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OAKLAND IS REIMAGINING PUBLIC SAFETY

The Defund Police Coalition Responds To Reimagining Public Safety Task Force Draft Recommendations

Written by: Cat Brooks & James Burch
Additional Contributions by: Maureen Benson, Liz Suk, Tracey Corder, Woods Ervin
Sponsored by: The Defund Police Coalition

EXECUTIVE SUMMARY

On Friday, February 12th, Oakland's Reimagining Public Safety Task Force issued their first round of draft recommendations to pave a new path toward holistic and community driven public safety in Oakland. The deadline for public recommendations was Sunday, 2/21. In the coming weeks, members of the public will have several opportunities to weigh in until the report is submitted to City Council on April 1st.

The Oakland Reimagining Public Safety Task Force was created in direct response to significant local demand to redirect monies from the Oakland Police Department to programs, support services and resources that take a holistic view of public safety and focus on addressing the root causes of so-called "crime" rather than relying on militarized policing and a violent, cyclical carceral state.

The people of Oakland, in the flats and in the hills, have demonstrated a commitment to investing in services that will actually protect communities as opposed to exacerbating harm.

This demand grew in response to the nationwide uprisings last summer when, across the globe, communities came together to demand an end to state terror and violence. The people of Oakland, in the flats and in the hills, have demonstrated a commitment to investing in services that will actually protect communities as opposed to exacerbating harm. The Task Force recommendations are an important first step in achieving that goal.

The Defund OPD campaign was launched by the Anti Police-Terror Project (AFTP) five years ago. It has since evolved into a coalition comprised of 13 BIPOC-led grassroots organizations* with decades-long roots in Oakland and tens of thousands of active members amongst them.

Hundreds of Task Force Advisory Board members dedicated thousands of collective hours to develop these recommendations. These volunteers offered their time, energy, passion, innovation, care and commitment to push Oakland into the 21st Century when it comes to public safety and how Oaklanders are seen and treated by the entity whose motto it is to protect and serve as we work to dismantle and replace that institution.

The Defund Coalition is excited about the many recommendations presented that offer a real opportunity to shift, reimagine and evolve the way Oakland thinks about and implements public safety. This report responds to each of the 114 draft recommendations issued by the Task Force. We break down all the recommendations we support, the ones we don't, and why. After five years, the voices of Oaklanders are finally being heard. This matters not just for Oakland, but for the whole country as Oakland is a vanguard for policy and practice. For well over a decade, Oakland has been America's vanguard for criminal justice reform and as we go, so does the nation.



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Police are violence responders. Not violence interrupters. We need to invest in root cause preventive strategies. We need to get to the gun before the bullet flies, not stand by yet another mother as she puts her child in the ground. We need to REfund. REstore. And REImagine.

APTP and the Defund Coalition receive weekly calls and emails from organizers in cities across the country for consultation and guidance. Lives saved in Oakland means lives saved across the nation.

This conversation could not be happening at a more crucial time. In 2020, and continuing into 2021, Oakland has seen massive spikes in violent crime. We are losing our loved ones at an alarming rate. While the Oakland Police Department tried to blame this on our Black children, we are clear the responsibility lies squarely at the feet of the Libby Schaaf administration. For six years, she has neglected the Black community. While she “developed” Oakland, she Displaced Black Oaklanders. Her policies have pushed Black people out of their homes and into the underground economy. We are sicker and poorer. More angry, tired, frustrated and afraid. THIS is what we mean when we say “all violence is state violence”. It is the state that creates the conditions under which these tragic realities play out. Some point to this painful period of time and say this is why we can’t defund police. This is faulty logic. Law enforcement has the money NOW. And our people continue to die NOW. Police are violence responders. Not violence interrupters. We need to invest in root cause preventive strategies. We need to get to the gun before the bullet flies, not stand by yet another mother as she puts her child in the ground. We need to REfund. REstore. And REImagine.

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REPORT RECOMMENDATIONS TERMINOLOGY GUIDE

Support: The Defund Police Coalition supports the recommendation and would like City Council to move toward implementation.

Do Not Support: The Defund Police Coalition does not support the recommendation and encourages City Council to not move toward implementation.

Conditions/Commentary: The Defund Police Coalition supports the recommendation and would like City Council to move toward implementation if considerations and commentary can be addressed. Or the Defund Police Coalition does not support the recommendation and encourages City Council to not move toward implementation. Further commentary has been provided to increase both council's and the public's understanding of why the recommendation is potentially harmful to the Oakland community and the mission of the Task Force.

Neutral: Recommendation was not relevant to the Task Force's Process.

Bold Text Red: Priority Recommendation we strongly support.

Bold Text Yellow: Priority Recommendation we strongly oppose.

Appendix and Glossary of Terms can be found at the end of this report.

¹⁸ The Defund Police Coalition consists of the following groups: Anti Police-Terror Project, Arab Resource and Organizing Center, Asian Pacific Environmental Network, Bay Rising, Black Organizing Project, Causa Justa-Just Cause, Community Ready Corps, Communities United for Restorative Youth Justice, Critical Resistance, East Bay Alliance for A Sustainable Economy, Ella Baker Center, Oakland Rising, and the Urban Peace Movement.

DEFUND POLICE COALITION VALUES & PRINCIPLES

Imagination and Visioning: We can create safer communities if we are willing to have an openness to imagine and the financial investment to match. Let us come with open hearts, eyes, and ears and with an orientation towards openness and possibility. Let us invest as aggressively in proven, community-based alternatives as we have in punitive and violent policing and incarceration.

