mr Bey. I'm so sorry to have to cut off, your time is up. Ms. Olugbala you're up next, when you are ready.

Assata Olugbala: In my opinion, there's nobody on this commission that represent, what I think, should be in terms of a leadership role. If you can't stand up at a meeting of the city council and say anything significant about the Bey case, why did you even come to the meeting for the Bey case? If there was nothing to be said? If you can't speak to the fact that CPRA, openly speak to, Sipra is accomplishing nothing, in terms of holding police accountable.

If you can't bring up the black police officer's grievance over and over again, of the Bandabaila over and over again. When you know fully well that Ms. Harris deserves to be on this commission. And when you were interviewed, they thought that your interview didn't go well because you were the first one. And they gave you some leniency to get on, your interview did not go well.

So I have no confidence in anybody, and I don't care who you are. And I don't care how many degrees you had. And I don't care what you've been through. You have not stood up as a commissioner. None of you had.

So I don't need to keep watching. You've already revealed that the courage to do what is necessary for black people hasn't happened.

So I'll continue to bring it up, and it's going to be a challenge, believe me, it's going be hard. Believe me, because Janelle Harris was wronged. And you are there on her back, and you don't deserve to be there. Nobody deserves to be there because Janelle Harris was wronged. And you know, by the coalition for police accountability, y'all know it.

Commission staff: Thank you, Ms. Olugbala. Next up phone number ending in 9932. I've I muted you.

Nino Parker: First of all, I'd like to think Henry Cage for again, for chiming in about the time limit, I get the feeling. When you check with the city attorney's office, by the next meeting, there'll be a longer time limit for it to be in the queue.

And let's get a correction here. I like things to be exact when I'm involved in any type of word play. What happened was, I called in, I said, I was sorry for calling in on the wrong agenda item. And then I waited for the open forum. And at that time, like I said, it was less than 30 seconds before I had pushed the button. And I pushed it, I dropped my phone between my seat, first of all. Homeless people



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don't have the luxury of a computer and all those things. So you should give us a little respect on that, but number one, but number two, it was probably maybe like 10 seconds? And then you decided to move on. All right. So let's get some clarity there.

But one of the things I wanted to talk about is the fact that I'm doing a lot of civil disobedience and that's my way. I go hard too. Everyone has their method. I had stopped Joe [inaudible] from stopping a closure. I have shut down a tennis court. I am now, right now, protesting at the Lakeview Tiny Homes, because they got white folks on one side with more many dues, and the black people on the other side. Me and Mr [inaudible] have been there for almost two months now. But you notice the media and no one's getting involved. Because when you got black people fighting against white people, everyone seems to ignore it.

But I need to bring their attention to Chief Armstrong that I'm not trying to wrong you anyway, I am doing some things out here that people are getting mad about. My band's been attack people. Ms. Olugbala had to call the police because some of the union point park people were surrounding her, and I seen around six of them. I-

Commission staff: Thank you Mr. Parker. I am sorry to have cut off. Unfortunately your two minutes are up. Chair Jackson, there are no more hands for this agenda item. It's back to you.

Chair Jackson: Okay. Thank you very much.

At this time, it's been moved and properly seconded. And we've taken public comment, and we should be ready to vote. And before we vote, I just wanted to say that Vice Chair Milele has been incredibly supportive and has worked diligently, and I'm very happy to see this nomination. So with that, let's take the role. Commissioner Gage?

Comm. Gage: Yes.

Chair Jackson: Thank you. Commissioner Harbin-Forte?

Comm. Harbin-Forte: Yes.

Chair Jackson: Thank you. Commissioner Howell?

Comm. Howell: Yes.

Chair Jackson: Thank you. Commissioner Jordan?



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- Comm. Jordan: Yes.
- Chair Jackson: Thank you. Commissioner Peterson?
- Comm. Peterson: Yes.
- Chair Jackson: Thank you. Commissioner Milele?
- Vice Chair Milele: Yes.
- Chair Jackson: Thank you. And yes for myself. So it is now unanimous that our very first community selection committee advocate is the police commission chair. I hand over the gavel to you and you take the rest of the meeting. Thank you so much.
- Comm. Harbin-Forte: Excuse me. Point of order. Point of order, two things. One, the term doesn't begin until the end of this meeting, Madame Chair. Under our rules.
- Chair Jackson: Actually, it has consistently, the precedence started right after the election.
- Comm. Harbin-Forte: No, Madame Chair, not since the rules have been changed and the rules of order require, the rules of order spell it out because there was always some confusion.
- Chair Jackson: Okay. All right.
- Comm. Harbin-Forte: And rule 2.3. Yeah.
- Chair Jackson: I got it. I was not paying attention to that because I thought I was going to be able to get out.
- Comm. Harbin-Forte: Not yet, you go through the end of the meeting.
- Chair Jackson: I will see it through. Thank you very much. Let me not take the moment from Commissioner Milele, and say, watch carefully because it's all on you moving forward at next meeting, we'll look forward to February 27th, to begin your time.
- Comm. Harbin-Forte: And I had my hand up for another reason which relates to the next agenda item.
- Chair Jackson: Oh, I'm sorry.
- Comm. Harbin-Forte: No, no, no. I mean, once you get to the next agenda item.
- Chair Jackson: Oh, got you. Okay. Thank you. Right now I will recognize Chair Milele.



