

SAFETY AND SERVICES OVERSIGHT COMMISSION REGULAR MEETING

SSOC created by the Public Safety and Services Violence Prevention Act of 2014

Monday, July 24, 2017

6:30-9:00 p.m.

Hearing Room 1

1 Frank H. Ogawa Plaza Oakland, California 94612

Oversight Commission Members: Chairperson: *Letitia Henderson Watts (At-Large)*, Vice-Chair: *Jody Nunez (D-1)*, *Vacant (D-2)*, *Rev. Curtis Flemming, Sr. (D-3)*, *Natasha Middleton (D-4)*, *Rebecca Alvarado (D-5)*, *Vacant (D-6)*, *Kevin McPherson (D-7)*, and *Troy Williams (Mayor)*.

PUBLIC COMMENT: The Oversight Commission welcomes you to its meetings and your interest is appreciated.

- ✓ If you wish to speak before the Oversight Commission, please fill out a speaker card and hand it to the Oversight Commission Staff.
- ✓ If you wish to speak on a matter not on the agenda, please sign up for Open Forum and wait for your name to be called.
- ✓ If you wish to speak on a matter on the agenda, please approach the Commission when called, give your name, and your comments.

Please be brief and limit your comments to the specific subject under discussion. Only matters within the Oversight Commission's jurisdictions may be addressed. Time limitations shall be at the discretion of the Chair.

ITEM	TIME	TYPE	ATTACHMENTS
1. Call to Order	6:30pm	AD	
2. Roll Call	2 Minutes	AD	
3. Agenda Approval	3 Minutes	AD	
4. Open Forum	10 Minutes	AD	
5. Approval of Minutes from June 26, 2017	5 Minutes	A	Attachment 1
6. Oakland Unite Grantee Presentation: Youth Employment Grantees	15 Minutes	I	
7. Oakland Unite Grantee Presentation: Technical Assistance and Training Grantees	10 Minutes	I	Attachment 2
8. Mayor's Public Safety Director Quarterly Report (Oral Presentation this quarter)	10 Minutes	I	
9. Ceasefire Quarterly Report	20 Minutes	A	Attachment 3
10. SSOC Budget Ad Hoc Committee Report	10 Minutes	I	Attachment 4
11. Coordinator's Announcements a) Update on upcoming offsite meetings b) Department of Violence Prevention Update	5 Minutes	AD	
12. Retreat follow ups	10 Minutes	I	Attachment 5
13. Schedule Planning and Pending Agenda Items	10 Minutes	A*	
14. Adjournment	1 Minute		

A = Action Item

I = Informational Item

AD = Administrative Item

A* = Action, if Needed

PUBLIC SAFETY AND SERVICES OVERSIGHT COMMISSION MEETING MINUTES

Monday, June 26, 2017

Hearing Room 1

ITEM 1: CALL TO ORDER

The meeting was called to order by Chair Henderson Watts at 6:33pm.
Quorum was present

ITEM 2: ROLL CALL

Present: Chairperson Letitia Henderson Watts
Vice-Chairperson Jody Nunez
Commissioner Rev. Curtis Flemming
Commissioner Natasha Middleton
Commissioner Troy Williams

Excused: Commissioner June Williams
Commissioner Kevin McPherson
Commissioner Rebecca Alvarado

ITEM 3: AGENDA APPROVAL

Chair Henderson Watts rearranged the agenda order as follows:
OPD Quarterly Report, Approval of May's Minutes, Open Forum, Coordinator's
Announcements, Schedule Planning of Agenda Items and Adjournment.

Vice-Chair Nunez moved and Commissioner Flemming seconded the motion to
reorganize the agenda order. All present approved.

ITEM 6: OPD QUARTERLY REPORT – Donneshia Nell Taylor and Deputy Chief Darren Allison

Ms. Taylor explained the financial report within the packet.

SSOC Discussion:

1. About the contracts, does staff have something to break out the \$94k contract amounts?
 - a. Ms. Taylor: implementation of Ceasefire, California Partnership for Safe Communities, and CalGrip are the items it is used for. Staff does not have the actual financial breakout on hand.
2. For the rental vehicles, is it safe to assume there are 15 per month? Can staff please provide that in the narrative going forward about why the vehicles are rented instead of City-owned?
 - a. Deputy Chief Allison: some detail was provided in the current report. The vehicles are used for follow up investigations in the field, surveillance, etc. which is why the vehicles are used in a rotating way and not City-owned.

3. What are the closure rates on the Ceasefire report? It is important to know how many of the homicide cases are closed.
 - a. Deputy Chief Allison: staff can find out what those rates are through CID.

Motion to receive and file the OPD 4th quarter report made by Commissioner Flemming; seconded by Commissioner Middleton. All present approved.

ITEM 9: MINUTES APPROVAL FROM MAY 22nd MEETING

Motion to approve the minutes made by Commissioner Flemming and approved by common consent. Commissioner Middleton abstained.

ITEM 4: OPEN FORUM

No public speakers

ITEM 5: COORDINATOR'S ANNOUNCEMENTS – Chantal Cotton Gaines

- a) Retreat is scheduled for Saturday, July 15, 2017 from 9am-12noon.
- b) Hosting 2 meetings (September 25 and October 23) in the community. Staff is waiting to hear back from the Oakland Unified School District (OUSD) for confirmation of using McClymonds and Oakland High. Commissioner Middleton mentioned Fremont High also as an alternative.
- c) Department of Violence Prevention:
 - a. Department of Violence Prevention first reading passed. Second reading on City Council's consent calendar tomorrow.
 - b. Timeline for spending plan is affected by the adoption of the Department of Violence Prevention and the Blue-Ribbon Commission. SSOC is one stakeholder in the mix of the stakeholders for the implementation of that.
- d) Subcommittee on the SSOC budget: Commissioner Middleton will join as Commissioner June Williams is resigning from the Commission.
- e) Items for a future meeting agenda:
 - Public safety director oral report (could be in writing)
 - Ceasefire quarterly
 - Technical Assistance update
 - Strategy areas discussion continued (as a continuation from the retreat)
 - SSOC spending plan
 - Civic Corps
 - Strategy provider grantees - job training providers to still come to the SSOC meetings as agenda items

To think about: how to align the SSOC discussion around strategies with the larger processes.

Chair Henderson Watts: Is it possible for the SSOC to grandfather in the existing grantees for 6 to 12 months?

Mr. Kim: yes.

ITEM 7: MAYOR'S PUBLIC SAFETY DIRECTOR'S REPORT

Item moved to July's regular meeting on July 24th.

ITEM 8: CEASEFIRE QUARTERLY REPORT

Item moved to July's regular meeting on July 24th.

ITEM 11: ADJOURNMENT

A motion to adjourn the meeting was made by Vice-Chair Nunez; seconded by Commissioner Middleton.
Common Consent

Meeting adjourned at 7:14pm



150 FRANK OGAWA PLAZA • 4TH FLOOR • OAKLAND, CA 94612

MEMORANDUM

TO: Public Safety and Services Oversight Committee
FROM: Peter Kim, Manager, Oakland Unite, Human Services Department
DATE: July 14, 2017
SUBJECT: Overview of Training and Technical Assistance Program

Attached, please find an overview of the Oakland Unite Training and Technical Assistance program prepared by Bright Research Group.

The overarching goal of the Training and TA program is to support skill-development and capacity-building for the Oakland Unite grantee network. The effort was launched in Fiscal Year 2016-2017 and will continue in Fiscal Year 2017-2018. Bright Research Group was selected through a competitive process to develop and manage the program, working in partnership with Oakland Unite staff.

The purpose of this presentation is to provide an update for the SSOC on program roll-out in year one and next steps for year two.