We can create safer communities if we are willing to have an openness to imagine and the financial investment to match. Let us come with open hearts, eyes, and ears and with an orientation towards openness and possibility. Let us invest as aggressively in proven, community-based alternatives as we have in punitive and violent policing and incarceration.

Reinvestment and Restoration: Recommendations must center replenishing our communities with what was stolen with the advent of the “war on drugs” and remains missing as Oakland “develops”: safe housing; access to clean water, air, and adequate food; health care; education; jobs; and mental health support. The data shows these are the things that lead to increased safety, decreased violence, healthy families, and whole communities.

Racial Equity: It is our moral duty to center the people and communities most impacted by the lack of housing, economic stability, support services, over-policing, intercommunal violence and the carceral state in all public dialogues, debates, listening sessions and recommendations for adoption by the City Council.

Accountability: This body must be rooted in qualitative and quantitative data that may challenge personal opinions but ultimately lead us closer to the goals and mission of the Task Force. This data should be mined from honest opinions and feedback from communities most impacted by policing and violence, research, polling, expert testimony, and more. Task Force members must hold each other accountable for principled engagement both within and outside of the confines of Task Force meetings and move as a collective unit not individuals with personal agendas.

Expertise: Oakland is rich with some of the nation’s leading experts: particularly Black women, men and TGNC (transgender and gender non-conforming) people and other disenfranchised people of color. These people and organizations should be tapped for solutions, support, and services outside of formal/traditional government services, programs and ideology.

Data Driven and Fact Based: While all members of the Task Force should support and believe in the mandate of the Task Force, we recognize some are still challenged – and even fearful – of moving Oakland into a new and more effective paradigm. Service on this Task Force must be rooted in a commitment to invest in research, evaluate OPD’s current programs and strategies, push back on false narratives, provide data-driven recommendations in service of the Task Force’s mandate, and collectively and fearlessly dream big in partnership with Oaklanders toward a new system of public safety rooted in justice, healing and humanity.

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REPORT RECOMMENDATIONS RESPONSE OPD ORGANIZATION AND CULTURE

We appreciate the work of all the Advisory Board members and, as the co-creators of this process, we are clear that the purpose of the Task Force was not to strengthen, fix, reform, or rebrand the Oakland Police Department (OPD). Both Oakland and the nation have invested untold resources to “fix” policing. We have seen this with attempts at training on implicit and explicit bias, body camera mandates, and policy shifts regarding Use of Force requirements toward “less lethal” weapons; weapons that permanently disabled and killed hundreds of Americans during the 2020 summer uprisings. You cannot fix something that is not broken. Police and policing in

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this country was born out of the slave trade and the genocide of Indigenous bodies. Their job then was to protect an economic system dependent on the slave labor of Black and Brown bodies and to uphold the tenets of white supremacy that are the foundation of this country. They continue to do their job. We are concerned that there are over 40 recommendations in the OPD ORGANIZATION AND CULTURE SECTION. As history and recent events continue to make painfully clear, a “culture shift” is not what is required. The only rational way forward is to actively divest from policing and invest in the programs and services that are proven to support communities and increase safety. We urge City Council to place less emphasis on the recommendations in this section and prioritize focus on BUDGET AND DATA, and ALTERNATIVE PROGRAMS, RESPONSES AND INVESTMENTS.

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OPD Organization and Culture Advisory Board

1: CREATE AN OAKLAND SPECIFIC CROWD CONTROL ORDINANCE

Strongly Support: We support this recommendation in combination with #83, removing OPD from “special events”. Police should not be at protests. Full stop. Far too much energy and effort is wasted determining when and why police can use chemical weapons to maim and/or possibly kill us. Policing protests only serves to aggravate and escalate those who have come to engage their Constitutional right to engage in civil disobedience and free speech. Law enforcement response is a waste of time and resources. For instance, the Libby Schaff administration spent \$2.2 million on one night of overtime policing for at last year’s F*ck Your Curfew Protest—a protest staffed by a movement security team who have been keeping the public safe and protests on track for almost 30 years. It was a waste of time and resources our city just doesn’t have. What’s more, when protests do escalate, it is almost always the result of law enforcement being present and antagonizing protestors. Removing police from these events will save time, money and prevent violent encounters between law enforcement and community members.

2: CHANGE THE UNIFORMS FOR POLICE OFFICERS

Support with Commentary: We support the concepts behind recommendations #2 and #3. Research demonstrates that the more militarized a police department is, the more violent they are likely to be. These types of reforms are not, however, aligned with the mission and mandate of RPSTF. The goal is not to make cops “a little safer”. The goal is to reimagine public safety by divesting from law enforcement and investing in housing, jobs, health care, and other services. We don’t do that with a focus on buying cops new uniforms or changing their titles.

3: ELIMINATE ALL MILITARY TITLES AND RANKS AND CHANGE ALL JOB TITLES TO CIVILIAN PROFESSIONAL TITLES

Support: See #2.