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Vice Chair Milele: Thank you. If you'll permit me to just say a few other things. Thank you so much fellow commissioners for your votes. Moving forward the next chapter of the commission looks bright. I will continue to build on the commission's big wins. All those wins that took place under the outgoing Chair, Commissioner Regina Jackson, and taking a cue from her, my first act will be to ensure that we uplift and celebrate her work. I suppose I will add it during the agenda section, since I won't be taking over the meeting at this point, but that we should celebrate your work at the Thursday, February 24th meeting, and make sure that we get that on the agenda.

Chair Jackson: Very kind. Thank you. If there are no other, okay. My garage door, sorry. If there are no other comments on this item, I'm sorry. Commissioner Harbin-Forte, is your hand still up or newly up?

Comm. Harbin-Forte: For the next agenda item. I was just giving it early.

Chair Jackson: Let's get there. Okay. I got you in the queue, just want to let everybody have a moment. Okay. So we're moving to the election of the Oakland Police Commission Vice-Chair. In the queue is Commissioner Harbin-Forte.

Comm. Harbin-Forte: Thank you. I'm sorry about being so excited and thrilled and everything and jumping up and down, but I would like to nominate Commissioner Peterson for vice-chair of the commission.

Chair Jackson: Very good. Is there a second?

Vice Chair Milele: I second.

Chair Jackson: Oh, okay. Chairperson Milele, seconds. And just to make sure it's in order, sorry it has been moved by Commissioner Harbin-Forte and seconded by Chair Milele. So let us, are there any questions or are there any other nominations? Okay. I'm seeing none. Why don't we go to public... Oh, sorry. Marsha, would you like to say something about your candidacy, I'm assuming that you're going to accept the nomination, but I don't want to put words in your mouth.

Comm. Peterson: Well, thank you, Chair Jackson. And thank you, Commissioner Harbin-Forte for the nomination and Commissioner Milele for the second. It's an honor to do this. I have worked on other commissions in the city, park commission and also on the Alameda County Civil Grand Jury. I've come before this body before to talk about the fact that, I'm an attorney, that's how I pay my bills, but I am passionate about this work. I was born and raised in Oakland on 14th, between what is now Mandela Parkway, but used to be Center Street between Center and whatever the street was before. I'm sorry, it's getting late and I've been busy today. But I just want to say that my goal would be to not only support the



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new chair of the commission, but also to be a sounding board and a counterpoint to give her perspective, maybe other ways of thinking about things, but be collaborative and supportive.

This work is too important for us to feel as though we to be at war with one another, because I think it's very clear what needs to be done in this city. I had the opportunity to take the lead on drafting the police chief's performance goals. And that was a process that required we do research, talk to other jurisdictions and decide what does it look like to have 21st century policing in the city of Oakland? And what do we expect from our Chief of Police, but also our police department to serve this city in the way in which it should be served. And I listen carefully to the comments from the public and don't think that we don't at least not where I am concerned. There are some legitimate concerns that need to be addressed and I'm sure under commissioner Milele and myself, we will get to the bottom of things.

But as I've said, in some other meetings and sessions with my fellow commissioners, this is a cruise ship that we're trying to turn, and it's not that easy. And it does take time. And to say that we are honoring our past commissioners and listening to all the work that they were able would accomplish. We're not sitting on our hands or being oblivious to what needs to be done by the present commission. We are already willing and able to take this forward and we pledge that we will, and I'll be that support to the chair. And I look forward to working with all of the other commissioners and in resolving some of the issues that plague our city. So thank you very much for the nomination, which I do accept.

Chair Jackson: Thank you very much. Commissioner Harbin-Forte, is your hand up again? Nope. Okay. Thank you. Just lower it for me so that I can keep track. Thank you. So I see no other hands up from the commission, so we will go to public comment. And just before we go to public comment, I want to thank you for accepting the nomination commissioner Peterson. I know that you do excellent work and it will give me great peace to know that you will have chair Milele's back as we move forward. So thank you. Rania.

Commission staff: Thank you, members of the public wishing to make public comment on this item, please raise your hand and I will call on you in the order. They've appeared Ms. [inaudible] I've unmuted you,

Assata Olugbala: Hey, all the community, people who support y'all, why are they speaking up to say we believe in you. The last person who was nominated for president was just two people who don't really support them where are they? I can't believe, you know I don't support you. I have been on the sidewalks of Oakland for two and a half months, four to five hours a day, protesting against racial



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discrimination of the black homeless. When I say, I am dedicated to holding this police commission accountable, you better believe I am dedicated.

You cannot do what you've been doing, ignoring Janelle Harris, not holding the [inaudible] agency responsible for not finding no, none, zero excessive force sustain cases. Unreal, and you let that man come in and talk about what they're doing good and nobody challenging them. I'll be back. I will not let you do this. The stop data what's happening with black people. Some people just talk about, oh, the Latino numbers are going up. They're the largest population through gentrification. They didn't push us out of here, white folks and pushed us out of here. I was just in a meeting and I was late to this meeting because disabled children are being discriminated against the regional son of the east bay are discriminated against disabled children in their parents, the homeless black homeless discriminated against I going to be in these meetings, listening where your supporters giving you praise.

Commission staff: Thank you for your comment, Miss. Next up 5802. Sorry. I'm a bit tired. I think that's Mr. Saleem Bey, when you are ready.

