



Strategic Planning Process

- In 2023 Citywide training manager Andrea Mariano facilitated planning sessions at several MCPD meetings to develop the plan with MCPD Commissioners and members of the public.
- Five goals were identified: 1) Policing and safety, 2) Environmental impacts and concerns, 3) Accessibility of city programs, services, facilities, and activities, 4) ADA accessible housing, and 5) Civil liberties.
- Commissioners were asked to select one or more of the goals to work on.
- Various actions were developed for each goal area.



Goal Areas



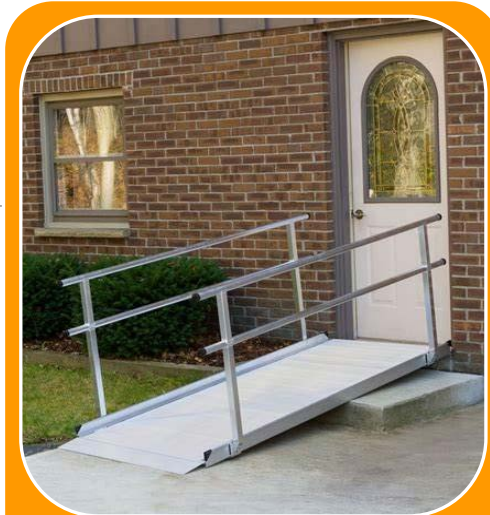
[Goal Area 1]
Policing and
Safety



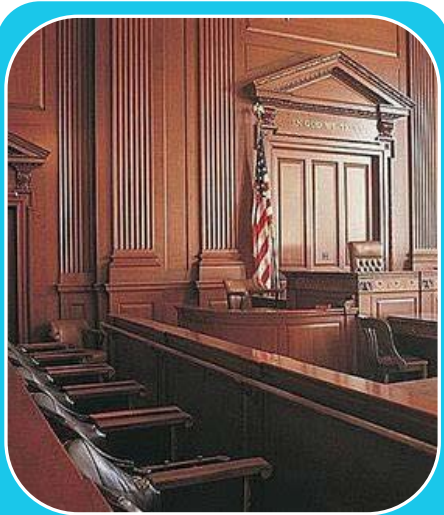
[Goal Area 2]
Environmental
Impacts &
Concerns



[Goal Area 3]
Accessibility of
City Programs



[Goal Area 4]
ADA Accessible
Housing



[Goal Area 5]
Civil Liberties

Goal Area 1: Policing and Safety

Commission lead: Benjamin Bartu, Linda St. Julian

Departmental/City Stakeholders: OPD, CPRA, DVP, OFD (MACRO, ESMD), OIG

Ensuring effective policing and safety for people with disabilities requires proactive measures, including specialized training for law enforcement, accessibility accommodations, and community engagement, to foster an inclusive and secure environment for all.



Goal Area 1.1

This is a deeply intersectional issue: race, poverty, environment, and persons with disabilities (PWDs). PWD inordinately find themselves victims of police violence because of their disabilities.

A 2016 report by Ruderman Family Foundation found that 50% of people killed by police nationally have a disability.

<https://rudermanfoundation.org/media-missing-the-story-half-of-all-recent-high-profile-police-related-killings-are-people-with-disabilities/>



Goal Area 1.1 Actions

- MCPD will continue to provide input and monitor OPD policies and procedures concerning persons with disabilities (PWD).
- MCPD will advocate for Domain 37 training during academy and the availability of Crisis Intervention Training (CIT) for officers.
- MCPD will request a proposal for an annual report regarding the policing of PWD's with regards to: Stop reports, call response, Crisis Intervention Training and Policy and Procedure Updates.

Goal Area 1.2

MCPD will advocate for improved safety services and emergency planning for both the disability community and the general population during times of emergencies and natural disasters.



Goal Area 1.2 Actions

- MCPD will request information from Emergency Services Management Division:
 - CORE Training, are they training with people with disabilities and AFN members? Who are they training? How frequent are the trainings?
 - Report back on planned drills and simulations for the city (EOC). What type of inclusive outreach is happening? How is information being communicated?
 - Possible ongoing staff meeting for PAFN Training? When should the report be completed and presented?

Goal 2: Environmental Impacts & Concerns

Commission Leads: Barry Robinson, Marjorie Lynne

Departmental/City Stakeholders: CAO, ESD, RAP, P&B, NLC, DOT, EMSD, HCD, OPL

Environmental impacts, such as natural disasters, inadequate infrastructure, and harmful infrastructure can disproportionately affect people with disabilities, exacerbating vulnerabilities and necessitating inclusive policies to ensure resilience and equitable access to resources and support.

Goal Area 2.1

Increasingly poor air quality and the need for clean air refuges is a specific concern and a permanent issue going forward. Accessible shelters and transportation to them are critical to community safety.



Goal 2.1 Actions

- Request information from City Administrator.
 - Is there a citywide policy that addresses this issue? How is this enforced?
- MCPD will request information from Public Works, Department of Transportation, and Emergency Management Services Division if these issues are part of their strategic plans or being considered.
- Emergency Management Services Division - Emergency Respite Center Training
 - Informational Report on who has completed the training.

Goal 3: Accessibility of City Programs/Services/Activities/Facilities

Commission Lead: Noah Smith, Anwar Baroudi

Departmental/City Stakeholders: Mayor's office, CAO, DOT, PWA, OFD, AC Transit, BART

The accessibility of city programs, services, activities, and facilities is paramount for fostering an inclusive community, necessitating comprehensive measures to eliminate barriers and ensure equitable participation for individuals of all abilities.