4: CREATE A LAW ENFORCEMENT MUTUAL AID PLAN FOR 21ST CENTURY PUBLIC SAFETY OPERATIONS

Oaklanders are terrorized not just by the Oakland Police Department, but also by multiple other law enforcement agencies that patrol our streets. We demand an end to the harm caused by the California Highway Patrol, BART PD, and the Alameda County Sheriff’s Department within the City of Oakland. We make this demand in the name of Brianna Colombo and Erik Salgado who were shot by CHP on a residential street on June 6, 2020. They were unarmed. Erik Salgado was killed. Brianna, who was four months pregnant, lost her child. Further harm was done by law enforcement during the George Floyd protests, when outside agencies brought to Oakland under our state’s mutual aid scheme used tear gas and other “less-lethal” forms of crowd control. When the Anti Police-Terror Project filed a lawsuit resulting

in a preliminary injunction limiting the use of such weapons, mutual aid agencies threatened to not come to Oakland if they could no longer use those weapons. We are safer when violent and reckless policing agencies like the Alameda County Sheriff's Department are not on Oakland's streets. This recommendation should give the People of Oakland as much power as possible to decide who has authority within our borders.

5: EVALUATE OFFICER CANDIDATES FOR IMPLICIT AND EXPLICIT BIASES

Support: Investigative journalists have recently reinforced what many of us already knew: white supremacist groups and actors continue to populate law enforcement agencies across the country. The Proud Boys, the Three Percenters and the Oath Keepers have recently been exposed for their ties to both law enforcement and right-wing hate groups. The very least we can do is screen candidates for these biases (read racist, ideologies and tendencies). Racists are attracted to policing because they know their ideology has a home there. That does not require screening alone; it requires dismantling and transformation.

See #2 re: reforms.

6: ELIMINATE OR REDUCE THE USE OF OPD'S HELICOPTER

Strongly Support: We fully support this recommendation. In addition to being an incessant annoyance for Oaklanders, the helicopter costs Oakland taxpayers \$500,000 annually with little to nothing to show in terms of safety outcomes.

7: ACHIEVE COMPLIANCE WITH THE NSA

Strongly Support: The Negotiated Settlement Agreement (NSA) was born out of the Riders case wherein Oakland officers were exposed for harassing, extorting and assaulting Black Oakland residents in West Oakland. Targeting, profiling and abuse of Black Oaklanders by OPD continues today and is central to why BIPOC Oaklanders do not trust, nor want to engage, local law enforcement. The NSA was intended to fix the culture that propagates this behavior. It has failed—we believe in large part because the very culture of policing is rooted in racism and violence. That said, it is significantly more difficult to pursue certain transformations within OPD while the NSA is active. The city needs the NSA's terms to be satisfied to free Oakland from its requirements so we can move forward without restriction in our transformation efforts.

8. INSTITUTE NEW INCENTIVE STRUCTURES THAT ENCOURAGE OFFICERS TO REPORT MISCONDUCT AND MISTREATMENT BY THEIR PEERS

Support with Commentary: Officers who are bystanders to instances of excessive use of force are just as responsible as officers who commit these acts. Police officers shouldn't need incentives to report violence against community members, and there should be additional consequences for failing to report misconduct, similar to what was proposed in AB 1022 at the state level last year.

See #2 re: reforms

9. TRAIN ALL OFFICERS IN HOW TO DEAL WITH THE PRESS

Support: The Oakland Police Department should respect the right of the media to do their job and the media should feel free to do their job without the fear of experiencing bodily harm or incarceration in the process. There is nothing reimaginative about this demand. This should just be OPD policy without spending additional funds on training.

See #2 re: reforms

10. INTRODUCE A PROCESS THAT LOOKS FOR PATTERNS OF BIGOTRY AND BIAS WHEN REVIEWING A CANDIDATE'S QUALIFICATIONS

10 and 11-Support: The institution of policing in America is rooted in racism and violence. Even individuals entering the police department with good intentions will be exposed to the racist and misogynistic culture that infects OPD and other departments across the country. Racists are attracted to policing because they know their ideology has a home there. That does not require screening alone; it requires dismantling and transformation.

See #2 re: reforms

11. AUDIT THE OFFICERS THAT REJECT DIVERSE CANDIDATES FOR BIAS

Support: See #10.

12. TRAIN OFFICERS ON THE HISTORY OF BLACK AND BROWN COMMUNITIES IN OAKLAND

Do Not Support: We have spent enough taxpayer dollars, effort and energy on police training; resulting in policies on paper and no real change in practice.

“The job of this Task Force is not to reform OPD, but to reimagine public safety, develop radical reforms and reallocate police resources to community programs.”



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13. TRAIN WITH THE GOAL OF CREATING EQUITY FOR ALL PARTICIPANTS

Do Not Support: We have spent enough taxpayer dollars, effort and energy on police training, resulting in policies on paper and no real change in practice. “The job of this Task Force is not to reform OPD, but to reimagine public safety, develop radical reforms and reallocate police resources to community programs.”

14. 6-MONTHS OF COLLEGE COURSE WORK PRIOR TO WORKING IN THE FIELD

Do Not Support: If we are spending monies on education, then these dollars should be spent on creating quality educational experiences for BIPOC community members in Oakland—specifically for Black children who have been left behind and are tracked into sex work or jails and prisons by our school system.

15. TRAINING BY SUBJECT MATTER EXPERTS ON ALLEVIATING HIGH IMPACT NOISE EVENTS

Support with Conditions: We support the development of neighborhood-based responses to community high impact noise events like sideshows and fireworks season. Those who live in a particular neighborhood are the experts, and need to be supported to develop community-generated responses.