For questions, please contact:

Josie Halpern-Finnerty, Program Planner, Oakland Unite

JHalpern-Finnerty@oaklandnet.com

510-238-2350



OAKLAND UNITE TA & TRAINING
PRESENTATION TO THE MEASURE Z
OVERSIGHT COMMISSION
JULY 24, 2017

June 26, 2017

Prepared by Bright Research Group

PROJECT GOALS

2

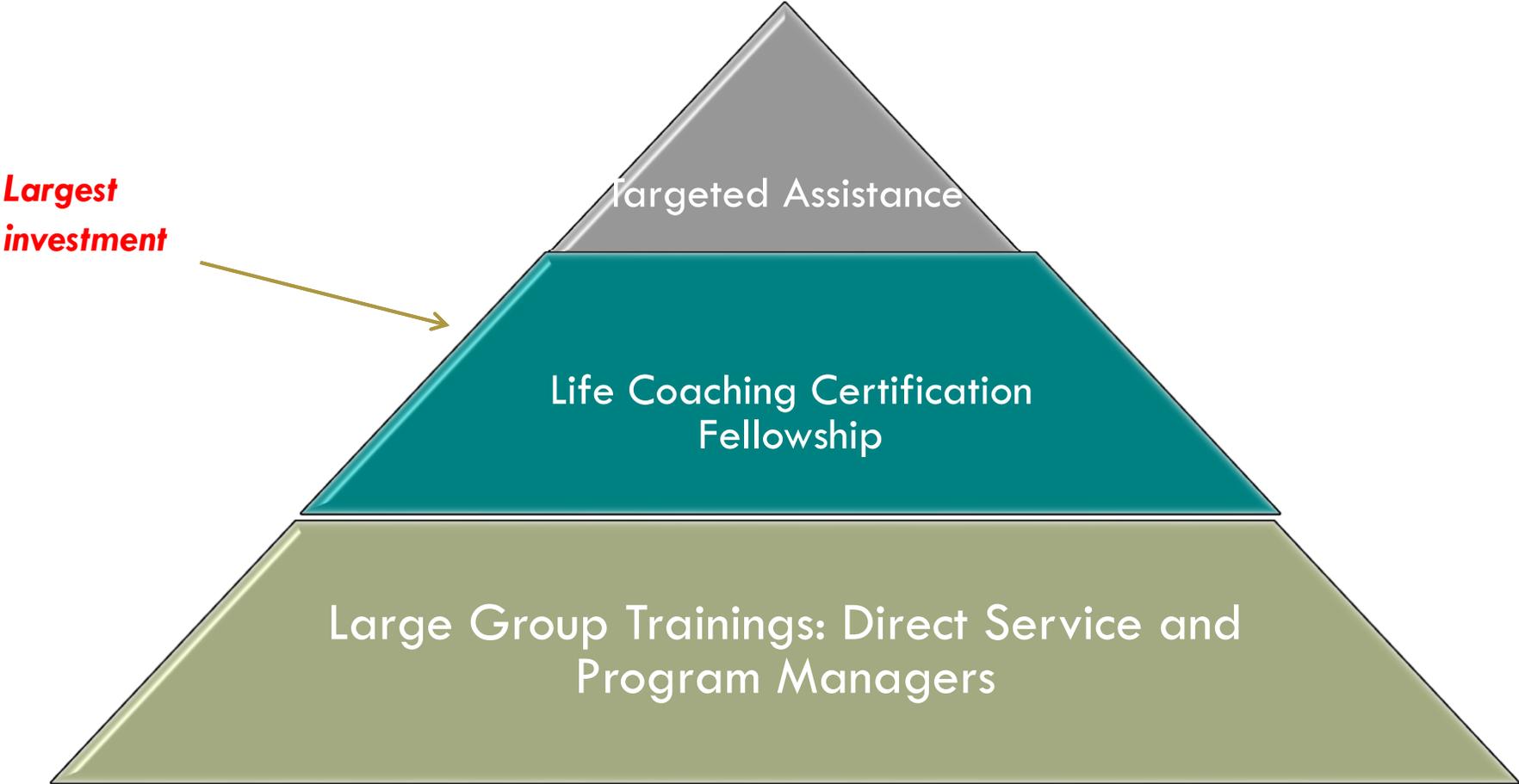
For Oakland Unite:

- Provide an **achievable model, approach and plan for building grantee capacity**
- Position Oakland Unite as a **resource and partner** in strengthening its grantee network
- Provide Oakland Unite with **data and insight** regarding the capacity needs of its network.

For Grantees:

- Increases **access to information and skill-development** in areas of need
- Supports the **development of an organizational culture of learning and collaboration**
- **Strengthens connections and learning** between and across the grantee network

TIERED APPROACH TO PROVIDER CAPACITY BUILDING: LEARNING FORMATS



LIFE COACHING CERTIFICATION FELLOWS

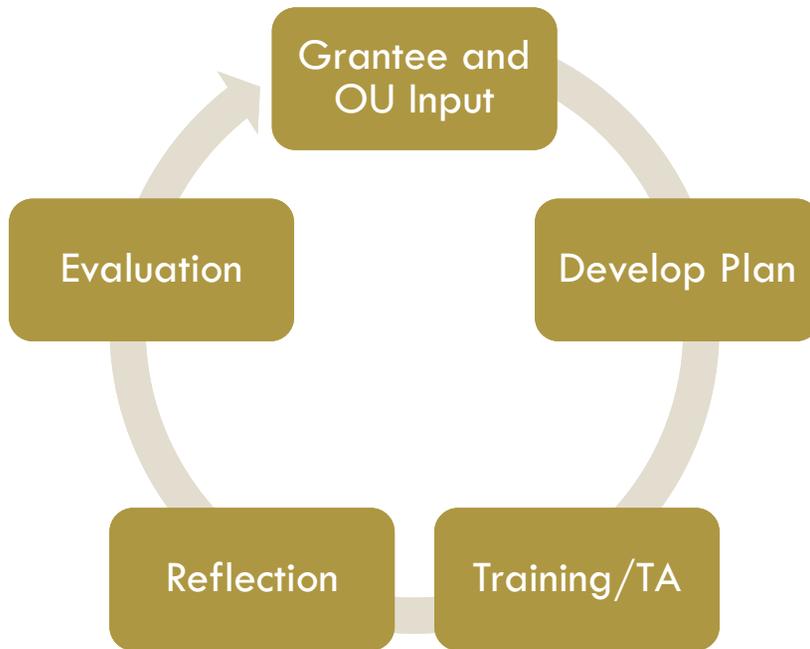
4



Prepared by Bright Research Group

APPROACH TO CAPACITY BUILDING, TA AND TRAINING

5



Our Theory of Change Around Capacity Building

- Participatory approach**
- Address funder and grantee self-identified needs**
- Provide access to relevant information**
- Incorporate principles of adult learning theory**
- Depth over breadth**
- Applied coaching**

Prepared by Bright Research Group

GRANTEE AND OU PRIORITIES

6

High Priorities for Grantees

- **Certification** opportunities and professionalization for peer case managers/life coaches
- **Coaching and other strategies** to support consumer empowerment, mindset shift, and behavior change
- **Role specific trainings** (i.e. direct service and program manager)
- **Supervision**, management and organizational functioning
- **Relevance to OU consumers**

High Priorities for Oakland Unite

- **Case Management and Life Coaching** Skill Development
- **Prevention Frameworks:** Harm Reduction, Restorative Justice, Trauma Informed Care, Self Care
- **High Quality Trainers** with an ability to relate to diverse audiences and understand OU consumers
- **Organizational Functioning**

Prepared by Bright Research Group

TRAINING PLAN: 2016-17

7

Coaching	<ul style="list-style-type: none">• Life Coaching Certification Fellowship• 2-Day Coaching Training• Adult Case Management Learning Community
Prevention Frameworks	<ul style="list-style-type: none">• Self Care & Compassion Fatigue• Harm Reduction
Street Outreach	<ul style="list-style-type: none">• Program Model Development• 3-Day Street Outreach Training by Urban Peace Initiative
Supervision & Organizational Development	<ul style="list-style-type: none">• Supervision 101• HR Dangers• Supervision Learning Community & Coaching• Individual Organization TA

