CITY OF OAKLAND

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AGENDA REPORT

TO:	Public Safety Committee	**FROM:**	Sabrina Landreth City Administrator
SUBJECT:	Supplemental Report on Community Engagement for Chief of Police Recruitment	**DATE:**	October 19, 2016

City Administrator Approval Date: 10/20/16

RECOMMENDATION

Staff Recommends That The Public Safety Committee Accept This Supplemental Informational Report To Provide An Update On The Police Chief Recruitment And To Gather Feedback From The Public Safety Committee (PSC) And The Public About Desired Qualities In A New Police Chief.

REASON FOR SUPPLEMENTAL

During the month of September the City conducted two Youth Forums, four Community-wide Forums, and also solicited input at the regularly scheduled meetings of the Community Policing Advisory Board, the Citizen Police Review Board, and the Safety and Services Oversight Committee. There is also an online survey that was posted on the City's website, through other social media outlets, and through the distribution of 10,000 multi-lingual brochures at the City's Libraries and Recreation Centers. Over 550 people responded to the online survey thus far and the survey will be available through the end of October. This supplemental report will provide preliminary on-line survey results and preliminary themes and trends from the community forums. Final results will be available later after the survey period closes. All of the information received will be used for the recruitment process.

The discussion at PSC is to receive additional input and to review some of the trends seen and heard thus far through other outreach.

On-line Multiple Choice Survey Results

As of October 7th, over 550 respondents participated in the on-line survey. The survey contains both multiple choice questions and open-ended questions similar to those asked at the community forums. Below is a preliminary summary of the multiple choice questions asked and the survey results as of October 7th:

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1. Ranking of Oakland Police Department priorities

   Fair and Just Policing and *Violent Crime Prevention* were the two highest ranked priorities identified by respondents. Those two priorities were followed, in order of ranking, by: *Crime Solving Investigations, Police-Community Relations, Community-Oriented Policing*, and *Response Time Reduction.*

2. Identifying and prioritizing the most important qualities in a new Chief of Police

   Integrity and the *Ability to Lead Cultural Change within the Department* are the highest ranked qualities identified by respondents. The next highest ranking traits are: *Being a strong leader for officers*, *Experience as a reformer within a department*, and *having a record of Crime Reduction.* Other highly ranked traits included: *Accountability, Transparency*, and the *Strength to Make Unpopular Decisions.*

3. Rate your overall experience with the Oakland Police Department

   11.6% of respondents rated their experience as Excellent.
   37.2% of respondents rated their experience as Good.
   24.0% of respondents rated their experience as Only Fair.
   15.5% of respondents rated their experience as Poor.
   11.6% of respondents stated they had no experience with the Department.

4. Compared to a year ago do you feel like Oakland is safer, less safe, or about the same?

   16.5% of respondents feel Oakland is safer.
   26.0% of respondents feel Oakland is less safe.
   57.6% of respondents feel it is about the same.

Themes and Trends from the On-line Survey Open-Ended Questions and the Community Forums

There were six questions posed to the community at the forums and, in some form or another, through the open-ended on-line survey questions. Those questions and a brief summary of the trends of the responses are below. The specific notes from each forum are posted on the website and a final, more elaborate themes and trends summary from the final results of the on-line survey will be posted later after the survey closes.

1. ***What are the qualities of an ideal Police Chief candidate for the City of Oakland?*** Respondents are interested in a Chief who is honest, transparent, and possesses a high level of integrity in addressing problems within the department and how the department interacts with the community. Many people advocated for a Chief who is from Oakland or, as an alternative, understands Oakland's many diverse neighborhoods and is willing and able to forge meaningful relationships in those neighborhoods as part of their job. Beyond the commitment to neighborhood involvement and cultural competency, respondents also are seeking a Chief that has the strength to change the culture of the department and to hold officers accountable for their actions in a manner that will restore

community faith in the department. Transparent and thorough accountability in routing out misconduct was the second most common theme.