16. USING APPROPRIATE ETHNIC GROUP ASSIGNMENT FOR ITS RESPECTIVE POPULATION

Support: This is low-hanging fruit that will interrupt patterns of daily disrespect by law enforcement toward our BIPOC community members. This should be implemented across all racial groups and ethnicities in Oakland. This should be implemented with no additional monies going to the Oakland Police Department.

See #2 re: reforms

17. PROMOTION PACKETS INCLUDING AN OFFICER’S ENTIRE DISCIPLINE HISTORY

Support: All promotions should be vetted by the Police Commission. This should be implemented with no additional monies going to the Oakland Police Department.

See #2 re: reforms

18. PROMOTION PACKETS - DISCIPLINE HISTORY

Support with Commentary: Add text mandating law enforcement agencies adhere to SB 1421; requiring any information that can be made available to the public be made available to the public with ease.

See #2 re: reforms

19. PROMOTION PACKETS - EMPHASIS ON TRAINING

Do Not Support: Training has had little to no impact on the culture or behavioral patterns of the Oakland Police Department. The mission of this Task Force is not to reform OPD, but to reimagine public safety and reallocate police resources to community programs, resources and supports.

20. IMPLEMENTATION OF RECOMMENDATIONS FROM THE BPOA

Neutral.

21. CHANGES TO HIRING

Neutral: This mission of this Task Force is not to reform OPD, but to reimagine public safety and reallocate police resources to community programs. Developed in 1988 in Tennessee, Crisis Intervention Training (CIT) was initially supposed to be an additional tool for police officers who were personally

**Being Black or Brown,
in a mental health crisis
and law enforcement is a
deadly cocktail.**

22. UPDATE OPD PROMOTION PROCESS

Neutral: The mission of this Task Force is not to reform OPD, but to reimagine public safety and reallocate police resources to community programs.

23. COMMUNITY AUDIT OF CIVILIAN POLICE ACADEMY

Neutral: We do not see how this recommendation facilitates the reimagining process or forges new pathways to public safety.

24. REQUIREMENTS FOR DIVERSITY BASED TRAINING

Do Not Support: See earlier commentary on diversity and training.

25. REVISING OFFICER REQUIREMENTS FOR CIT TRAINING

Strongly Do Not Support: This recommendation does not move us toward the goal of “reimagining” but simply reinforces the status quo and leaves us dependent on systems of policing and prisons that have failed us and our communities since their inception.

Developed in 1988 in Tennessee, Crisis Intervention Training (CIT) was initially supposed to be an additional tool for police officers who were personally invested in working with people in mental health crises. Since that time, it has been utilized as a blanket strategy to respond to that population and failed miserably. Upwards of 50% of all people killed by law enforcement are in the middle of a mental health crisis. This is not work law enforcement wants to do, nor are they equipped to do it. Being Black or Brown, in a mental health crisis and law enforcement is a deadly cocktail.

We need care and compassion in these situations, not a badge and a gun. Invest these dollars in community programs like MH First and/or bringing MACRO in-house and paying Oaklanders living wage jobs to provide

community care for community crises. Task Force recommendations are supposed to redirect resources away from policing and toward community resources, social services and support programs. This includes recommendations for more training, which is a reform and doesn't reimagine public safety. If there are recommendations for extra layers of evaluation or training, these must not be tied to more funding for police.

26. FOCUSED EFFORT TO INCREASE GENDER AND RACIAL DIVERSITY

Do Not Support: See above commentary on diversity and training.

27. REVISE THE OPD RISK ASSESSMENT SYSTEM

Support with Commentary: Decisions around police resource allocation should not be made based on historical data as historically the allocation of police resources has been biased and racist.

See #2 re: reforms

28. TRACK THE INCIDENCES OF MISCONDUCT

Support: Additionally, per state law SB 1421, applicable information must be made available to the public without delays, intimidation, fees or other impediments to community in accessing reports, records and data.

29. ANALYZE MILITARY VETERAN OFFICERS

Neutral:

“The job of this Task Force is not to reform OPD, but to reimagine public safety, develop radical reforms and reallocate police resources to community programs.”



30. REMOVE OFFICERS WITH INCIDENTS OF MISCONDUCT

Strongly Support with Commentary: We recommend that the author of this recommendation seek feedback from the legal and policy advisory board for guidance on how to make this recommendation effective in light of current labor laws and the CA Peace Officers Bill of Rights

Many police departments across the state are populated by officers who have committed one or several acts of serious misconduct without punishment. APTP is cosponsoring SB 2, legislation that would create a state department to decertify officers who commit acts of serious misconduct. #30 should include a recommendation that Oakland City Council pass a resolution in support of such legislation.

31. TRANSFER MOST OF IAD TO CPRA

Support: Civilianizing IAD will generate significant cost savings. Police should not, and history demonstrates they clearly cannot, investigate themselves.

Joshua Pawlik's Story

Joshua Pawlik was murdered by the Oakland Police Department (OPD) on March 11, 2018. Four officers shot him more than 20 times while he was sleeping in West Oakland. Joshua was homeless, struggling with mental health issues and just beginning to wake up when OPD murdered him. He was 32 years old.

Unsurprisingly, OPD's investigation into his murder was bogus. A federal court-appointed monitor rejected the findings of internal investigations, calling them "deficient" and then-Police Chief Anne Kirkpatrick's oversight "disappointing and myopic."

The Oakland City Council agreed to pay Pawlik's family \$1.4 million in April of 2020.

32. UPDATE MANUAL OF RULES & DISCIPLINE MATRIX

Support with Conditions: No additional monies are provided to the Oakland Police Department to achieve this goal.