Prepared by Bright Research Group

TRAINERS

8

Coaching

- ❑ Leadership That Works
- ❑ Be The Change
- ❑ Blooming Willow Coaching

Prevention Frameworks

- ❑ The Harm Reduction Therapy Center
- ❑ Beverly Kyer

Supervision & Organizational Development

- ❑ Rita Sever, MA
- ❑ Bright Research Group

Street Outreach

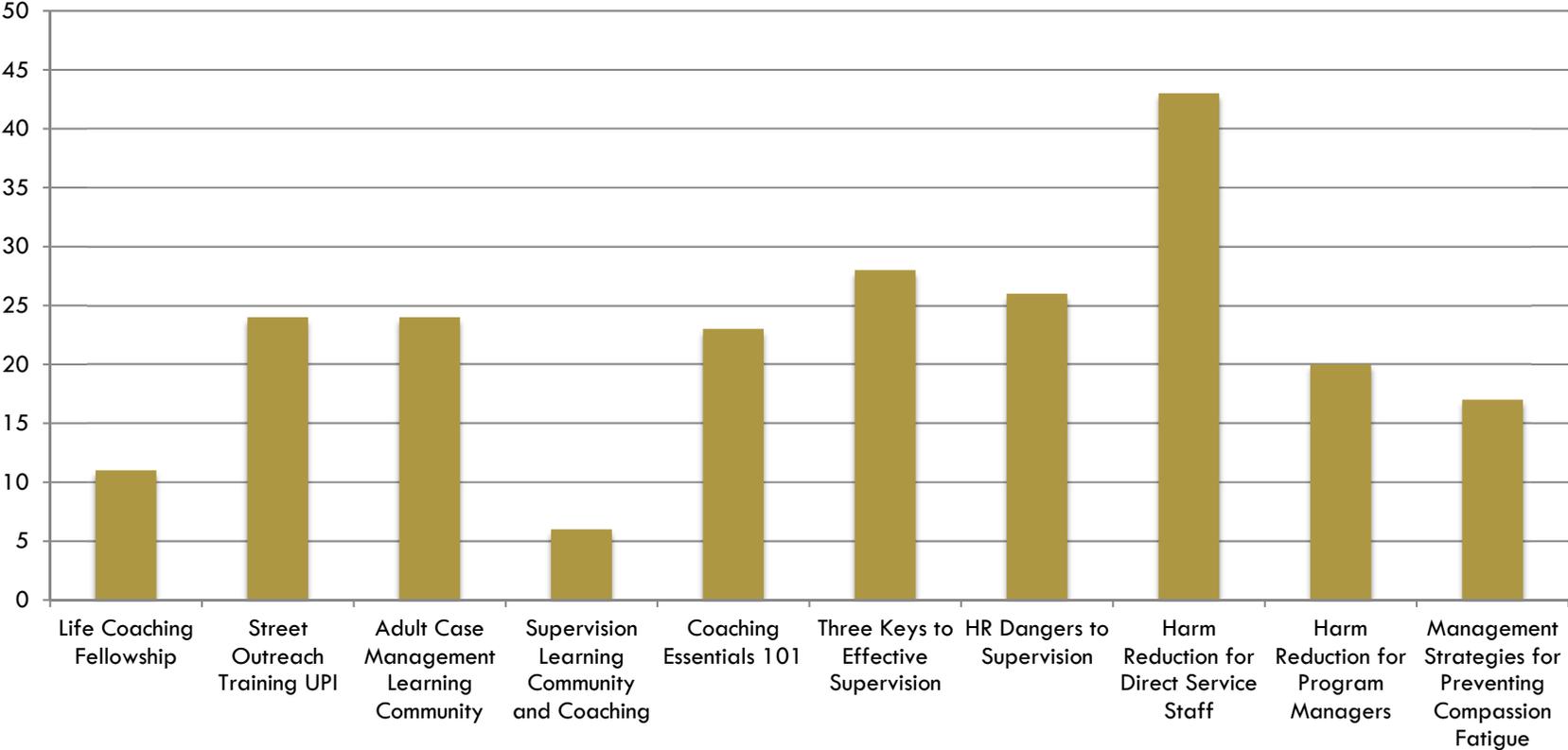
- ❑ Urban Peace Institute
- ❑ Bright Research Group (Program Model Development)