Goal Area 3.1

MCPD to provide input to the City regarding Oakland's ongoing development and implementation of its ADA Transition Plan.

Goal Area 3.1 Actions

- The commission will continue to recommend to the City Council, City staff, and the Mayor's Office the need to maintain and enhance the effectiveness of the ADA Programs Division by restoring and adding funding for services and programs.
- It is also critical that the ADA Programs Division have a more autonomous position within the city department hierarchy to better monitor the ADA Transition Plan progress and assist City Departments with recommendations to meet their individual compliance requirements. MCPD advocates that ADA Programs Division continue to be organized directly under the City Administrator.

Goal Area 3.2

MCPD to work with OakDOT, BART, AC Transit, and other stakeholders such as public works and the fire department to improve accessibility in public spaces and the right of way, and to reduce traffic violence.



Goal Area 3.2 Actions

To ensure accessibility to public spaces and the right of way, addressing barriers in public areas and the enforcement of these issues; providing input on the design and redesign of our streets, transit systems, and sidewalks

- MCPD will invite presentations and updates from various stakeholders in upcoming street and transit projects as an opportunity to provide focused feedback, including but not limited to:
 - OakDOT's redesign of 7th St.
 - OakDOT's redesign of MLK
 - OakDOT's redesign of lower Broadway
 - OakDOT's redesign of upper Telegraph
 - OakDOT's redesign of Grand Ave
 - AC Transit's Realign project
 - AC Transit's Telegraph Avenue Rapid Corridors Project
 - AC Transit's Transit Supportive Design Guidelines

Goal Area 3.2 Actions cont'd.

- MCPD will develop a series of questions that would ask if MCPD and the disability community has been consulted with on city projects and initiatives.
- MCPD will develop a survey / questionnaire to gauge issues or concerns in disability community. Will partner with local CBOs to come up the questions.
- MCPD proposes to create an inclusion tool that would work to help departments consider a PWD lens when making decisions about accessibility.

Goal 4: Ensure Affordable and ADA-Compliant Accessible Housing Stock

Commission Leads: Noah Smith, Fatimah Aure, Benjamin Bartu, Thomas Cloyd

Departmental / City Stakeholders or Partners: Planning and Building, HCD

Ensuring affordable and ADA-compliant accessible housing stock is essential to promoting housing equity, independence, and inclusivity for individuals with disabilities, fostering a society that values diverse living needs.



Goal Area 4.1

Advocate to ensure the accessibility and affordability of housing in Oakland.



Goal 4.1 Actions

- Renter's Rights: Ensure Oakland renters with disabilities have access to the same financial and/or civic benefits afforded to Oakland homeowners with disabilities.
 - MCPD will support an Oakland elevator ordinance (like the one in Berkeley) that is currently under review in the office of the City Attorney.
 - MCPD to make recommendation to have one universal application for affordable housing instead of filling out multiple applications. County has already done some work on this.

Goal 4.1 Actions continued

- Advocate for accessibility of rent controlled housing for PWD.
 - No rent controlled accessible housing. Renters with disabilities often excluded from rent controlled housing.
 - Get an update on the posture of the *Smith v. Oakland* lawsuit. Commission to consults with City Attorney for potential action moving forward on future settlements. MCPD would play an advisory role to the City Attorney office.

Goal 4.1 Actions continued

- Addressing the issue of disabled residents to keep them in their home (fund exist in HCD Access Improvement Program). Improve or add structural changes to homes (e.g. ramps, grab bars, etc.).
 - Advocate the program has enough funding and that the program is well publicized.
 - Accessibility and ease of access to the application process.
 - Request information on the current fund and advocate for increased funding.
 - Tenants have same rights as owners to use the Access Improvement Program.
- Work with staff on developing Universal Design guidelines & policies.

Goal Area 4.2

Addressing the Issues of Unhoused Persons with Disabilities



Goal 4.2 Actions

- Follow up with the General Plan about the need for affordable housing and need to address homelessness from multiple angles.
- Present the need for access improvement funding directly to renters to avoid accessibility issues that force seniors and persons with disabilities (who are a large proportion of renters) into homelessness.

Goal 5: Civil Liberties

Commissioner lead: Benjamin Bartu, Anwar Baroudi

Departmental/City Stakeholders: MACRO, Homeless Administrator

The civil rights of people with disabilities encompass the fundamental principles of equality, non-discrimination, and full societal inclusion. Advocating for equal opportunities, accessibility, and the removal of barriers is vital to protecting the civil liberties of people with disabilities.



Goal Area 5.1

Assessing CARE Courts' impact on the civil liberties of people with psychiatric disabilities.



Goal Area 5.1 Actions

- MCPD to monitor and get a presentation from San Francisco Care Court pilot program
 - Data / research
 - Report / Recommendations
 - County Wide Partnerships

Glossary

BART = Bay Area Rapid Transit

CAO = City Administrator's Office

CPRA = Community Police Review Agency

DOT = Department of Transportation

DVP = Department of Violence Prevention

ESD = Environmental Services Division

ESMD = Emergency Management Services Division

HCD = Department of Housing and Community Development

MACRO = Mobile Assistance Community Responders of Oakland

NLC = Neighborhood Law Corps

OFD = Oakland Fire Department

OIG = Office of the Inspector General

OPD = Oakland Police Department

OPL = Oakland Public Library

P&B = Planning and Building Department

PWA = Public Works Agency

RAP = Rent Adjustment Program