33. END QUALIFIED IMMUNITY TO KEEP OFFICERS MORE ACCOUNTABLE

Strongly Support with Conditions: Ending qualified immunity is one of the single most important radical "rational" reforms we can enact to interrupt state violence. Qualified immunity allows police officers to violate the civil rights of the people with absolute impunity. It makes it nearly impossible to hold law enforcement officers accountable for even the most serious and deliberate violations of our constitutional rights. No additional monies should be provided to the Oakland Police Department to achieve this recommendation.

The goal is less police contact, not more.

34. SERVE SPECIAL POPULATIONS ADEQUATELY BY CHANGING OPD STRUCTURE

Do Not Support with Commentary: Responses to vulnerable, marginalized or distressed populations should not lead with law enforcement, nor should they be equal partners in this work. Law enforcement should be the last resort. Plans and policies to

work with these populations should reside outside the police department. Programs like MACRO should be brought in-house under the supervision of the fire department, and MH First should be seen as a partner with the city in this work. The goal is less police contact, not more.

35. UPDATE POLICIES REGARDING SPECIAL POPULATIONS

Do Not Support with Commentary: Police should not be responding to these calls. Full stop. Invest in community groups and city employees outside of law enforcement who are more prepared, more qualified and more connected to the communities in crises.

36. RESTRUCTURE OAKLAND DEPARTMENT OF PUBLIC SAFETY

Neutral, Leaning Towards Do Not Support: The Department of Public Safety must coordinate and collaborate with more entities than just “city, county and state partners”. Specifically, there should be intense coordination and collaboration with the Department of Violence Prevention and the Department of Race & Equity with minimal engagement of the Oakland Police Department.

37. INSTITUTE CROSS FUNCTIONAL TEAM TO APPROACH CRISIS RESPONSE

Do Not Support: Police should not be responding to these calls.

38. SUSPEND OR TRANSFER THE PARAMILITARY BEARCAT ARMoured VEHICLE

Support: The demilitarization of the Oakland Police Department is critical to ensuring the health and welfare of Oakland residents. This includes ending the use of weapons and excessive machinery (such as helicopters, bearcats, chemical munitions, and projectiles), that only serve to increase fear and harm within our communities. Data demonstrate that police departments that possess and utilize military-grade equipment have higher incidents of excessive use of force and see the communities they patrol more as enemy combatants rather than residents they are supposed to “protect and serve”.

39. FULLY STAFF/ TRAIN NEIGHBORHOOD SERVICES

Support: Empowering and resourcing community members to find solutions to local issues and diffuse situations before they escalate is an excellent violence prevention strategy

40. INCREASE COMMUNITY ENGAGEMENT & COMMUNITY SENSITIVITY TRAINING

Do Not Support: These strategies have been ineffective in protecting BIPOC communities from state violence. We need transformation, not training.

41. REORGANIZING OPD'S INTERNAL STRUCTURE

Do Not Support: The Oakland Police Department should in all likelihood reorganize, however that is not the mandate of this Task Force nor the focus of this moment.

42. CEASE USAGE OF EQUIPMENT BANNED IN PROPOSED ORDINANCE

Strongly Support.

43. DEMILITARIZE POLICE DEPARTMENT

Strongly Support: See above analysis and commentary on militarization. No additional monies should be provided to the Oakland Police Department.

44. RENEGOTIATE OPOAS MOU IN 2021 INSTEAD OF 2024

Strongly Support: Our current MOU with the Oakland Police Officers Association was passed by a lame duck city council in late 2018 and provided OPD a 12.5% raise over five years. The agreement has caused irrevocable financial harm to the City of Oakland's economy, and we are in desperate need of contract renegotiations to fend off the current economic crisis.

Budget and Data Analysis Advisory Board

45. IMPLEMENT A YOUTH CENTERED PARTICIPATORY BUDGETING PROCESS

Support: Young people should have a seat at the table when it comes to designing city policies and practices that will impact their lives for years to come.

46. INVESTMENT IN EARLY LITERACY (3RD GRADE AND BELOW)

Strongly Support with Conditions: For far too long, Oakland has allowed BIPOC students to languish in a school system that is not only not serving them, but is actively harming them and solidifying pathways to prison or into the underground world of sex trafficking for which Oakland is internationally known. This recommendation should be developed in partnership with Black students, parents and teachers and tie into the current organizing demanding reparations for Black students in OUSD.

47. IMPLEMENTING A SECOND PHASE OF REIMAGINING PUBLIC SAFETY

Strongly Support.

48. HIRING ADDITIONAL FACILITATORS/PARTNER ORGANIZATIONS

Support.

49. STREAMLINING AND MAKING PUBLIC MULTIPLE FORMS OF DATA FROM OPD

Support: The calls for service data with location must be provided regularly. A quality example of this can be found within the Phoenix Police Department.

50. REALLOCATE AND REINVEST FUNDS FROM THE OPD BUDGET INTO OTHER AREAS THAT INCREASE PUBLIC SAFETY

Strongly Support: Reducing sworn officers and replacing sworn officers with non-sworn staff is central to the process of defunding OPD. Sworn officers make up more than 65% of OPD spending, and the cost of a sworn position is on average 1.8 times the cost of a non-sworn position.

51. THE CITY PRIORITIZING THE RENEGOTIATION OF THE OPOA MOU

Strongly Support: The current OPOA MOU is extremely detrimental to Oakland's financial well-being and needs to be amended immediately.

