



Community Policing Advisory Board

Meeting Agenda

October 5, 2016

1 Frank Ogawa Plaza, Oakland City Hall
City Council Chambers, 3rd floor Oakland City Hall

Committee Membership: Chairperson Jay Ashford (M), Cathy Leonard (Dist. 1) John Garvey (Dist. 2), Akiba Bradford (Dist.3), Ravinder Singh (Dist. 4), Sal Gomez (District 5), Colleen Brown (Dist. 6), Jack Bryson (Dist.7), Emily Rogers-Pharr (At Large), Angela Haller (NW), Nancy Sidebotham (NW), Don Link (M), Sheryl Walton (M), and Renia Webb (OHA).

Vacancies: OUSD.

Staff: Joe DeVries

Appointee Notes: Dist. = District; M = Mayoral; NW = Neighborhood Watch; OHA = Oakland Housing Authority; OUSD = Oakland Unified School District

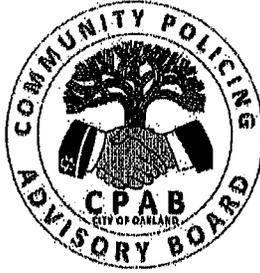
CPAB Website/Newsletter: <http://oaklandcommunitypolicing.org>

 **Twitter Handle:** @oaklandcpab

Each person wishing to speak on items must fill out a speaker's card. Persons addressing the Community Policing Advisory Board shall state their names and the organization they are representing, if any.

1. **Open Forum** – 6:00-6:15
2. **Membership Updates** – 6:15-6:20
3. **Approval of July Minutes** – 6:20-6:25
4. **Review/Discussion of Proposed NCPC Survey Approach** – 6:25-7:25
 - a. State of Community Policing Survey (Annual)
 - i. Based on CP Definition from May CPAB presentation to PS Cmte.
 1. Assess effectiveness of partnerships, problem solving, organizational support
 - ii. How many NCPCs to be surveyed?
 1. Minimum 3 NCPCs from each of the 5 areas?
 2. Include input from citizens, NSCs, CROs
 3. Anonymous feedback (from citizens)
 4. Paper-based survey during meeting, with back-end data entry by CPAB members
 - iii. NCPC Resource Committee to draft questions?
 - b. NCPC Needs Survey (Annual? One time?)
 - i. Program and Services Committee to draft questions?
5. **Committee Updates 7:25-7:40**
 - a. Outcome: Committees to provide brief updates to the CPAB on recent progress, upcoming plans/goals
 - b. Fundraising Committee – 5 mins
 - c. NCPC Resource Committee – 5 mins
 - d. Program and Services Committee – 5 mins
6. **Staff Report** – 7:40-7:50
7. **Agenda Building** – 7:50-7:55

Next Meeting: November 2nd, Eastmont Substation



**Community Policing Advisory Board
Meeting Minutes
July 6th, 2016**

Oakland Police Department, Eastmont Substation
2651 73rd Avenue, Oakland CA 94601

Committee Membership: Chairperson Jay Ashford (M), Cathy Leonard (Dist. 1) John Garvey (Dist. 2), Ravinder Singh (Dist. 4), Sal Gomez (District 5), Colleen Brown (Dist. 6), Emily Rogers-Pharr (At Large), Angela Haller (NW), Nancy Sidebotham (NW), Don Link (M), Sheryl Walton (M), and Renia Webb (OHA).

Vacancies: District 3, District 7, and OUSD.

Staff: Joe DeVries

Appointee Notes: Dist. = District; M = Mayoral; NW = Neighborhood Watch; OHA = Oakland Housing Authority; OUSD = Oakland Unified School District

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1. Open Forum

Mary Vale from beat 16y spoke about her concerns regarding a reported predator in her area, she said she had difficulty contacting her CRO about the situation. She also stated her support for more civilian oversight of the department.