Saleem Bey: Good evening. Bey member of the 100 black men of the bay area. Welcome new vice chair, but with being the vice chair with it comes responsibility, responsibility that the community will hold you accountable for every other week. Just as I come in here and hold chair Jackson accountable and all the other people who've come before her accountable, I will hold you accountable. The vice chair has the ability to agenda items. The by chair doesn't have to check with anybody that's within her power. I'm asking you to agenda racial profiling at the standing committee. Why hasn't that happened? I would like you to agenda drafting a letter, noticing the NSA court by forwarding the independent investigation of the Ross report of OPD to the court. It is clear that there are failings found in OPD and admissions by OPD that there are systemic failures.

You're a lawyer dig into it. What is wrong with noticing the NSA? Why is this so hard? Why are you all ignoring sending a report to the NSA? You were just meeting at nausea about the NSA a couple of weeks ago and what you're going to do about it. But when we say the Bey case, going to the NSA, everybody, you hear cricket. You're lawyer also, please look into Senate bill 1421 and Senate bill team, and look at how vast applies to the Bey cases. These are things that Janelle Harris support just ask her. And if you're serious about supporting Janelle Harris or you just blowing smoke, then value what she says. She says, send the Ross report to the NSA. She says, investigate the cases inside the Ross report. So don't give her an award and then turn around and ignore what she's saying. She says one of the most important things is getting transparency in the



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Bey case. And yet I haven't heard any of the people up there say anything about what can we do? One thing that you can do the...

Commission staff: Say, sorry, Mr. Bey, your two minutes are up. 9932, I do believe this might be Mr. Parker when you're ready.

Nino Parker: Nina Parker, black homeless advocate as lake merit. The best analogy I can use for Janelle Harris, not being on this commission. It's like the city has a homeless commission with no homeless people on it. I hope you can feel that. I'm going to move on to another important issue, for the work that you do is so important. Yes, yes, yes. I get that. But for me, public comment is very important to hear what the people are talking about.

So I would hope this new chair, which I know you don't know me, but I would hope that one of the first things you would do is not even try to challenge something like the brown act and the fact that you should have that to open for 15 minutes. I'm going to say to you, one of your first orders of business should be, yeah we'll accept two minutes, four minutes or something, 30 seconds, one minute, no, you're not going to get true public comment that way keep it open as long as possible for the public, please. I'm sorry. Let's just be fair. Let's start it off right, if the people can't talk, what's the point of this whole thing. Thank you.

Commission staff: Thank you, Mr. Parker, for your comment. Chair, no more comments on this item.

Chair Jackson: Thank you very much. So it has been properly. I see a hand from former commissioner Dorado. Can we give him two minutes as well?

Commission staff: Sure.

Chair Jackson: Thank you.

Commission staff: Give me just one second. I'm so sorry. Oh my God I lost my [inaudible] commissioner Dorado, Me, you and technology tonight. Just one moment, sir, hang on. When you're ready.

Comm. Dorado: Thank you so much. Sorry. I did it kind of late. I just want to speak as a supporter of the commission. And let me just say that again, I want to speak as a supporter of the commission and I want to offer my congratulations to the newly elected chair commission Milele and the vice chair, commissioner Peterson. And I have to also mention the outstanding leadership over the last three years of Regina Jackson. It really has to be said that a great deal of the progress of this commission is due to her selfless dedication. And let me just also say that you



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have to listen to the community. You don't always have to agree with them and you won't and that's okay, but you need to listen to them.

And we have several community members that have consistently come to the meeting and consistently express their opinion, whether you agree with them or not, you have to listen to them and you should listen to them and listen to them very closely. One in particular, who's been coming, as they said, 90% of the meetings listen to that person very carefully. And you have another person that also has been coming to our meetings very, very consistently and is very passionate and very dedicated, but it just amazing how somebody so intelligent can be so wrong so often, you still have to listen to them, but I just want to say congratulations to the two of you, and if there's anything that you can use from the former commissioners myself, including, please don't hesitate to ask. Thank you.

Commission staff: Thank you for your comment commissioner. Chair, Jackson, seeing no more comments back to you.

Chair Jackson: Thank you. And thank you, commissioner Dorado. So now is the time for us to take a vote on the candidate for vice chair, commissioner Marsha Peterson. Excuse me, commissioner Gage.

Comm. Gage: Yeah.

Chair Jackson: Thank you. Commissioner Harbin-Forte.

Comm. Harbin-Forte: Yes.

Chair Jackson: Thank you. Commissioner Howell.

Comm. Howell: Yes.

Chair Jackson: Thank you, commissioner Jordan.

Comm. Jordan: Yes.

Chair Jackson: Thank you. Commissioner Milele. Excuse me. Chair Milele.

Vice Chair Milele: Yes.

Chair Jackson: Commissioner Peterson.

Comm. Peterson: Yes.