52. BUILD ON THE TASK FORCE'S GUIDING PRINCIPLE #2

Strongly Support.

53. ADOPT "VERIFIED RESPONSE" STANDARD FOR DISPATCH OF PATROL OFFICERS TO BURGLARY ALARMS

Strongly Support: The verified response standard is an attempt to address the fact that the overwhelming majority of burglar alarms are "false alarms". As the recommendation points out, the city wastes over a million dollars a year responding to false alarms.

54. PRIORITIZE OPD DATA COLLECTION & ANALYSIS STAFFING AND MECHANISMS

Strongly Support: SB 1421 (Nancy Skinner) made access to increased data from California law enforcement agencies state law. Like many law enforcement agencies across the state, the Oakland Police Department has continued on as if they do not have to respond to community requests for records and data. There are documented incidents of families impacted by state violence having to wait upwards of years to receive records related to the murder of their loved ones. This is unacceptable. The Police Commission needs the power to hold the Department accountable for not meeting the standard of the law and adding to the distress of community members already taxed and traumatized as a result of OPD's misconduct.

55. CREATE MORE OPD DATA TRANSPARENCY

Support: See above.

Alternate Responses, Programs, and Investments Advisory Board

56. CREATE A CITYWIDE BEHAVIORAL HEALTH UNIT

Support: It is imperative that this program remain entirely separate and apart from OPD. The recommendation mentions training—any training provided to OPD needs to center on diverting the highest percentage of service calls possible away from OPD and to the BHU and MACRO.

57. IMMEDIATELY MAKE LONG-TERM INVESTMENT IN MACRO

Strongly Support: MACRO is not a program. It is a set of principles. This makes it that much more important that the facilitator of the actual program gets it right. We recommend that Oakland bring MACRO into the City and create unionized BIPOC living wage jobs—for example, this program could be housed within the Fire Department. We also must ensure that MACRO is working in partnership with programs like MH First, who do not utilize the 9-1-1 number, so we are serving the whole of the Oakland community. To create a program out of the principles, MACRO should contract with local Black and Brown experts currently engaged in the work.

58. FUND/CREATE COMMUNITY HOTLINES AND TRANSFER 911 CALL CENTER OUT OF OPD

Strongly Support: We fully support this recommendation. It calls on the city to support Mental Health First (MH First) Oakland, a project of APTP that launched in August 2020. MH First is Oakland's first and only model for non-police response to mental health crises, substance abuse and interpersonal violence. Research shows that large swaths of the BIPOC community will not call 9-1-1 under any circumstances. We need to provide a pathway to safety and care for those populations.

59. MOVE MOST TRAFFIC ENFORCEMENT TO OAKDOT

Strongly Support: We support moving most traffic violations to OakDOT. Police traffic stops remain one of the leading entry points to violent police interactions for Black and Brown people, as these drivers are pulled over at disproportionate rates and suffer disproportionate harm, including incarceration and death, from police engagement. You do not need a badge and a gun to write a speeding ticket.

60. CREATE A CIVILIAN COMMUNITY AMBASSADORS PROGRAM TO RESPOND TO NONVIOLENT, NON-MENTAL HEALTH INCIDENTS

Strongly Support: We support a community ambassador model as was established by the Asian Prisoner Support Committee, who provided reentry opportunities for people leaving prison. Groups like Community Ready Corps have been engaged in community safety programs in Oakland for decades, and serve as thought leaders in the space.

As is discussed in recommendation #95, the Community Ambassador program will include cleanup in certain neighborhoods, engagement and relationship building with all Oakland residents in those neighborhoods, connection to city and county services for those in need, de-escalation, engagement and relationship with store owners in those neighborhoods. These ambassadors need to be provided city wages and benefits, and access to training to ensure that they are able to communicate and provide service to all Oakland residents.

61. DISSOLVE OPD HOMELESS OUTREACH UNIT AND REINVEST IN MOBILE STREET OUTREACH

Strongly Support: These duties could go to MACRO or other crisis response groups like MH First. Rather than law enforcement accompanying city workers, let's utilize community ambassadors or community safety teams like Community Ready Corps to do this work.

62. REINVEST HOUSING AUTHORITY POLICE BUDGET THROUGH PARTICIPATORY BUDGETING

Strongly Support with Commentary: As is laid out in this recommendation, the OHA Police Department, operating under the U.S. Dept of Housing and Urban Development, spends the majority of its time enforcing non-criminal infractions, lease violations, and parking and traffic violations. As a result, OHA residents are constantly policed in and around their own homes. This not only criminalizes them, but also places their housing in jeopardy. Oakland's City Council should demand the dissolution of the OHAPD and demand that all section 8 funding go to housing and supportive programming.

63. GIVE NEIGHBORHOODS POWER TO DETERMINE LEVEL OF HOUSING PATROLS

Strongly Do Not Support. Experience demonstrates this recommendation would be a deadly disaster for BIPOC community members. Data show the only way use of force incidents decrease is if engagement with law enforcement also decreases. We cannot support recommendations that could increase the numbers of law enforcement officers in a community; especially when so many of our neighborhoods already feel like they are swarming with an occupying army. Additionally, as Oakland continues to gentrify, we have seen multiple examples of white residents utilizing the police as a weapon (BBQ Becky) and endangering the lives of BIPOC community members. The Task Force should prioritize recommendations that create the largest shifts in how public safety is defined and executed in Oakland—not in recommendations that reinforce the violent status quo.