Assata Olugbala spoke about Dr. Eberhardt's presentation at Castlemont High School where she reviewed her findings about OPD stop data. She would like the CPAB to receive a presentation and thoroughly discuss the findings. Also she noted that the original Police Commission proposal included language altering the CPAB but the current one does not alter it, and last she spoke about her desire to see the CPAB more thoroughly provide oversight to NSCs and CROs since they are part of the Community Policing Structure.

2. Minutes: Approval of June 2016 minutes

The June minutes were approved with 4 abstentions (members who were not at the June meeting).

3. Membership Updates

Joe DeVries noted that the District 3 seat was being scheduled to be appointed to the CPAB at the July 19th City Council Meeting which would leave only two vacancies on the Board: D7 and OUSD.

4. Discussion with A.C. Downing

Acting Assistant Chief David Downing addressed the Board by first providing an overview of how the leadership team at the Department is currently structured: He will serve in the capacity of the acting Assistant Chief and oversee the day-to-day operations of the 1150 staff members of the department and report directly to the City Administrator. Captain Darren Allison will serve as the acting Deputy Chief overseeing Bureau of Field Operations 1, Deputy Chief Cunningham (who participated in the presentation) will continue to oversee Bureau of Field Operations 2. Captain Randy Wingate will serve as the Area 2 Commander (Captain Allison's former role). He expects this structure to be in place until a new Chief is selected and estimates that will occur in six months.

Next he stated his four priorities while serving in this role:

- i. Continue the department's mission to reduce crime, noting that Oakland has seen major decrease that he wants to keep going.
- ii. Thoroughly investigate the incidents that have caused the department such embarrassment and upheaval. He noted that officer snow need to "re-earn" their badge everyday due to the recent scandals and that the department needs to be thorough in its holding of individuals accountable.
- iii. Begin to implement the 50 recommendations in Dr. Eberhardt's Stanford Report on OPD's Stop Data: He noted that a working group was created and will continue to meet.
- iv. Work with the City Auditor to review the department's training procedures to see where changes can be made to prevent incidents in the future similar to what the department is currently experiencing

Member Gomez noted how embarrassing the current situation is and Member Haller commented that one effective way to turn the tide is to continue to highlight positive things the department is engaged in to balance the narrative.

Member Singh asked about what impact the current situation will have on the Federal oversight of the department and on the department's training practices. AC Downing noted that until the investigation and discipline are complete, the City won't know the impact it has on that oversight. Regardless, the Auditor review of the training program is moving forward and should provide helpful insight.

Member Leonard pointed out that for the community to develop trust in the department they need to see arrests made of those who broke the law. She noted that just seeing resignations would not be enough and that how the department handles the discipline will be a defining moment and an opportunity to be forthright. AC Downing acknowledged this and pointed out that the investigation is casting a wide net and those involved could face serious consequences including criminal charges and the potential of losing their pension, depending on the severity of the misconduct.

Member Rogers-Pharr raised the issue of the Stanford Report and asked about racism in the department and the impact on the community in terms of the stop data. Member Walton noted that the report doesn't just show a disparity in stops but a difference in the language officers used when stopping people of different races such as asking African Americans if they are on parole or probation while not asking that when stopping Caucasians.

Deputy Chief Cunningham responded that the report really helps the department take a deep look at its institutional practices. It supports the department's push for all officers to go through Procedural Justice Training. He also pointed out that it provides support for the Cease Fire strategy which targets individuals instead of neighborhoods and has been cited in the big reduction in violent crime.

AC Downing also pointed out that the department needs to continue to attract and recruit candidates that reflect the diversity of the neighborhoods and that they are moving to a point where the demographics of the department reflect the demographics of the City although there is still much work to be done.

Member Webb inquired about the morale in the department right now considering all that has happened. Both DC Cunningham and AC Downing commented that they have an open door policy to see that line staff have access to leadership, Deputy Chiefs are attending all the line-ups, and they are promoting dialogue among the officers about these issues so there is an environment of support. AC Downing also noted he is emphasizing the core mission of the

department and getting back to some basics such as having officers wear the more traditional uniforms including hats instead of the more relaxed fatigues, requiring men to shave regularly, and generally showing pride and purpose. He believes this helps keep everyone focused.