Prepared by Bright Research Group



TA& TRAINING PARTICIPATION

Participation in Training and TA



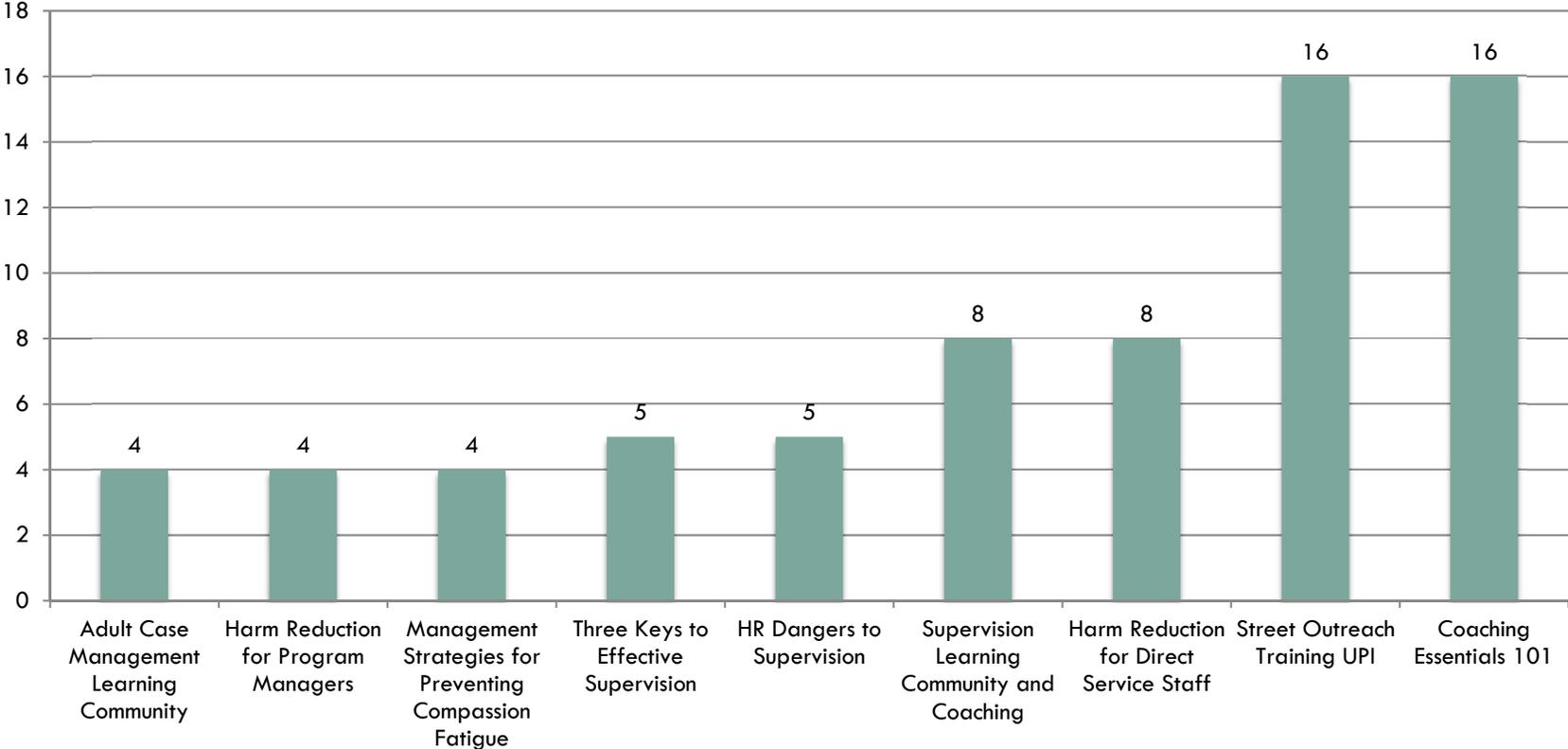
Prepared by Bright Research Group

TOTAL HOURS OF TRAINING PER PARTICIPANT



11

Hours of Training and Learning Communities



Prepared by Bright Research Group

TRAINING EVALUATION

12

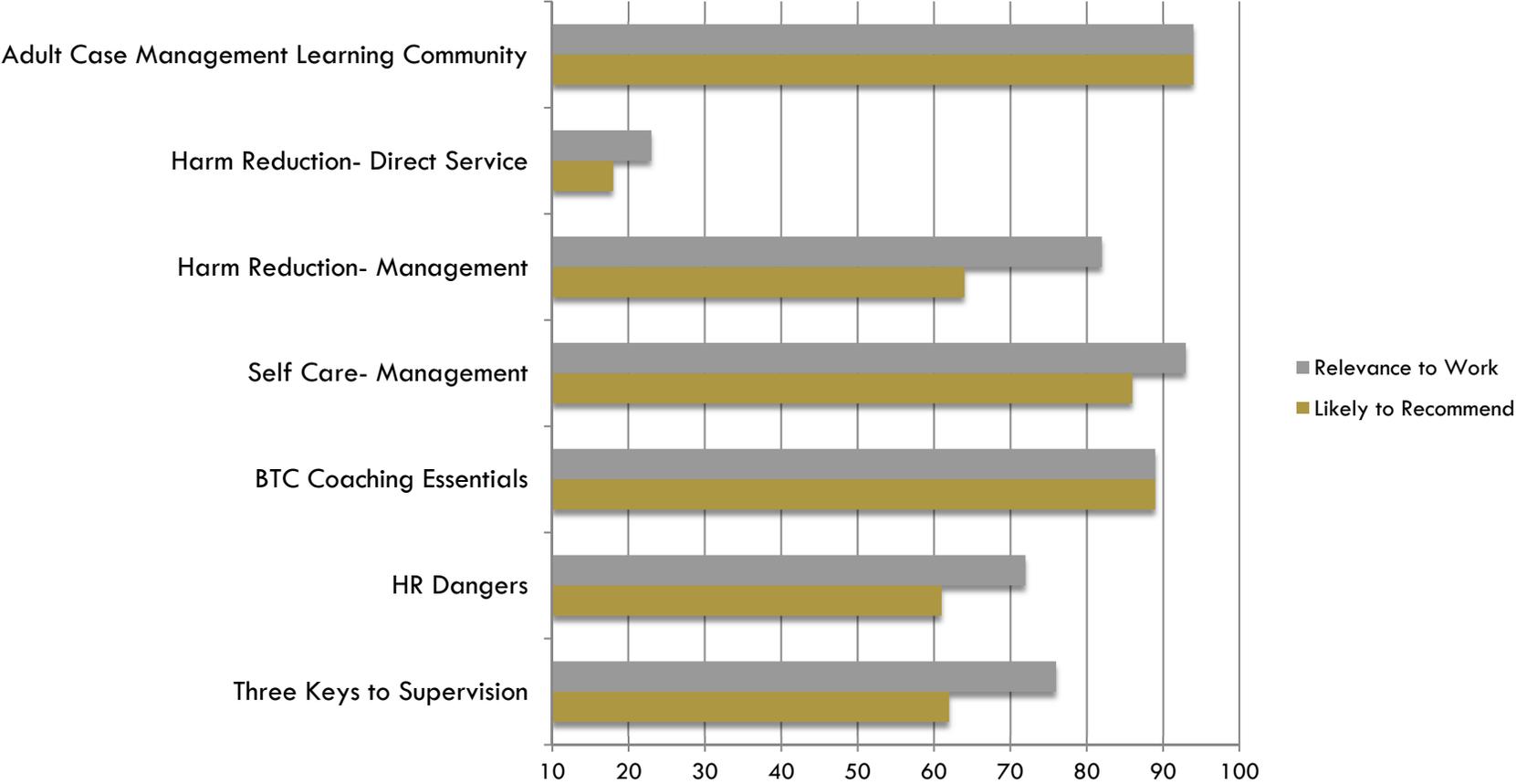
BRG administers a survey and conducts quick interviews with participants after each training.

Net Promoter Score

BRG uses a “net promoter score” (NPS) methodology to evaluate training value.

- Used to compare participant satisfaction across trainings
- Validated methodology used in for profit and non profit spaces
- Participants respond to each question on a scale of 1 to 10. The NPS methodology takes the percentage of those who responded with a 9 or 10 (“promoters”) and subtracts the percentage of those who responded with 0 through 6 (“detractors”).

NPS: GROUP TRAININGS



Prepared by Bright Research Group

OVERALL FEEDBACK IS POSITIVE

14

Quotes from Participants

- “Amazing facilitators. Very useful content.”
- “Everything was AMAZING! The trainers were full of life and very down to earth. I really really really enjoyed this training and I am so grateful for the amazing opportunity.”
- “I learned a lot about the craft of outreach. It was informational and humbling.”
- ““I enjoyed the process and liked it as a joint endeavor. Very relevant, useful information grounded in knowledge, practice, and also touching on more basic human emotions/experiences of being a supervisor.”
- “Self-care and running your department or agency to motivate staff—these are the types of training I like to see.”

Prepared by Bright Research Group

LESSONS LEARNED

15

- Harm Reduction was more well received by managers than by direct service. This is a framework for working with clients with substance use issues that many had not been exposed to.
- Supporting trainers in adapting to the needs of the network and populations served was critical to the success of trainings
- Street Outreach, Supervision and Life Coaching were very well received
- Self Care for Direct Service is being evaluated (delivered 7/13)
- Participants appreciate peer learning opportunities and leveraging existing forums (such as case conferencing for training)
- Participants felt that their priorities were listened to and reflected in training plan

Prepared by Bright Research Group

YEAR TWO TA & TRAINING

16

Initial Priorities

- ❑ Coaching
- ❑ Supervision
- ❑ Crisis Intervention
- ❑ Prevention Frameworks
- ❑ Organizational Functioning
- ❑ Street Outreach

Timeline

Grantee & OU Input: June & July 2017

Year Two Coaching Certification Fellowship Recruitment & Selection July 2017

Plan Development: July – Sept, 2017

Implementation: September-June, 2018

Prepared by Bright Research Group



CONTACT INFORMATION:

(510) 238-9948

Brightstar Ohlson

bohlson@brightresearchgroup.com

www.brightresearchgroup.com

6/19/17

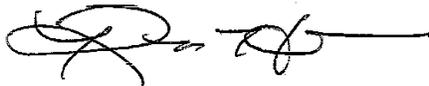
Re: June 2017 SSOC Report on Ceasefire

Members of the Safety & Services Oversight Committee,

In preparation for the upcoming meeting on Monday, June 26, 2017 I am including the following attachments:

- Update on the Status of Ceasefire (Jan-March 2017)- **Attachment A**
- Procedural Justice Summary & Update- **Attachment B**

If you have additional questions please email me at Rharmon@oaklandnet.com. Otherwise, I look forward to discussing the strategy with you at the meeting on Monday, June 26th.