The Task Force should prioritize recommendations that create the largest shifts in how public safety is defined and executed in Oakland—not in recommendations that reinforce the violent status quo.

64. REPEAL LAWS CRIMINALIZING HOMELESSNESS AND POVERTY

Strongly Support.

65. PROVIDE A PUBLIC HEALTH RESPONSE TO ADDICTION/SUBSTANCE ABUSE

Strongly Support.

66. STOP ENFORCEMENT OF LAWS THAT CRIMINALIZE SEX TRADE BETWEEN CONSENTING ADULTS

Strongly Support with Commentary: Rather than simple non-enforcement of the laws as suggested in this recommendation, the laws should be repealed. It is draconian to arrest and incarcerate consenting adults for engaging in sexual activity. That said, this is Oakland. We are a destination on the “circuit” and thousands of underage girls and kidnapped women pass through our city borders annually to be bought and sold in the sex trafficking industry. A quick drive down E-14 reveals throngs of children being sold for sex. Because the majority of these girls are Black or BIPOC, the City of Oakland ignores the issue, even allowing OPD to profit/benefit from the trade. Oakland must contract with local agencies to develop policies and programming that protect sex workers and interrupt sex trafficking. There must also be significant focus on Black Trans women. Across the Bay, organizations like Transgender Gender-variant and Intersex Justice Project and St. James Infirmary have received city dollars to provide programming to their communities. We need to be doing the same here. Investment in organizations that work with that demographic should be fiscally supported and looked to for leadership. Those closest to the problem have the solution, and these groups need to be empowered to create policies that keep them whole, healthy and safe.

67. BUILD A RESTORATIVE JUSTICE WEB OF SUPPORT

Support with Commentary, Transformative Justice: While the roots of Restorative Justice are located in Indigenous and traditional communities, where the collective process of healing and restoration is practiced and upheld, the systems of white supremacy have co-opted many of these community healing practices by inserting them in a criminal justice reform model. Now, rather than truly restoring both sides to the original harm by addressing the root causes of such poverty, patriarchy, and racism subjected on both the harm doer and the harmed, currently Restorative Justice practice is in many spaces rooted in reforming the harm doer, alleviating only the resentment of the harmed. Thus, for many, the system of Restorative Justice practice has become punitive and tied to the carceral system.

Transformative Justice on the other hand is true to the original intent of the Indigenous and traditional practices of addressing the harm done by looking at restoring the wholeness of the being for both the harm doer and the harmed. This includes accountability and an accounting of all the root causes that lead to the harm committed. The practice is one that is not prescriptive, as Restorative Justice practice has become. Instead, it is creative in finding

ways to fulfill the acts of the apology, accounting, healing, and restoration of the relationship between the harm doer and the harmed as well as with the community.

Transformative Justice occurs within communities that have pre-existing relationships. In order to move forward with Transformative Justice, resources will need to be directed to community-based groups to anchor the training and work to hold Transformative Justice practices and processes.

We support this recommendation with the understanding that its authors are promoting what we call Transformative Justice, rather than the prescriptive model of Restorative Justice.

68. PROVIDE MORE COMPREHENSIVE REENTRY SUPPORT

Strongly Support: As the criminal legal system provides those leaving incarceration with very little in terms of support, the City of Oakland needs to go above and beyond with our services and accessibility.

69. EXPAND RESTORATIVE JUSTICE DIVERSION FOR YOUTH AND YOUNG ADULTS

Support with Commentary: No young person should be put in a cage. We stand in solidarity with efforts across the Bay and the state to close all youth jails/prisons.

70. INVEST MORE IN PROGRAMS, SERVICES, AND SPACES FOR YOUNG PEOPLE

Support with commentary: See RJ commentary above.

71. EXPAND AND FUND EXISTING HARM REDUCTION SERVICES

Strongly Support: The City of Oakland's programming for people who use drugs are severely underfunded. We need to provide a more robust harm reduction infrastructure for the People of Oakland.

72. INCREASE FUNDING TO GENDER-BASED VIOLENCE RESPONSE SERVICES

Strongly Support with Commentary: Oakland allocates a disproportionately small percentage of its budget to respond to gender-based violence. We thank this advisory board for demanding that we appropriately fund services.

Responses to Interpersonal violence must be couched in holistic and non punitive policies and practices for the entire family. The commitment to support the survivor is equally important as committing to support the person who perpetrated the harm. The goal should be to heal everybody. Support must be participant centered and participant determined. Not all survivors want to leave. Even if families do choose to separate, steps must be taken to ensure healing for all parties so the cycle of violence can be broken.

73. EXPAND FLEXIBLE FUNDING FOR SURVIVORS OF GENDER-BASED VIOLENCE

Strongly Support with Commentary: Oakland allocates a disproportionately small percentage of its budget to respond to gender-based violence. We thank this advisory board for demanding that we increase flexible funding for survivors.

No young person should be put in a cage.

Responses to interpersonal violence must be couched in holistic and non punitive policies and practices for the entire family. The commitment to support the survivor is equally important as committing to support the person who perpetrated the harm. The goal should be to heal everybody. Support must be participant-centered and participant-determined. Not all survivors want to leave. Even if families do choose to separate, steps must be taken to ensure healing for all parties so the cycle of violence can be broken.

74. ADEQUATELY FUND GENDER-BASED VIOLENCE PREVENTION

Strongly Support with Commentary: Oakland allocates a disproportionately small percentage of its budget to respond to gender based violence. We thank this advisory board for demanding that we appropriately fund prevention efforts.

