

CITY OF OAKLAND



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Police Department

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The Oakland Police Department is committed to building relationships with the community and increasing public trust. Practicing policing in a manner that is both constitutional and earns the trust of the community is our priority.

As we work towards helping to create a safer Oakland by reducing violent crime and the fear of crime, we are acutely aware of our responsibility to ensure our enforcement efforts protect the civil liberties of all. In 2004, the Police Department adopted a policy that explicitly prohibits racial profiling and any bias-based policing.

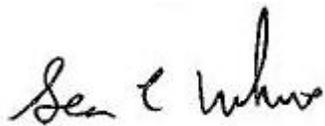
We have committed ourselves to collecting information related to all of our proactive, discretionary stops, including the reason for the stop and the race of individuals contacted. The stop data policy and data collection program was implemented with the intention of creating an internal culture of accountability, allowing for assessments and identification of biased behaviors, and increasing transparency.

The attached report is a result of our data collection efforts and the beginning of an important conversation we care deeply about. As the report illustrates, police officers stop people of color with the highest frequency. Unfortunately this is the situation in many U.S. cities and speaks to the need for systemic changes throughout our communities. We are committed to working toward an Oakland that ensures equal opportunities, protections and successes for all. We have implemented several strategies with that goal in mind:

- Consistent monitoring of our stop data analysis during regular internal risk management meetings and externally by the court appointed monitor.
- Expanded focus on and investment in the Ceasefire Strategy. We have increased our ability to conduct intelligence-driven policing. Intelligence-based policing relies on credible information about who is committing crimes so that our enforcement actions are more specific and targeted.
- Procedural Justice Training. Modeled after a program developed by the Chicago Police Department and Yale University professors, the goal of this training is to enhance positive interactions with our community and to increase our ability to communicate in a way that is perceived as fair and respectful. The effectiveness of the concept is supported by research and the training is being implemented by agencies throughout the country.
- The formation of a Community Advisory Board as an additional layer of accountability and partnership.

We recognize the important role the police department must play in our collective efforts to change outcomes for at-risk communities. We are currently working to partner with Merritt College and Fremont High School to implement a “Grow Our Own” mentoring and recruitment program. The program seeks to place young people in mentorship and training positions in order to transition them into careers in law enforcement. We currently have an officer assigned to the Our Kids mentorship program that places African American boys who have been identified by community members as at risk, with African American mentors. Our 2010 COPS grant allowed us to place mentor officers into middle schools identified by OUSD as having large, high-risk populations of kids. We currently have officers at four Oakland Middle Schools. The Oakland Police Athletic League provides youth with an opportunity to participate in Police sponsored athletic teams and the PAL Center provides a safe place in East Oakland for kids to do homework and receive tutoring afterschool.

We are dedicated to providing ongoing training for our officers on the practice of fair and equitable policing, monitoring and analyzing data collected about who we stop and why to identify trends and patterns, and using intelligence to more specifically target individuals responsible for crime. We are confident with continued effort we will build strong relationships, foster increased trust, and create a safer Oakland and a healthy community.

A handwritten signature in black ink, appearing to read "Sean Whent". The signature is written in a cursive, flowing style.

Sean Whent
Interim Chief of Police