Reygan E. Harmon

Ceasefire Program Director

Oakland Police Department

Eastmont Substation- New Horizon Rm

2651 73rd Ave

Oakland, CA 94605

Office: 510-777-8675

Mobile: 510-882-9471

E-Mail: rharmon@oaklandnet.com

Website: <http://www2.oaklandnet.com/Government/o/OPD/s/Ceasefire/index.htm>

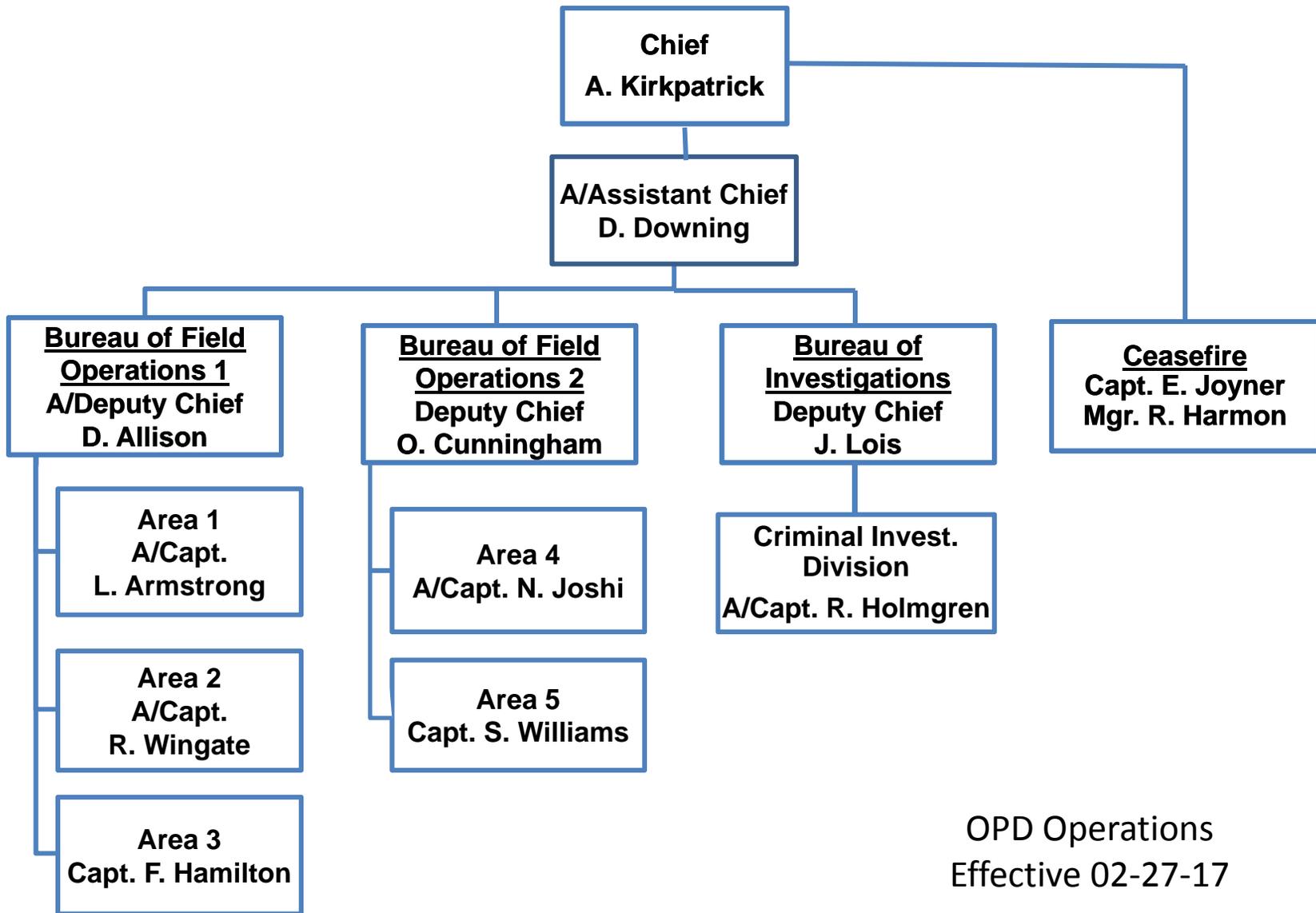
Oakland Police Department Quarterly Crime Report

Presentation to the
Public Safety Committee
June 13, 2017

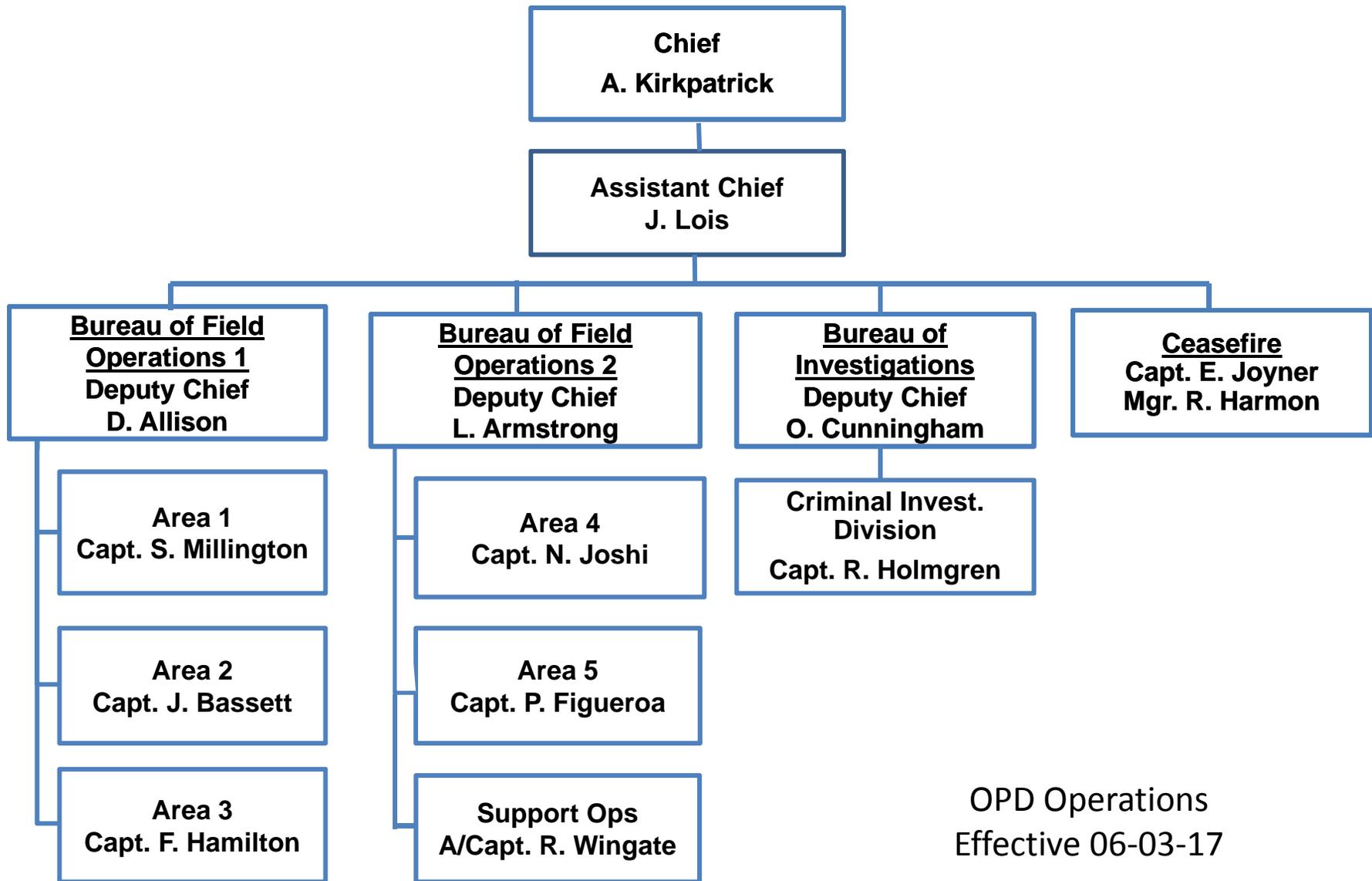


Outline

- Ceasefire Violence Reduction Strategy
 - Adult Case Management
(Oakland Human Services and Oakland Unite)



OPD Operations
Effective 02-27-17



Citywide Crime Stats – Quarterly Comparison

Part 1 Crimes <i>All totals include attempts except homicides</i>	01-01-2016 through 03-31-2016	01-01-2017 through 03-31-2017	Quarterly % Change 2016 vs. 2017	3-Year Quarterly Average	Q1 2017 vs. 3-Year Q1 Average
Homicide	12	16	33%	16	0%
Aggravated Assault	622	617	-1%	634	-3%
• With Firearm	72	66	-8%	74	-10%
Rape	49	44	-10%	48	-8%
Robbery	681	701	3%	746	-6%
Burglary Total	2,431	3,310	36%	2,892	14%
• Auto	1,679	2,634	57%	2,130	24%
• Residential	580	543	-6%	600	-10%
• Commercial	118	87	-26%	112	-22%
• Other/Unknown	54	46	-15%	50	-7%
Motor Vehicle Theft	1,815	1,865	3%	1,864	0%
Larceny	1,431	1,257	-12%	1,419	-11%
Arson	37	16	-57%	31	-48%
Total Part 1 Crimes	7,078	7,826	11%	7,650	2%

