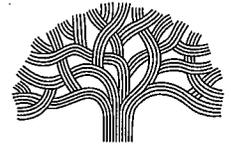


# ATTACHMENT 3

CITY OF OAKLAND



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City Administrator's Office  
Citizens' Police Review Board

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## **Outline of 2016 Chairman's Address to the Oakland Citizens' Police Review Board**

- Welcome and Thank You for work in 2015
- Outline of Purpose of Speech
  - Historical context
  - Summarize our Present State
  - Clarify Roles of CPRB administration and the Board
  - Set goals and expectations for this year
- **Historical Context**
  - Acceptance that "something is wrong"
  - Parallel efforts across the nation
  - Perfect timing to lead changes in civilian oversight of police
- **Overview of Present Condition of Board**
  - New Members
    - Loss of skills as a result of turnover
    - Enthusiasm, vision and strong focus of new members
    - Changes in committee leadership
  - Pressure and critique from community and board members
    - Racial Profiling
    - Delivering justice to our constituents
  - Outreach involvement
    - Refer to committee chairman

- Want to increase dimensions of Outreach
  - Frustration over outcomes
    - Address this with improvements to
      - Deliberations
      - Hearings
- **Review of Role of CPRB**
  - Contrast CPRB as department and as the Board
    - Role of department
      - Values and mission of department
        - Long term, persistent
        - Create and operate infrastructure
          - Incremental improvement of system
            - Accessibility
            - Welcoming experience
            - Integration with community
        - Administrative deliverables
          - Investigations
          - Mediations
    - Role of Board
      - Values and mission of Board
        - Situational, focused
        - Execute a role within larger system
        - Use imprimatur of position to evangelize
      - What to do as a Board member?
        - Fair and impartial trier of fact and applier of law
        - Activist Roles Available
          - Outreach
            - What we do now
            - What more we can do
          - Law and Transparency Publications
  - Shared Roles

- Education and Evangelism
- Creating links, trust and connections
- Delivering social justice
  - Compare with delivering procedural outcome
- **Goals for 2016**
  - Improved skills
    - Deliberation
      - Focused familiarity with subject matter as opposed to general training
    - Interviewing
      - Initiative lead by Vice Chair for improving technical skills and in-the-moment judgment
  - Emphasis on “Looking Outward”
    - Increased involvement in Outreach
    - Creating connections within the community
    - Setting community expectations
    - Providing tools for community members
    - Link with other groups and initiatives