5. CPAB Committee Updates

Fund Development Committee:

Member Link provided a copy of the packet that Neighborhood Services prepared regarding NCPC expenditures (attached) and discussed allowable expenses for NCPCs.

a. NCPC Resource Committee:

Member Brown provided some clarification about her June report (since she was unable to attend the meeting)

b. Programs and Services Committee:

Member Walton provided the committee report (attached)

6. Applicable Updates Regarding NCPC Funds Process:

This was addressed during the Fundraising Committee Report.

7. Staff Report

There was nothing additional to report.

8. Agenda Building

The August Meeting was cancelled to allow for members to focus on national Night Out.

Next Meeting: September 7th, Eastmont Police Station.

**Community Policing Advisory Committee
Program Services Committee Report**

Date: 7/2/2016

Attendance: Sheryl, Emily, and Ravinder By Email: John

As stated in the CPAB by-laws, "the Program and Services Committee shall be primarily responsible for recommending program activities, including outreach and training, media relations and providing services to the NCPCs".

We are recommending that we amend the by-laws to include "communications and marketing" in the above statement. The following are the draft recommendations we discussed for your review.

a. Communications and Marketing

- i. Conduct a needs survey for NCPCs using Survey Monkey*
- ii. CPAB Members' Outreach
 1. Create an event calendar for NCPC listserve & CPAB--Google Docs
 2. Stock tri-folds, provide details for twitter logins/newsletter
- iii. Media Relations
 1. Social media
- iv. CPAB branding, logo
 1. Promote using our brochure, website
- v. Centralize notes for annual reports, Council and NCPCs - Google Doc

b. Training and Education

- i. Develop one speakers series per year (preferably in the fall)
 1. Inspire NCPC interest using Topic of the Day - such as:
 - a. Neighbors for Racial Justice
 - b. OPD current issues
 - c. Other
- ii. NCPC Trainings
 1. Emergency Prep--C.E.R.T.S.
 2. Outreach strategies
- iii. NSC Trainings
 1. Serving the community

c. Programs and Activities

- i. Developed from survey*
- ii. Policy platform

We are aware that our outline is far more than we can accomplish this year, but it's a brainstorm to help hold our ideas.

Community Policing Advisory Board Fund Development Committee

Report on NCPC Funds Process

1. The process is summed up in in Neighborhood Services Supervisor Jacque Long's letter to NCPC leaders dated June 13, 2016

Since not all Board members may have seen this letter, I can go over its contents and highlights if that is desired.

2. The key to understanding the process is to look at the Chart of Allowable and Unallowable Expenses

3. The next key is the types of payment methods allowable

a. The simplest is the Neighborhood Services **Charge Card** which pays for smaller purchases

1. There is a 14 day lead time for purchases with the Charge Card

2. It requires a TF 3160 form submittal with a list of Charge Card purchases proposed

3. The Neighborhood Services Coordinator acquires one of the 2 Purchase Cards and coordinates the purchase from a city-authorized vendor

b. The other is **Direct Payment by Invoice** which pays for larger purchases and requires submission of an invoice and a TF 3160 form for pre-approval

1. Once again, the vendor must be city-authorized and registered with the city

2. Payment by check is sent directly to the vendor

c. **There are no reimbursements to NCPCs or individuals for out-of-pocket payments**

4. One thing to note is the lead time needed for both the Charge Card and Direct Payment to vendors, and for them to be registered with the city as approved vendors.

5. NCPCs are required to keep records of NCPC expenses that are open to the public, the CPAB, and to any city agency that requests them. These records are to be maintained for 3 years or the life of the equipment or supplies purchased. All items purchased remain city property and cannot revert to private ownership

6. Neighborhood Services July 1, 2016 report on the NCPC Funds Process:

a. After the adoption of the NCPC Funds regulations, only 5 NCPC were found to have unallowable expenses listed on their proposed spending plan

b. Beat 11 was one of them. A review of its plan will demonstrate how the Funds Process functions on the ground