This report is hierarchy based. Crime totals reflect one offense (the most severe) per incident.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

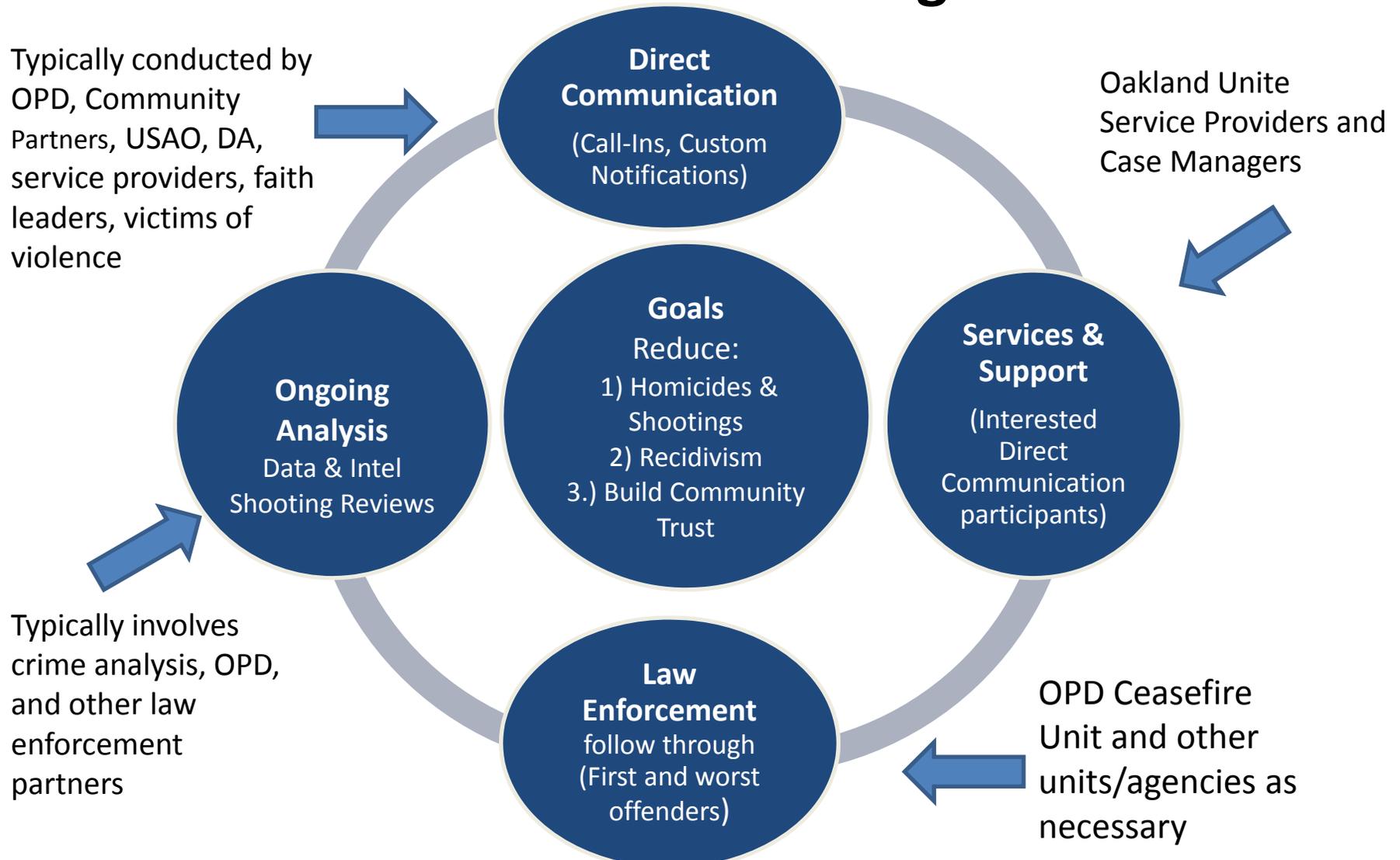
PNC = Percentage not calculated — [Percentage cannot be calculated.](#)

All data extracted via the LEAP Network.

Ceasefire Data

January 1 - March 31, 2017

The Ceasefire Strategy's Actions are Continuous & Strategic

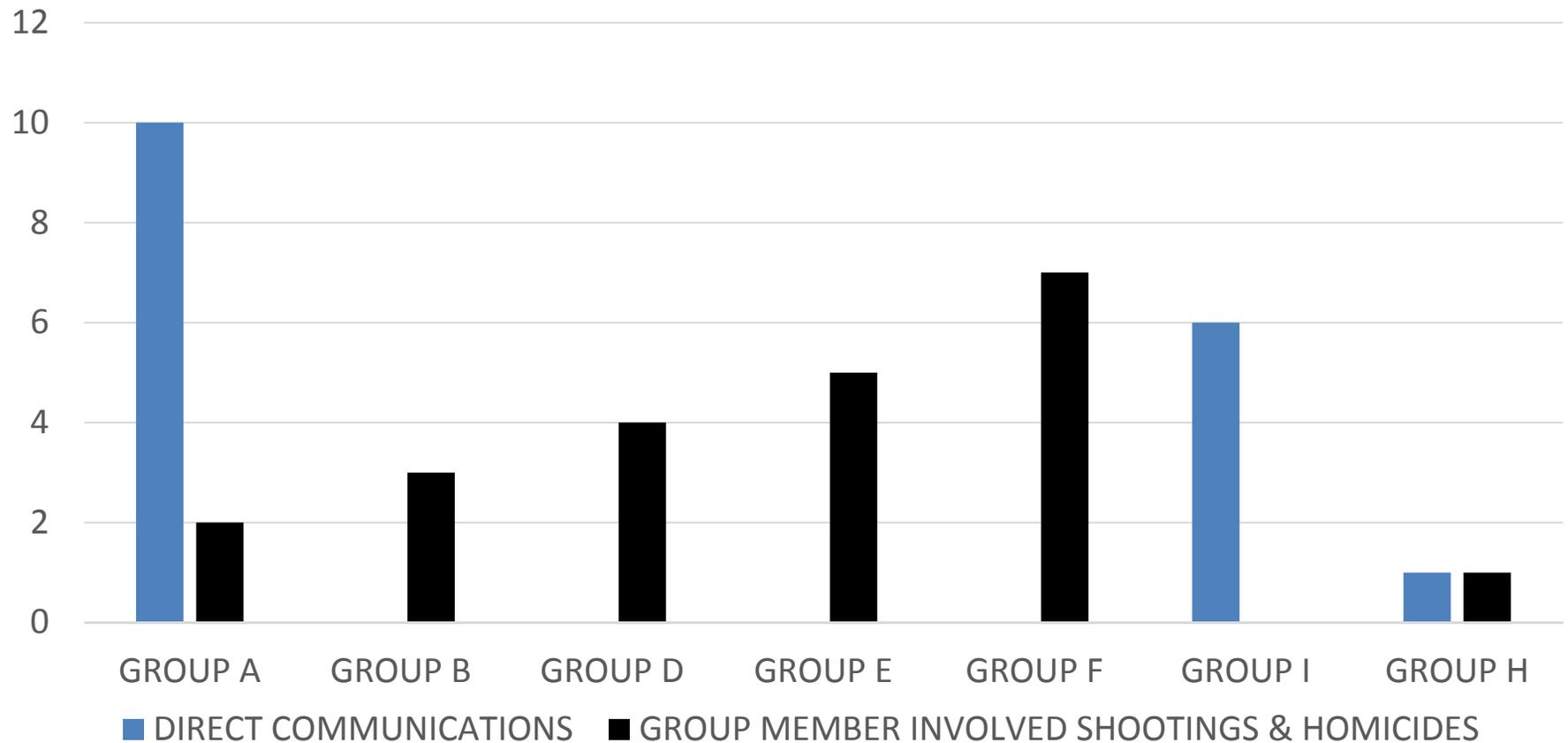


Ceasefire Statistics: January-March, 2017

Month	<u>Known</u> Gang/Group Member Involved Shootings/Homicides*
January	27
February	21
March	22