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- Chair Jackson: And yes, for myself. It is unanimous. Our new vice chair is Marsha Peterson. Congratulations.
- Comm. Peterson: Thank you.
- Chair Jackson: You are very welcome. Did you want to say anything more?
- Comm. Peterson: I don't think that's necessary. I really just want the work that I will do to speak for myself, so let's keep it moving and thank you all very much.
- Chair Jackson: Okay. Very good. Thank you. So the next item on the agenda is committee reports. The first up is the annual report, and I will report out on that. Most of you know that we capture the accomplishments of the past year, not only for ourselves, but also to submit to a city council and that report is almost complete. We provide most of the same items that we always do, policies, personnel, recommendations, resolutions, and any special work that we have done, including reorganizations or hirings, and so I will be sharing that work with chair Milele, and we hope to bring it to the commission next meeting for a review and potential adoption. That's all I have to report at this point on the annual report. For the chief's performance evaluation, vice chair Peterson, did you want to report on out on that?
- Comm. Peterson: Yes. I would just like to say to the community that the chief's performance evaluation has been an undertaking that has actually been an undertaking. And I mean that in the sense that it was an unprecedented work that we had to do because it has never been done in Oakland and we've done our research, we have drafted the document that we want to give to Chief. And we are also going to be working on maybe a public comment, not on the document, but in when the one year is completed as this is a personnel matter and confidential, but we will want to have your input perhaps at the end of the one year the clock is starting, and we're hoping for some good results. We've created a document with goals and they are written in terms of competency and leadership. And I think you're going to see some great things going forward.
- Chair Jackson: Thank you, vice chair Peterson, just to clarify for everybody's knowledge, since we've not done this before, once the Chief's performance evaluation is final, then a year from that point is when we have the opportunity to evaluate. So there's a lot of time chair Milele, did you want to add anything to this report out?
- Vice Chair Milele: Just that yeah, I'm proud of the work that we did on this. There are some competencies in there that I believe are new, not only to Oakland, but maybe new to the genre of police oversight in general. So I'm excited about that work. It's very forward thinking and look forward to the outcome in a year.



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Chair Jackson:

Excellent. Thank you very much. If there are no more comments on that, we'll go to OBOA. Basically the StoneTurn company has the consultancy to work on the Oakland black officer's association complaint, their investigation. And thus far, they began requesting information from OPD in late December. And then they are supposed to be receiving the majority of the documents by February 11th, because there are so many, so the production of the documents takes a bit. So the bulk will be sent by February 11th, which is tomorrow. I have an email into the chief to ensure that they will receive everything by then. And I'm hoping that we will be able to get a report out, hopefully within a month of them having received the documents, at least to give us an update on how they are doing.

I want to move to racial profiling, which I said that we would report out on. We are adding commissioner Jordan to that ad hoc, and we will have our first meeting March 8th, 2022 at 6:00 PM. So for those that are interested in being on the ad hoc, please email me or chair Milele or vice chair Peterson. So let me say that one more time. If you are interested in serving on the racial profiling ad hoc, we're going to have our first meeting, March 8th, 2022. That's a Tuesday evening at 6:00 PM. I believe that those are all the committee updates, and unless there are some questions we can go to public comment. I see no hands up. Thank you, Rania.

Commission staff:

Thank you, chair Jackson. [inaudible] the public wishing to make public comment on this item, please raise your hand, and I'll call on you in the order they've appeared. I think Mr. Parker, this is you 9932, sir. I've unmuted you when you're ready.

Nino Parker:

You know, Parker black homeless advocate like Merit about eight years. Now the very important part of what I think a police commission should be about. And I came into the police commission one evening and I stated that there was a police officer that knew how to treat the homeless when there was a closure, he came at people, very mellow, very cool, calm, collective, cause people were mad, you got to move five days with the stuff in three days. And so Mr. Thomas Smith was listening to me, but I didn't have a clue, I left two weeks later, I come back and on the agenda, it says meeting with Sergeant Peraden and the police chief. But of course the police chief didn't show up, but deputy chief Armstrong did. And so deputy of chief Armstrong says these words "I can't talk about policy about the homeless policy in the police department, but you can ask him some questions,"

Peraden steps up to the podium. He starts talking a little bit about what he does. I believe Ms. Jackson asked him, what time do you meet in the morning? Chief Armstrong immediately stepped in front, pushed Peraden back and says, we're not talking about policy. But from that conversation, we found out that



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the policy hadn't been updated since 1996, thank you, Thomas Smith. And now the home people aren't aggressively pushed around by the police out there anymore because of Thomas Smith acting on some words that I talked about, there's a whole, you wouldn't know it because you're not homeless. And you and you weren't getting pushed around the first place.

They have a whole different attitude because charge impaired and became a training officer, teaching police how to come at homeless people don't tell me we can't be effective. Don't tell me we can't be effective. That's a beautiful thing. You don't realize how important that is when you're being moved and told to move, someone comes at you with some dignity. So that's what a police commission should be about helping the people. And that's what Janelle Harris was doing. And that's what...

Commission staff: Thank you so much for your comment, Mr. Parker. I'm so sorry your two minutes are up. Mr. Bey 5802, I've unmuted you when you're ready.

Saleem Bey: Good evening Saleem Bey 100 black men of the Bay area. As it applies to racial profiling with the formal former chair, we went back and forth last summer about racial profiling when she committed to having that up and running by that summer. Does that mean that we have to reconnect with you? Also why are you still on the OPC when you should have been off the OPC in October? Why did the same thing happen with the mayor's pick praises that they stayed on the OPC months and months after? That's not fair when community members are booted off quite quickly. Also, as it applies to the chief's document in regards to moving forward, they should adopt a civilian oversight model should be what they should be pushing for. In 2016, the rape scandal city administrator Landers took over OPD and was the actual chief of OPD for close to a year.

That means that a civilian can oversee OPD. A civilian that was elected by the people to oversee OPD wouldn't let criminal OPD conduct continue or racial profiling continue. If the community had to vote that person in every time on whether or not police reforms or police accountability was being taken seriously, this is why we are advocating for this police commission to move forward with adopting that their whole mission is to eventually have civilian oversight of OPD in fact, abolish OPD and make it a community safety department so that there is no more OPD and that OPD answer, that police...

