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City Administrator's Office  
Citizens' Police Review Board

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Strategic Plan meeting summary – 10/29/15 5:30 pm

Attendance – Howard Tevelson, Chris Brown, Anthony Finnell

**The following is the process we are using to create this Strategic Plan:**

Phase	Action
Where we are	Analyze Strengths, Weaknesses, Opportunities, Challenges (SWOC)*
	Identify Organizational Mandates*
	Clarify Organizational Values*
	Clarify Organizational Mission*
Where we want to be	Establish Effective Vision*
	Articulate Goals*
	Formulate Objectives*
How we are going to get there	Develop Strategies

We have completed Phases 1 and 2 of the process.

We now need to 'Develop Strategies' of the Citizens' Police Review Board. These strategies will answer the question of "How we are going to get there" as an organization and within what timeframe we achieve these goals.

During this meeting, we came up with the following:

Objectives support goals.

Objectives are measurable and time-specific.

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Objectives = Outcomes.

We need to develop objectives based on the goals of the CPRB, developed at the last meeting which are:

- Mediation –** Improve cohesion and communication between police and community by strengthening the mediation process.
- Hearings –** To ensure the most serious cases heard by the Board and the discipline upheld.
- Outreach –** Foster an authentic relationship between community and government.
- Policy –** To ensure Oakland Police Department’s policies remain relevant and appropriate for an evolving Oakland community.
- Internal Organization –** Through Board-driven leadership, combine best existing and newest cutting edge practices. **(Need to finish this thought.)**

We have not scheduled the next meeting at this time, but is expected to take place sometime during the last week of December, 2015, or the first week of January, 2016.

**Adjourned – 7:30 pm**