CITY OF OAKLAND



POLICE ADMINISTRATION BUILDING • 455 - 7TH STREET • OAKLAND, CALIFORNIA 94607-3985

Police Department

Telephone Device for the Deaf (510) 777-3333
Patrol Desk (510) 238-3455
Fax (510) 238-2251

June 13, 2016,

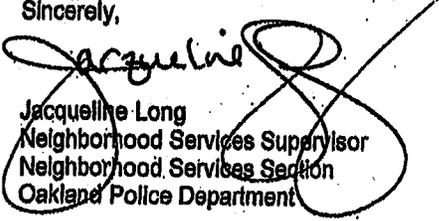
Dear Neighborhood Council Chairs,

The Neighborhood Council/NCPC Funds policy was finalized and approved by the City of Oakland Controller's Office, Treasury Division, and Police Department Fiscal Services Division. Please note the approval was based on the submitted spending plans. There is a list of allowable and unallowable expenses, which were based on current City policies. Attached, you'll find the Neighborhood Council/NCPC funds policy and tracking form. Please carefully read the policy. There are changes that include:

- **Direct payment by invoice**
This process allows direct payment to a pre-approved vendor by the City of Oakland. Please check with your Neighborhood Services Coordinator to determine if a vendor you select is an approved City of Oakland vendor. Vendors are welcome to register with the City of Oakland at <http://www2.oaklandnet.com/Government/o/CityAdministration/d/CP/s/RegisterthroughISuppliersasVendororContractor/index.htm>. Please reference the policy on the attached page for services approved for direct pay by invoice.
- **Payment by Neighborhood Services purchase card**
This process allows payment for specific services and items by the Neighborhood Services purchasing card. Neighborhood Services was assigned two (2) purchasing cards by the Treasury Division: Neighborhood Council Chairs must make an appointment with their assigned Neighborhood Services Coordinator to reserve the purchasing card for use fourteen (14) days in advance. Please reference the policy on the attached page for services approved for payment by Neighborhood Services purchase card.
- **No out of pocket expenses allowed and/or reimbursements.**

Remember, all expenditures must be Neighborhood Council/NCPC related and have documentation i.e. flyer, meeting agenda attached to the payment request. Your assigned Neighborhood Services Coordinator will submit the required documentation with the payment request form (TF-3180). Thank you for your patience while this policy was updated, reviewed, and approved by the Controller's Office, Treasury Division, and Police Department Fiscal Services Division. Please contact me if you have any questions regarding the process, unallowable expenses on your spending plan, or modifying your spending plan by email at jlong@oaklandnet.com.

Sincerely,


Jacqueline Long
Neighborhood Services Supervisor
Neighborhood Services Section
Oakland Police Department

Neighborhood Council/NCPC Funds Policy FY 2015-2017

The funds policy is finalized and established to streamline the process for allowable Neighborhood Council/NCPC expenses. Each Neighborhood Council/NCPC is budgeted \$700 for Neighborhood Council/NCPC related expenses. Combined Neighborhood Council/NCPCs covering two to three community policing beats are allowed \$700.00 per beat. Beats without an operational Neighborhood Council/NCPC may request funds for outreach and organizational efforts that are connected with forming a Neighborhood Council/NCPC.

Neighborhood Councils/NCPCs must submit their expenditures on form TF-3160 (NCPC Payment Request). Neighborhood Councils/NCPCs were required to submit a spending plan for each fiscal year. City of Oakland staff identified allowable and unallowable expenditures based on the spending plans to ensure funds are spent according to city policies and procedures. Below outlines allowable and unallowable expenses:

Allowable expenses	Unallowable expenses
Food & beverages	Alcoholic beverages
Design & printing fees	Bank fees
Postage	Telephone/cell phone service
Office supplies	P.O. Box fees
Rental fees	Parking fees
Beautification supplies (trash bags, gloves, etc)	Trees
Promotional materials	Donation of money or goods to individuals and/or groups
Training supplies	Surveillance cameras
Equipment/party rentals	Out of pocket expenses
Websites (City must pay the site directly)	
DJ's	
Translation services	
Voting service fees	

Payment Method by Expense Category

All funding requests must be in compliance with any procedures set up by the Neighborhood Councils/NCPC or dictated by individual Neighborhood Council/NCPC by-laws. All expenditures must also be in compliance with City of Oakland policies along with guidelines in this document. If you have any questions, you may submit a written request to your Neighborhood Services Coordinator (NSC) to be forwarded to City staff for further review.