Commission staff: Thank you, Mr. Bey. I am so sorry to cut you off. Your two minutes are up. Rashidah Grinage.

Rashida Grinage: Thank you. I just have a quick question, I'm wondering about the evaluation of the police chief and whether that is a public document. I understand that the



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process it's self is confidential, but I'm wondering if the evaluation document, the template itself is a public document. Thank you.

Commission staff: Thank you, Ms. Grinage. Chair Jackson [inaudible] So you do have a,

Chair Jackson: You know what I see commissioner Harris?

Commission staff: Yes ma'am.

Chair Jackson: Can you unmute her and give her two minutes as well?

Commission staff: Absolutely. Give me just. Commission Harris. Can you hear us?

Comm. Harris: I can

Commission staff: Go ahead when you're ready.

Comm. Harris: Thank you. I really would like to say, just keep your eye on the OBOA. There's lots of footage of previous commission meetings on the letter from the OBO, looking at discrimination within the department. And I did a lot of research and my own investigation and there is a letter, there is an investigation that came out and is public record. That kind of says, oh, there is racial discrimination within the department, so we're just going to fix it. And I just want this commission to know that that document is there. I want you to keep your eye on this, because if there is racial discrimination within the department, you can only imagine what's happening to the public. So I think it's really important that we support our team and our department in regards to what is happening from within, I think it's generational racism that is happening. As some of you may know, Chicago had a police department, its first police department and none of them were allowed to carry guns or come in the building. So I really would like someone or a few of you to take interest in this, because this is just now resurfacing after years of talks and investigation, but there is a public document that the commission asked for an investigation. We got it, I believe it's called the Heinz Report, I think, but it shows that there is racism within the department. So please take a look at that.

Commission staff: Thank you, Commissioner Harris. If you have that document, please feel free to send it to me. I know we are starting the anti-discrimination ad hoc soon.

Chair Jackson: [Rania] we've got, we can send it to you.

Commission staff: Fabulous, thank you. Ms. Olugbala, I see your hand up when you're ready.



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- Assata Olugbala: Under this racial profiling scope of work this week, the LAPD Chief has started a limitation of what is called pretextual stops of motorists and pedestrians. It has to do with the significantly high, disproportionately high numbers of African Americans and Latinos who are being cited for minor traffic or code violations as a pretext for stopping motorists. Under the banner of our open police department, they're saying that their stops are evidence based stops, based on some evidence, not racial profiling. And I would like to see if the investigation under what you are doing with your work understands the stops by police if it is evidence based, pretextual based, in other words under some pretext, they believe they want to stop that individual, because they may be involved in some criminal activity. That's racial profiling and that's why the stop data here in Oakland has a disproportionately high number of African Americans. They're being racially profiled. If the police Chief in Los Angeles is starting to identify this as an issue, it's not happening here in Oakland.
- Commission staff: Thank you, Ms. Olugbala. Is that it for your public comment?
- Assata Olugbala: That's it.
- Commission staff: Thank you. Chair Jackson, I don't know if you can remind me, Mr. Parker's hand is up.
- Chair Jackson: Is he commenting on the committee reports or is he trying to do open forum? And then I actually see a hand up from Commissioner [Hsieh].
- Commission staff: If you wouldn't mind taking Commissioner Hsieh I just need to check that Mr. Parker hasn't already gone. I'm so sorry, I'm a bit tired.
- Chair Jackson: Thank you.
- Comm. Hsieh: That was a miss-click I don't have my hand up, sorry.
- Chair Jackson: Okay, no problem.
- Comm. Hsieh: I'm also tired.
- Chair Jackson: Yeah, no we're all kind of tired and it's actually a little earlier than normal. So I think Rania, your challenge is, is the comment directly related to the agendized item or is it for open forum?
- Commission staff: Let's check. Mr. Parker if you can hear us, I've unmuted you.
- Nino Parker: I just wanted to kind of finish my comment before, because there's only two minutes at a time and I was telling a...



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- Commission staff: I am so sorry Mr. Parker. Unfortunately, I cannot let you go over the two minutes on this occasion.
- Chair Jackson: Okay. So why don't we do this Rania? I think that we have completed public comment for the committee reports and we're moving straight into open forum. So he can be the first person on open forum and finish his idea or his thought.
- Commission staff: That's great thank you so much, Chair. Thank you.
- Chair Jackson: Thank you.
- Commission staff: Bear with me Mr. Parker I'm just going to get your clock up. Mr. Parker I've unmuted you when you are ready.
- Nino Parker: Hello, hello. Once again thank you, [inaudible] Parker. Anyway, so to finish that story, not only are homeless people treated with dignity, unfortunately there was a law passed a couple years back with the new homeless policy, which actually put teams back in moving homeless people out of the parks. As you know, it's now a crime to be in a park but I have to say also in that meeting. So when after Deputy Chief Armstrong at that time pushed back Sergeant [Peradin] well, Janelle Harris kind of looked in and she said, so what is the policy? And then Ms. Jackson kind of said, so what is the policy? So what came out of that folks was they had to tell the commission by, I think was six months, by that next December they were supposed to have a new policy in place and tell them what is the new policy since it hadn't been updated since 1996.
- So I think the positive, I don't know how far you guys pushed it when COVID happened I kind of got left, didn't come to the meetings and stuff. But I know that off of just one commissioner, we found out that the policy hadn't been updated and that they had to update the policy and make a new policy.
- So I believe public comment is very important for that reason. Once again, I, I have to keep pushing that because I realize that a lot of the commissions actually seem to validate what the city administration does. I'm not saying this commission does, but I'm just saying back when we had the magnificent seven, as you said, it was kind of ran by the commission itself even though some of the appointees from the mayor's office might have sided one way or the other. But nevertheless, congratulations to all the new commissioners I will be calling in when it comes to homelessness, that's who I am. I am a black homeless advocate. And when it comes to legal things for the homeless, I will be talking about how to protect the homeless.
- Commission staff: Thank you Mr. Parker. I am sorry to have to cut you off unfortunately your two minutes are up. Ms. Olugbala. When you're ready.