Respondents also repeatedly raised the desire for a Chief with a commitment to youth development and programs that will foster positive interaction between Oakland's youth and its police force. Participants at the Youth Forums in East and West Oakland expressed a sense in many neighborhoods that Police are feared and the only way to change that perception is for a Chief to deliberately embrace programming where Officers engage with youth on a personal level; not during an enforcement action. Along those same lines, participants seek a Chief who will address implicit bias and the disparities in enforcement activity against persons of color.

2. ***Describe the relationship between the Police Department and your community.***
The prevailing theme regarding the relationship between the Department and the community is that it was either damaged or did not exist. Many participants in the forums expressed frustration that they either did not have a relationship with OPD or that they only saw them in their neighborhood involved in negative interactions with people. Many voiced concern over response time when they did need an officer's assistance.

However, there were several respondents who acknowledged having a positive relationship with the officers involved in the Community Policing Program. Those participants stated their relationship with those officers was strong and that they trusted them and found them helpful in solving problems they worked on together.

3. ***What do you think the Oakland Police Department is doing that is working?***
The recent reductions in crime were consistently cited as a positive sign of the work of the Department. Several community members noted the Ceasefire strategy as a major step forward in both reducing violent crime and changing how the Department conducts policing in neighborhoods. Many residents were able to cite recent specific incidents where they were assisted by officers and found the interaction to be positive.

Numerous participants across the many forums also cited the Community Policing program as a positive thing the Department does but suggested it needs to be expanded. A common theme heard from many residents was that they felt the commitment to Community Policing had declined in recent years. Those who were familiar with the program noted its usefulness in training residents on how to problem solve, and those residents who were unfamiliar with the program asked for more resident training and outreach to both reduce crime and strengthen the relationship between the Department and the Community.

4. ***What would you like to see change in how the Police Department interacts with the community?***
The two central themes to the response to this question were increased positive visibility in neighborhoods, and better response and interest in helping people who are the victims of less serious crimes. The interest in increased visibility is repeatedly framed as wanting to see officers out of their cars and talking with people in a respectful way on a regular basis and not just racing through the neighborhood. Respondents repeatedly stated the desire for officers to be familiar with the people who live in each

neighborhood, particularly the youth. In regard to response times, many respondents complained that the police are slow to show up or don't show up for less serious crimes. They want to see the department do a better job of following up on crimes such as home burglaries and quality of life crimes to prevent the overall decline of their neighborhood.

5. ***What role would you like to have in making Oakland a safer place to live?***
   Generally, respondents see the need to better educate themselves on crime prevention programs and to participate in the programs that do exist such as Community Policing and the Ceasefire Peace Walks. Those who participated found the programs to be helpful but many respondents were unaware that these programs exist indicating a need for better public education efforts by the City. Others noted the need to be mentors to youth in the schools and their community to strengthen relationships in their neighborhood which will ultimately prevent crime from occurring.

6. ***How do the people of Oakland keep the new Police Chief and department accountable?***
   There was a common interest in better reporting to the community on the state of affairs within the Police Department and regarding crime throughout the City on a regular basis. Most respondents noted that accountability over the Department is the responsibility of elected officials but many also commented that the voters in turn need to demand that it takes place. Many also discussed increased civilian oversight.

Continued Community and Stakeholder Input

Throughout October the on-line survey will remain available for people to respond to. Also, stakeholder interviews are being conducted with a variety of different groups such as religious leaders, labor organizations, and City Staff that work directly with the Department. Sometime after the on-line survey closes and the final data is aggregated, another report will be made available and posted to the City's website.

For questions regarding this report, please contact Joe DeVries, Assistant to the City Administrator, at (510) 238-3083.

Respectfully submitted,

JOE DEVRIES
Assistant to the City Administrator

Reviewed by: Chantal Cotton-Gaines
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