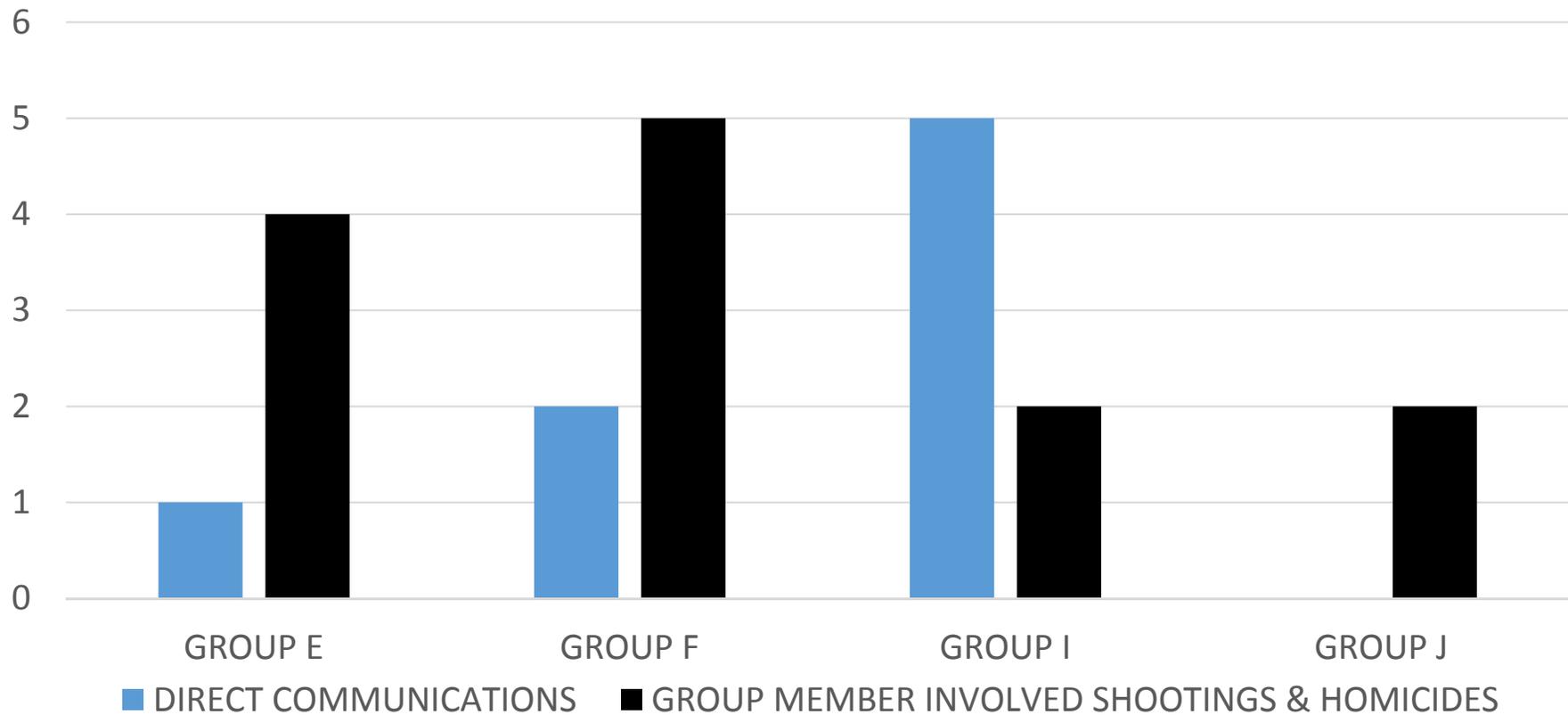
Gang/group member involved shootings/homicides is a count of the number of known **gang/group members involved in shootings/homicides. This is **NOT** the same as the number of incidents because you can have more than one (1) individual from the same or different groups involved in the same incident.*

January 2017 Direct Communications & Top Group Member Involved Shootings & Homicides



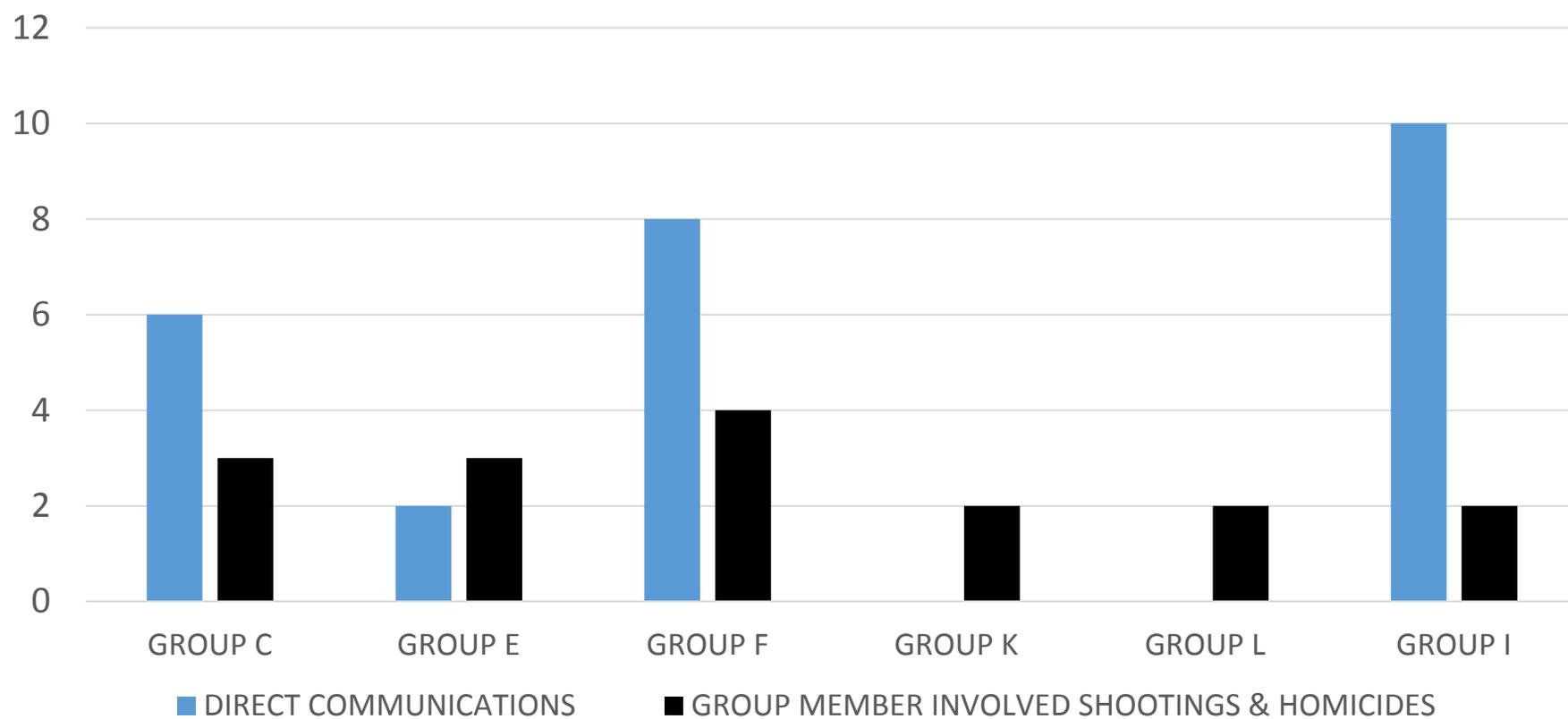
****Shootings include PC187, 245(A)(2), 246 & 247***

February 2017 Direct Communications & Top Group Member Involved Shootings & Homicides



****Shootings include PC187, 245(A)(2), 246 & 247***

March 2017 Direct Communications & Top Group Member Involved Shootings & Homicides



****Shootings include PC187, 245(A)(2), 246 & 247***

Total Direct Communications By Year

YEAR	Call-In	Custom Notification	Total
2012	20	6	26
2013	63	20	83
2014	50	83	133
2015	47	215	262
2016	46	196	242
2017	14*	74*	88*
TOTAL	240	594	834

* January-March, 2017

Adult Case Management Update (Human Services Department)

Purpose: Provide overview of support services offered to adults at high risk of violence referred through the Ceasefire strategy and other sources.