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Assata Olugbala: Yes. Being over at the tiny homes at Lake Merritt for the past two and a half months, the police have been involved a couple of times. I've been able to observe policing. Today we had one of the residents to have a mental health crisis. We had five police officers that showed up, two crisis interventionists approaching the gentleman who was non-verbal, hearing impaired, not hearing impaired, just non-verbal. And over an hour, they were trying to work with him and they weren't accomplishing anything. And so they left and they called for another crisis individual manager to come. This was a black man and he came and knocked on the door and I don't know what he says, because I was too far away, but I could see him. And he started an exchange and you could see him being able to, even though the guy wasn't verbal to make progress.

And then in the end, the guy calmed down. And my whole point of saying this is this, none of the officers were black. None of the case workers were black. But in many cases, when you are dealing with issues in the community, when you see people that look like you, you have the capacity to feel some comfort or to have the ability to understand that they might be able to understand you and that's what happened today. Five police officers, all white and Latino, two white case workers. This black man comes on the scene and all of a sudden the whole situation changes. I don't know after seeing a whole lot of stuff over this past two, I don't know how micro's going to work. This capacity to deal with people who having mental health is serious.

Commission staff: Thank you for your comment Ms. Olugbala. Mr. Saleem Bey, 5802. Oh actually, I'm so sorry, Mr. Bey. I have to acknowledge your hand up, but you did speak in open in your [inaudible]. I'm sorry, go ahead. You did speak in the first open forum, sir.

Saleem Bey: I just wanted to say that it's where things that didn't come up on the agenda. And once we listened to them we found out that these things didn't come up. So I do believe that if you have, well you know what I won't argue withA you I know...

Commission staff: Can I pause and just check...

Saleem Bey: No, no, no. You know what? Have a good evening, please. Yeah, no, please have a good evening.

Commission staff: Thank you. Okay, Chair Jackson, it's back to you.

Chair Jackson: Okay very good, thank you. So we are at agenda setting and prioritization. Chair Milele, I think you have some ideas about that, but I'm not talking about me. Just some suggestions, then we will both take them down so that I can forward them to you in facilitation of the next planning for the next meeting.



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- Vice Chair Milele: Yes, thank you. I was hoping to bring some training to the commission on SB 16 and 1421. I'm not exactly sure when, but to bring that one up in a future meeting.
- Chair Jackson: Okay thank you, I've got that down. Did you have any other suggestions?
- Vice Chair Milele: Not at this time.
- Chair Jackson: Okay, no problem. Does any other commissioner have any suggestions for agenda items moving forward? I know it's late. We'll be working on some of the things that are holdovers from the last meeting, as well as I'm hoping to bring back a proposal for another commission retreat.
- Vice Chair Milele: Chair, I'm sorry to...
- Chair Jackson: Yeah, go ahead.
- Vice Chair Milele: I mentioned this earlier, but I should bring it up again. I would like to celebrate your chair-ship at the next week.
- Chair Jackson: Okay, well thank you. That's very kind. So given, oh, I see Commissioner Hsieh's hand up.
- Comm. Hsieh: Thank you. Could we ask the police chief for an update on how CHP resources are going to get utilized this weekend for the super bowl as well as perhaps if he has one, an update on something you mentioned before in the past that he might have a meeting about the Juvenile Miranda issue?
- Chair Jackson: Yes. Okay, thank you very much. I'd also like to see if we couldn't get an update on the parole and probation policy and its impact. I know that almost as soon as we passed it, they needed several months to be able to gather information and we went straight into the pandemic. So perhaps there may be some information there. And Ms. Olugbala's pretextual conversation around stops is an excellent subject as well. Commissioner Harbin- Forte?
- Comm. Harbin-Forte: Yes, thank you. Have we had a report from the chief recently regarding the homelessness policy or how they're dealing with it?
- Chair Jackson: No, we actually, well, the coalition set up an unhoused hearing for us prior to the pandemic. So no, we haven't had anything during the pandemic so we can have an update on unhoused people.
- Comm. Harbin-Forte: Alright, thank you.