Direct Pay by Invoice Procedure

This method allows Neighborhood Councils/NCPCs to request the city to pay the vendor directly for a purchase made by the Neighborhood Council/NCPC. Invoiced services must be pre-approved by the City before starting work with the selected vendor. Provide the name of the vendor and desired item or service to your Neighborhood Services Coordinator. They will submit the request to City staff for approval. Vendors must be registered with the City of Oakland in order for Treasury/Fiscal Services to process payment to the vendor. Upon approval, the Neighborhood Council/NCPC representative must submit an invoice; complete a TF 3160 form with a description of the desired goods or services to their Neighborhood Services Coordinator. Services submitted for direct payment include DJs, translation services, voting

service fees, equipment and/or party rentals, rental fees for meeting or event space, all in one design/printing/postage fees, flyer delivery, and promotional materials. (see chart below)

Purchase Card Method

This method may only be used to pay for approved expenses including food, beverages, mail, postage, office supplies, beautification supplies and websites. Neighborhood Council/NCPC representatives should make advance arrangements, minimum 14 days, with their Neighborhood Services Coordinator to purchase items at an authorized vendor. Neighborhood Services Coordinators (NSCs) do not have direct access to purchasing cards. They are required to submit a request to utilize the purchasing cards assigned to Neighborhood Services. Neighborhood Council representatives must complete a TF 3160 form and submit it for approval with the original receipt(s). (see chart below)

Special Type of Expenses

Rentals: Include an invoice specifying the dollar amount charged per meeting and the maximum dollar amount for the fiscal year. The invoice must also include a statement that prepayment is required.

Beautification supplies: Items such as tools, gloves, and garbage bags are approved expenses. Trees are no longer an allowable expense. Landscaping items require additional approval submit your written request to your Neighborhood Services Coordinator. It will be forwarded to OPD Fiscal Services and the City of Oakland Controller's Office for further review.

Direct Pay (Invoice)	Purchase Card
DJs	Food & Beverages
Translation services	Mail/Postage (USPS)
Voting Service Fees	Office Supplies
Equipment/Party Rentals	Beautification Supplies
Rental Fees	Websites
All in one Design & Printing & Postage Fees	
Flyer Delivery	
Promotional Materials	

Based on Neighborhood Council/NCPC spending plans.

Accounting Responsibilities

An individual or committee within each Neighborhood Council/NCPC **must** take responsibility for maintaining records of all Neighborhood Council/NCPC related expenses. This can be the elected Treasurer, or in the absence of a Treasurer, the designated financial representative. These records must be open and available to members of the public, the CPAB and other city agencies for review upon request. Neighborhood Councils/NCPCs are required to maintain records of the expenditures and related documentation for three (3) years or for the life of any supplies or equipment acquired with city funds. Neighborhood Services Coordinators are also

required to keep a copy of all requests for payment, and copies of receipts. A record of all equipment purchased on behalf of the Neighborhood Council/NCPC must be kept, including model and serial numbers, both by the Treasurer or other designated financial representative and by the NSC with a copy being forwarded to the Neighborhood Services Section. All equipment is the property of the Neighborhood Council/NCPC and the City of Oakland and cannot revert to private ownership.

Step by Step Procedure for Using Form TF3160.