Adult Case Management Service Indicators

Referral Source of Active Participants	# of Participants 1.01.17 through 3.31.17	% of Total
Ceasefire - Call-in	38	20%
Ceasefire - Custom Notification	15	8%
Ceasefire - Friend Referral	14	7%
CJ Source (non-CF)*	10	5%
Street Outreach	38	20%
Friend (non-CF)	11	6%
Other (self, agency etc.)	65	34%
Total (goal is 200 annually)	191	
Total % Referred by Ceasefire (directly)		28%

*CJ Source includes Probation, Parole, Court System, or Victim of Crime (VOC) route

Participant Risk Factors

Risk Factor	# of Participants 1.01.17 through 3.31.17	% of Participants 1.01.17 through 3.31.17
Interacts regularly with known turfs/groups involved in violent activity	134	70%
Has had a close peer, friend, or family member shot and/or killed due to turf/group-related violence in the last 3 years	172	90%
Has been shot or seriously injured due to turf/group-related violence	80	42%
History and/or immediate risk for engagement in gun-involved activity	158	83%

Highlights from Pilot Evaluation

PURPOSE OF PILOT EVALUATION

- Gain a stronger understanding of how case management services are rolling out and preliminary outcomes.

KEY FINDINGS

- 70 percent of participants have been arrested in Oakland within the past ten years, typically more than once, for a range of offenses;
- Participants achieved many positive outcomes through services, including healthcare enrollment (56 percent of uninsured), employment (55 percent), and assistance with conflict mediation (30 percent); and
- While not enough time had passed to assess significant changes in arrest outcomes, there was an uptick in arrest right around the period of enrollment, and participants referred through Ceasefire were more likely to be arrested before and after service uptake

Next Steps for Evaluation

- Pilot evaluation next steps include focus groups with participants to better understand call-in and custom notification process
- Mathematica Policy Research has also launched the new overarching Measure Z evaluation
- First year evaluation will focus on life coaching and employment strategies, with analysis done by fall 2017
- Will examine one-year impacts of strategies in improving outcomes for participants (e.g. arrests, victimization, enrollment in school)

TO: SAFETY & SERVICES OVERSIGHT COMMISSION (SSOC)
FROM: Chantal Cotton Gaines
SUBJECT: Summary of Questions from July 15th SSOC Retreat Services Discussion
DATE: July 17, 2017

Below is a summary of the questions from the SSOC retreat on July 15, 2017. These questions are intended to be the SSOC's first list of questions related to the conversation on Measure Z services strategies. The Chairperson noted at the retreat that the intention is to narrow down this list of questions into a smaller list for staff to work on responding to at a subsequent meeting.

Human Services Department (HSD)-Generated Questions:

This is a high-level summary of the HSD-generated questions. The full questions are in the retreat agenda packet from the July 15th retreat.

1. What outcomes?
2. What interventions?
3. How should current strategies change to reflect?
4. How aligned with other systems/efforts?

SSOC Questions:

1. How is coordination happening between entities to focus on the whole family?
2. Has HSD assessed the need for additional outreach workers and violence interrupters?
3. How is/could the City expand the City-County Neighborhood Initiative using best practices?
4. What does the evaluation say? (Share these comments with evaluators).
5. How can City staff work more closely with/involve direct allies?
6. How do we streamline processes to provide more opportunity/technical assistance for indigenous/advocacy groups? ("indigenous groups" meaning groups that have been doing this work in Oakland for a long time)
7. Are there funds that could be used for these indigenous/advocacy groups? (like SAVE, Love Life, etc.)
8. How do we take a regional approach to violence prevention, given the changing city landscape? (housing)
9. How is displacement affecting violence?
10. What are the determinants in deciding target population served? (Taking geography into account by using GIS mapping to create/update the stressor map?)
11. How do providers communicate with one another? What systems can support?
12. What are the plans to scale up the success of grantees to reach more of the target population?
13. Where is family in the strategies? Are we meeting real-time needs?

14. Are service providers paid livable wages? (are the wages sufficient?)
15. Are stipend amounts sufficient?
16. How do larger systems/institutions impact participant outcomes?
17. How do we evaluate the ongoing effectiveness of grantees?
18. How to address violence influenced by housing for Transitional Aged Youth (TAY; aged 18-24)?

Parking Lot Concerns:

- Next retreat? Discuss at July 24th SSOC meeting
- Are the direct services staff qualified to do the work? (i.e., case managers, life coaches)
- Definitions of target populations such as Transitional Aged Youth (Tay) (age group)
- Use questions from SSOC regarding RFP strategy areas to develop a report

TO: SAFETY & SERVICES OVERSIGHT COMMISSION (SSOC)
FROM: Budget Ad Hoc Committee
SUBJECT: Summary of Ideas for Budget Usage
DATE: July 17, 2017

Budget Summary from Staff:

Per the City Administrator's Office (CAO) 2015 spending plan, \$12,000 was budgeted each year for financial support to the SSOC. As of May 2017, an estimated \$400 has been spent.

Recap of What Funds Can Be Used For (based on CAO Memo on May 22, 2017 (attached)):

General Parameters of Budget Usage:

Based on the enabling legislation language about this allocation as well as the enabling legislation language about the SSOC duties, the budget for the SSOC has limited parameters for use. The types of things that the funding can be used for are as follows:

1. Food
2. Copies and other supplies
3. Guest speakers
4. Consultants that serve the Commission and support the Commission's work
5. Retreats

Budget Usage Ideas from SSOC Budget Ad Hoc Committee:

(Ad Hoc Committee consists of: Vice Chair Nunez, Commissioner T. Williams, and Commissioner Middleton)

Ideas that Likely Fit Within Parameters:

- 1) SSOC Members attend training on CSEC.
- 2) SSOC Members Attend General Informed Trauma Trainings.
- 3) Stipends for youth participants in Measure Z funding organizations to go and observe funded organizations and report back to the commission on their observations; similar effort for OPD and OFD services.
- 4) Have offsite trainings for the commissioners to assist in understanding the community served and the organizations funded.
- 5) Hold a training / meeting at an off-site location – pay for flyers to advertise the meeting and invite speakers / provide refreshments at the meetings.
- 6) Some version of a Day Field trip for “a day in the life” type of experience.
- 7) Youth Radio-buy air time to discuss why Commissioners volunteer for the commission or to discuss what the commission does.

- 8) Host offsite meetings.
- 9) Have Oakland Unite youth do a video project which would involve capturing and highlighting previous success stories of Oakland Unite and Ceasefire youth as well as OPD's interactions with the public and OFD too.

Other Ideas Likely Outside of Parameters:

- 1) Sponsor a job training/resume building program. Either provide the location, pay for the paper, refreshments
- 2) Sponsor a hands-on hiring program -- purpose would be to help employ Oakland youth.
- 3) Sponsor attendance at the Weekend at Stanford program (others would be CAL, Hastings, SFSU, Cal State East Bay) Cover costs of programs, if any, transportation and lunch. "What kids should do in the summer."
- 4) Have commission members volunteer at a funded organization or non-funded organization that provides services to Oakland residents and donate to the cause. (Oakland Promise reading program, literacy programs...).
- 5) Use a City facility for an offsite meeting and/or a job training seminar

The SSOC should discuss these items and provide direction to the subcommittee in working with staff.