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- Chair Jackson: Thank You, mm-hmm (affirmative). And one other thing from time to time, we have presentations either from city departments or from other organizations. I know that there's a youth leadership council. I think I'm not sure if they, they were supposed to be on in December, but I think they were more prepared for either late February or March. So I'm going to double check on that. Your hand is back up Commissioner Harbin-Forte.
- Comm. Harbin-Forte: No, it was. It should have been down, but I am going to raise it back up. Are we going to plan our retreat now that we have the new leadership in place? Will we get a report on a retreat date or something?
- Chair Jackson: I think what is coming up and obviously I will speak with Chair Milele and Vice Chair Peterson. I was having proposal developed in order to decide on a consultant. And once we decide on that consultant, then we can coordinate amongst us all on what date would be best at this point. I want to say last year we were looking at proposals in December for a February retreat. So if we're looking at proposals possibly at the end of February, we may be trying to consider something more April, May-ish, but that will be up to us and as well up to whomever we select and their availability, okay?
- Comm. Harbin-Forte: Thank you, and I'm lowering my hand this time.
- Chair Jackson: Okay, thank you. Commissioner Gage.
- Comm. Gage: Thank you, Chair. I've been tracking a trial that's going on in San Francisco right now, a police officer who's accused of using excessive force. And as one of the, I guess you could say collateral, one of the collateral elements of that trial has been a dispute between the district attorney in San Francisco and the police chief there about how misconduct investigations are to be conducted. It's resulted in the chief of police in San Francisco, essentially severing a memorandum that would allow the DA's office to be the independent investigator that's concerning because SF and Oakland have two particularly strong police commissions. And I'd like to ask the commission to vote on a resolution conveying support to the San Francisco commission for the idea of independent oversight. And I think it's important that when those ideas are threatened, particularly with one of our neighboring jurisdictions, that we lend our voice to the course of those who are saying that we need to be in support of continued independent oversight.
- Chair Jackson: Thank you very much, Commissioner Gage. I think that your point is well taken. Would you be able to work on a draft perhaps with another member of the commission? It certainly could be with me so that our council could take a look at it and we could bring it back perhaps as soon as the next meeting?



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- Comm. Gage: I propose I can put together language and forward that to the Chair and Vice Chair to work with council.
- Chair Jackson: Very good, thank you.
- Speaker 3: Sounds like a great idea, thank you, Chair.
- Chair Jackson: And what would we call that resolution support?
- Comm. Gage: Resolution in support of continued independent oversight.
- Chair Jackson: Okay. Just want to get it all together so that when I pass it off to Chair Milele she's got everything. Thank you very much. I see no more hands.
- Commission staff: Public comment?
- Chair Jackson: And go to public comment, yes. Thank you.
- Commission staff: We need to go there, thank you.
- Chair Jackson: Oh, and I see Commissioner Harris's hand up. So I presume that's for the public comment.
- Comm. Harris: Yes ma'am.
- Commission staff: Commissioner Harris if you wouldn't mind, I'm going to go to the public first and then I'll come back to you if that's okay. Just in the order as they appeared and they appeared with Mr. Bey first, Mr. Bey.
- Saleem Bey: Thank you, good evening, Saleem Bey. I would like the commission, well, first of all, no commissioner said anything about noticing the NSA after I've said it 50 times in this meeting. So I'll keep saying it. The community wants to know why the Ross independent investigation has not been sent to the NSA federal oversight body. Why hasn't anyone on the OPC Dias asked legal counsel, why this can't be done? Why hasn't anybody on the OPC asked why hasn't the systemic racism in the Ross report been sent to the NSA? What is so hard about doing this?
- This is about OPD accountability. The OPC voted unanimously to pay \$49,999 for an independent investigation. I believe the smallest amount paid by the OPC, but still it should be filed with the NSA court. Why keep it buried in the OPC if the NSA can legally see the report? The fake reasons, which is all the fake reasons for not sharing it with the city council, drafting the letter, noticing the NSA court via filing through the commission's legal representation, not a letter



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in the wind. Please agendize forwarding the Ross report for an investigation by the NSA.

OPD is filled for decades to investigate black and Muslim cases. There's no way that OPCs to keep allowing OPD to sit on my brothers' cases. My 51 year old brother was murdered February, 2004. My brother John was ambushed by multiple shooters. Evidence shows that OPD commanders and officers were given known shooters with known access to high powered military grade, illegal weapons, special treatment that allowed them to stay in the black community, shooting it up until they murdered multiple collateral victims all members of the black community, including Chauncey Bailey, whose never published story was exposing this. If there's evidence that OPD was artificially increasing the illegal weapons violence in the black community, this should be OPCs highest priority. You shouldn't be sitting on this and kumbaya-ing and talking about every other...

Commission staff: Thank you for your comment, Mr. Bey. Comment from phone number ending in one, seven, seven, nine. I've unmuted you my end.

Mary Vail: Yes, this is Mary Vail. And first of all, I'm glad to hear the suggestion from one of the commissioners about you all having training in SB 1421 and SB 16, the records transparency legislation, and that will equip you, I think, to have dialogues with the department and see exactly what's going on. Thank you, Commissioner Gage for raising the issue of what's unfolding in San Francisco. I attended the police commission meeting last night and also in advance. I got a wealth of information, including letters from two legal organizations suggesting, discussing the issues that that whole situation presents.

Last of all, I've had some discussions with Chair Jackson some time ago in terms of how our police department is complying with public records requests generally, and also SB 16 and 1421 and suggested that as part of the Chief's report, that he'd be asked to provide status reports on what they are doing with their public records act situation and particularly, the department was a subject of a class action from lots of different folks whose records requests had not been fulfilled. And the department and the city entered into basically a living settlement agreement that's going to go on for several years and includes reorganizing the records division in the department and coming up with a way to deal with the backlog of records requests and going forward, how to handle records requests. And so I would like to see March, April, you all to have the Chief report to you.