This form (Form TF3160) is available from your Neighborhood Service Coordinators. The form is self-explanatory, please fill in each box, including:

1. Neighborhood Council/NCPC name and community policing beat number.
2. Name and address of the Treasurer of the Neighborhood Council/NCPC or appointed/elected representative.
3. Name of vendor if submitting an invoice.
4. A clear description of items/services purchased and planned use. In case of an audit, the description should make it clear what the items/services will be used for i.e. listing "stamps" is not enough: "stamps for meeting notification" provides a better description. An auditor or investigator might wonder what or how the stamps were used and need to see an example of the meeting notification. The clear message here should be that all Neighborhood Council/NCPC leaders and NSCs should assume that the funds requests will be audited to confirm legitimate use for community policing and the appropriate expenditure of public funds. Neighborhood Council/NCPC funding is public money and its use must be beyond suspicion and adhere to city policies.
5. The signature of the Neighborhood Council/NCPC treasurer or designated representative, and the signature of the NSC must be on the form when it is turned into Neighborhood Services. The BFO Neighborhood Services Supervisor will sign the form and forward it onward for payment approval and processing.
6. **Original receipts and/or invoices must be submitted with the TF-3160.** The Treasurer or other designated financial representative and the NSC must save copies of all TF-3160s submitted and invoices. If the receipt contains reimbursable and non-reimbursable items, please identify the reimbursable items. As a courtesy to OPD Fiscal Services, number multiple line items on TF3160 and also number the receipts accordingly. It is beneficial to tape receipts to an 8.5 X 11" sheet of paper. The originals have to be photocopied and then accompany the TF-3160 form in order to be processed by OPD Fiscal Services and the City of Oakland Treasury Division.

NEIGHBORHOOD CRIME PREVENTION COUNCIL (NCPC)
Purchase Order Request (TF 3160 rev. 10/2007)
Oakland Police Department



Division Patrol Service	Area	Beat	NCPC Name	Request Date
<input type="checkbox"/> Mail Check to <input type="checkbox"/> Call for pick up		Contact Person	Address	Room No. Contact No.
Name on Check				
Vendor Name on Receipt				
Address			Date Received in B & A Division	
City/State/Zip			Responsible Acct. Personnel Ext.	
Vendor Contact Person Name		Telephone Number	Number of Receipts Attached	

FUND	Org	Account	Program	Description of Service/Products Purchased	Amount
1010	105320	53711	PS11		
Total Requested					

Authorized Signatures

NCPC Representative	Date	Neighborhood Services Coordinator	Date
Print Name		Print Name	
NSM Approval	Date Approved	CPAB Approval	

CITY OF OAKLAND

Memorandum

TO: Community Policing Advisory Board Fund Development Committee
ATTN: Chairperson Don Link
FROM: Neighborhood Services Supervisor Jacqueline Long
DATE: 1 Jul 16

RE: Neighborhood Council/NCPC Funds

The purpose of this memo is to provide the current status of the Neighborhood Council/NCPC funds.

Neighborhood Council/NCPC funds policy

The funds policy was finalized and distributed to Neighborhood Council/NCPC Chairs. The guidelines outlined allowable and unallowable expenses based on the submitted spending plans. The letter also outlined the process and payment methods, invoice or purchase card, for allowable expenses.

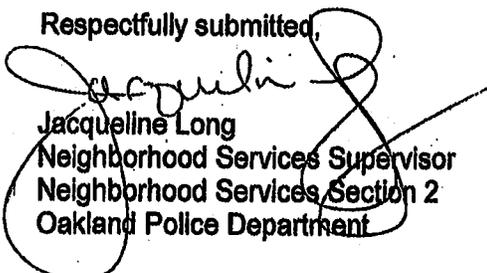
Neighborhood Council/NCPC spending plans

There were only five (5) out of forty four (44) Neighborhood Councils/NCPCs spending plans impacted by unallowable expenses. The five (5) leaders were contacted by their Neighborhood Services Coordinator or Neighborhood Services Supervisor Jacqueline Long to modify their spending plans.

Neighborhood Councils/NCPCs have already started using their funds.

Thank you for your support and patience.

Respectfully submitted,


Jacqueline Long
Neighborhood Services Supervisor
Neighborhood Services Section 2
Oakland Police Department

KEY - INV - Direct pay invoice
 PC - purchase card
 NA - unallowable expense

FY 2015-16

Neighborhood Council Proposed Spending Plan

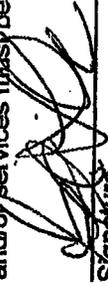
List your proposed expenditures, provide a brief description, and include the fiscal year.