Commission staff: Thank you, Ms. Vail, sorry to have to cut you off. Unfortunately your two minutes are up. Commissioner Harris, when you are ready.



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Comm. Harris:

Thank you. So I am humbly coming to this commission to ask, I know you, Mr. Bey comes to these meetings every single time I have heard him for the last three and a half years come to every single police commission meeting and say the same exact thing, which piqued my interest on the Bey case. I became the liaison for the police commission for the Bey case and upon my termination of term, nobody wanted to pick it up from the police commission. So I come to this police commission humbly and ask that you just look into this case. There is something to it. I don't know what it was, but Mr. Bey is correct. The police commission did hire an investigator to just see if there was enough evidence to reopen the case. As of yet, we have not heard an answer from the police commission. We only ask for a yes or no.

So anything else is irrelevant, a yes or a no, and we have yet to get it. And so I challenge you, police commission, you work for the people you are for the people and you are about righteousness. And if that is the case, I challenge you to, someone on this commission, to take this on. Take this on, get the information and decide for yourself. That's all I'm asking. This man comes every two weeks to this police commission and nobody listens and it's hurtful. Second thing is we just got extra police officers that were supposedly dispatched to east Oakland. I have not felt their presence here. So I want to I would suggest or ask humbly, if this commission can bring a report back, what's going on with those extra officers, has it made an impact? What is it doing in east Oakland? I haven't heard anything about it. I'm really excited about hearing issues in Oakland. Thank you.

Commission staff:

Thank you, commissioner Harris. Ms. Olugbala, when you're ready.

Assata Olugbala:

Yes. One of the things I've been concerned about for a long time is what's happening to our young girls and some boys who are sex trafficking, particularly when I say young, 12 and under. And I just found out that a facility, a residential facility that was supposed to help them with intervention strategies has closed down, [Clear] House, in East Oakland. I don't know what's happening with the police department in terms of how the policy creates the interaction. When you're dealing with children under 12 involved in sex trafficking, how does that work? What is the policy? But we have very little established interventions, solid intervention practices related to this issue of minor children being involved in sex trafficking and I'm very disappointed that Clear House has closed down. I don't know what's happening to our young girls now. The other thing is a report out at some point on the joint partnership with the California Highway Patrol, what's been happening, how that has fared out.

And I was a little bit concerned. I, don't understand micro, but I did hear a presentation at the community police and advisory board concerning things like micro would not go inside of any homes. Micro would only be limited to certain



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types of calls and I didn't hear this before. So maybe a little bit higher clarity on what this micro is going to involve. Like I said before, observing some of the things and even, I thought maybe they could help me, but seeing some of the confrontational issues with people I've had to deal with over there at the tiny homes, I don't think micro can do the job.

Commission staff: Thank you for comment, Ms. Olugbala. Mr. Parker, when you're ready, sir.

Nino Parker: [inaudible] Parker, homeless black advocate, Lake Merritt. I want to thank Commissioner Dorado for asking you to listen. And when he was talking about the two intelligent people, that would be Mr. Bey and Mr. [inaudible] not me, but anyway, someone has listened. And I heard the commissioner ask about up the update on the policy, which seems to have gotten lost in the wind somewhere. And the reason I'm bringing that up is the former policy, the first time I was removed from an encampment under the bridge, back then they put up a three day notice and if you didn't move your stuff within the three days, you could not touch it again. The police would stand there and take your stuff and put it in a truck and take it away. If you hadn't moved it, you couldn't touch it.

So anyway, things have changed, but I think, I don't know if that clause has been rewritten since 1996 so that might still be the policy and with the new homeless policy incriminating 75% of black people in the homeless black population, which is ridiculous we need to stop that, the new homeless policy might allow them to reengage in some of those bad behaviors of the past, I don't know.

So let's find out the update, thank you very much for the commissioner, you're new and I'm sorry I will get to know who you all are at some point because I am the home advocate for legally fighting for homeless people. As you know, I zipped up my tent and I told the police, you're going to need a search warrant to open it. I stayed in the tennis court for a year and a half because we have a right as people to live in Oakland when we're being pushed into the streets. And after that, then you want to push us out of the city or out of the parks, criminalizing, homeless people. If it was 50% white and black, it wouldn't be a law against, but because it's 75 to 80% black people that's...

Commission staff: Thank you, Mr. Parker for your comment. Chair Jackson, Commissioner Gage has his hand up. You have no other hands from the public.

Chair Jackson: Commissioner Gage.

Comm. Gage: Thank you, chair. I had intended to make a request to respond briefly. However, I believe I'll need some additional time to prepare that response and I'll defer to a future meeting. Thank you.



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Chair Jackson: Sounds good. Thank you very much. So we have taken public comment and it's time to adjourn the meeting. It's 9:42. May I take a motion?

Commission staff: You don't need it.

Chair Jackson: I don't need it. So goodnight, everyone. It's been a lovely evening. Thank you for the commissioners that hung on with us until the end. It's only 9:42. I remember the days when we would close up at midnight. So thank you so much. Appreciate all you current commissioners. Just love the meeting. Thank you so much. And congratulations, Chair Milele and Vice Chair Peterson, looking forward to your leadership.

Assata Olugbala: Thank you.

Chair Jackson: [crosstalk] Thank you.

Commission staff: Goodnight, thank you.