Description of item or service	Description of event or meeting	Amount	Fiscal Year
Flyer printing	Annual Meeting	460 ⁰⁰	FY1 July 1, 2015 to June 30, 2016 FY2: July 1, 2016 to June 30, 2017
Flyer delivery	" "	60 ⁰⁰	FY1
Telephone line	SNCPC Hotline	120 ⁰⁰	FY1
Bank Fees	SNCPC Checking Acct	36 ⁰⁰	FY1
Meeting space rental	Annual Meeting	50 ⁰⁰	FY1
Meeting supplies	Annual Meeting & Monthly	60 ⁰⁰	FY1
Graffiti remover & paint supplies	Graffiti abatement & Earth Day	60 ⁰⁰	FY1 → "Beautification Supplies"
TOTAL		846 ⁰⁰	

By signing below, I acknowledge this is a proposed spending plan. I understand the City will provide specific guidelines and procedures to expend the allocated funds. I also understand items and/or services must be allowable expenses per City policies.

Don Link

Print name



Signature

Shetluck NCPC

Neighborhood Council name

11X

Beat number

2-1-16

Date



Community Policing Advisory Board
Discussion on the Chief of Police Recruitment
September 7, 2016

Oakland Police Department, Eastmont Substation
2651 73rd Avenue, Oakland CA 94601

Discussion Notes/Summary

What are the qualities of an ideal Police Chief candidate for the City Oakland?

- The Chief should know Oakland's history and be empathetic to its neighborhoods and what their needs are
- The Chief should be from Oakland and/or be a part of the Oakland Community as a community member, not just a Chief
- The Chief needs to be able to stand up to the influence of the police union and the elected officials
- The Chief needs to be prepared to work with a Police Commission if Measure LL passes
- The Chief needs to be able to bridge the gap between "Old Oakland" and "New Oakland" and be able to address their needs equitably.
- The Chief needs to understand the impact that policing has on a community, especially on generations of Oaklanders
- The Chief needs to build trust in every community by displaying high moral and ethical standards
- The Chief needs to create a "Tone from the Top" that embraces trust and the highest ethical behavior and maintains that as the culture all the way down through the department.
- The Chief needs to be a master relationship builder
- The Chief needs to be open minded and embrace new ideas
- Want a Chief who will come to the funerals of young people who are lost to violence to show they are part of the community

Describe the relationship between the Police Department and your community?

- Broken due to the recent scandals

- Lacking accountability, especially with the City spending \$30 million on oversight over the past 13 years due to misconduct
- Positive in regard to community policing and the relationships the officers build with the Neighborhood Crime Prevention Councils but the City needs to expand that model
- The relationship is varied based on the diverse and changing neighborhoods of Oakland; some neighborhoods fear police while others want to see more of them

What do you think the Oakland Police Department is doing that is working?

- Cease Fire and the efforts at reducing violent crime, need to continue to make violent crime the highest priority
- OPD often does a good job addressing crime but a lot gets lost in the District Attorney's Office so people aren't held accountable

What are specific things you'd like to see change in the way the police interact with the community?

- The Department must change the culture to address bias and to see that officers are dedicated to the community, not each other
- The police cannot fix everything, they need to work with other agencies that can help, both within the other City Departments and outside agencies
- Change the interaction with the community; currently they respond to people differently if they are Black or White—with the Black Community it is an Us versus Them mentality that needs to end
- The Chief must focus on getting the department out from under Federal Court Oversight
- The department needs to have a strong belief in Diversion/Restorative Justice as opposed to incarceration
- The department needs to focus more attention on quality of life issues that have gotten worse such as illegal dumping and blight

What role would you like to have in making Oakland a safer place to live?

- Residents should go through the Citizens Police Academy to understand how policing works and strengthen the relationship they have with officers
- Participation in the Community Policing Program, Neighborhood watch
- Educate each other about how to report crime, problem solve; cannot just rely on OPD to do it