Responses to interpersonal violence must be couched in holistic and non punitive policies and practices for the entire family. The commitment to support the survivor is equally important as committing to support the person who perpetrated the harm. The goal should be to heal everybody. Support must be participant-centered and participant-determined. Not all survivors want to leave. Even if families do choose to separate, steps must be taken to ensure healing for all parties so the cycle of violence can be broken.

75. PERMIT/INVEST IN A COMMUNITY-LED SIDESHOW SPACE

Neutral.

76. CREATE AN ADVISORY COUNCIL OF UNHOUSED RESIDENTS TO GUIDE CITY POLICY

Support: The City of Oakland's approach to tackling this problem needs to be guided and led by those most impacted.

77. CREATE IMMEDIATE HOUSING SOLUTIONS

Support with Commentary: We strongly support this recommendation. Conversations about rent coverage for tenants must also include mortgage support for mom-and-pop landlords who have also been hard hit so they can continue to provide housing for Oaklanders.

78. REVITALIZE COMMERCIAL CORRIDORS

Support with Commentary: BIPOC neighborhoods remain neglected in the City of Oakland. Streets do not get cleaned, roads do not get fixed and dumping runs unmitigated. The city must invest resources to correct these issues with a focus on longtime BIPOC shop owners. Investing in these spaces not only supports local businesses, it has also been demonstrated to decrease acts of violence in the surrounding area.

When implementing this program, we must not repeat or implement George Kelling/Bill Bratton's Broken Windows Policy which resulted in the targeting, profiling, harassing, assaulting and incarceration of BIPOC community members.

79. TRANSFORM UNUSED VACANT LOTS

Strongly Support with Commentary: The City of Oakland should use public land for public good. Currently our greatest need is low-income and work-force housing. We support this recommendation because it not only provides a temporary purpose for vacant lots as housing initiatives move forward, it also has been demonstrated to reduce acts of violence in the surrounding area.

80. CREATE A WORKFORCE EQUITY FUND

Support.

81. MAKE ALL OAKLAND COMMUNITY COLLEGES FREE FOR LOCAL RESIDENTS

Strongly Support.

82. LAUNCH A BASIC INCOME PROGRAM TO ADDRESS INCOME INSTABILITY

Support.

83. INCREASE ACCESS TO AFFORDABLE AND NUTRITIOUS FOOD

Support.



Legal and Policy Barriers and Opportunities Advisory Board

84. ELIMINATE DUPLICATION OF INVESTIGATIONS BY IAD AND CPRA

Support. There currently exist two methods of investigation—Internal Affairs Division (IAD) in OPD and CPRA the civilian oversight body—in an effort to have "checks and balances" for investigations into officer misconduct, specifically allegations for which a full investigation is mandated under Oakland City Charter Section 604/Measure LL. By removing IAD, the city would effectively be removing the entity that polices itself when investigating officer use of force and other higher levels of misconduct. Those funds can adequately fund a civilian investigation arm (APTP's [Proposal for Effective Police Oversight](#) indicates this civilian investigative arm should be funded at no less than 5% of overall police budget) and remove the blue line of impunity from these investigations.

85. TRANSFER FORENSICS CRIME LAB OUT OF OPD

Support. There is no need for sworn officers to engage in these functions. Civilianizing these roles saves money and reduces the size of our police department.

86. TRANSFER SPECIAL EVENT DUTIES OUT OF OPD

Strongly Support. Police should not be at protests, see #1.

87. INITIATE A PART-TIME SWORN OFFICER PILOT PROGRAM

Strongly Do Not Support: The goals of this Task Force is to Reimagine Public Safety. This recommendation reinforces the status quo. Identifying jobs, tasks and duties that do not require law enforcement present or response will free up a significant officer time to respond to incidents that do require law enforcement. This recommendation goes so far as to suggest that the city should offer housing stipends for these officers. We would submit that we need to house the 6,000 people (80% of whom are Black) sleeping on Oakland's streets first.

88. CREATE A NEW POLICE BUDGET AUDITOR POSITION

Do Not Support: We do not need additional overhead related to our police department – we need a transparent system of data provision from OPD. Breakdowns of costs, calls for service data with location, traffic stop data, we want it all. We spend over \$330 million per year on policing – it is reckless and irresponsible that we lack an intimate understanding of what we are doing with that money. The answer is not a new position, it is access.

89. CAP OPD OVERTIME

Strongly Support: In addition to almost 50% of Oakland's general fund, the Oakland Police Department then siphons off millions more in unauthorized overtime. Last year, the police went \$32 million over budget, \$19 million of that in unauthorized overtime. Despite several audits and repeated demands

from Oaklanders and the city council to reign in unauthorized police spending, OPD and the Schaaf Administration have refused to address the overspending. This year, the administration's failure to regulate OPD spending forced the city to make dramatic budget cuts across the board.

90. COMMIT \$8 MILLION SET-ASIDE FUNDS TO TASK FORCE RECOMMENDATIONS

Support.

91. ENGAGE COMMUNITY TO AMEND MEASURE Z

Support: Measure Z includes a minimum OPD staffing requirement that needs to be removed from the rewrite. The police staffing floors and police spending provision in Measure Z are not good public policy, they are bargaining chips thrown to the OPOA in exchange for the small amounts of money in the measure that flow to violence prevention advocates.

92. MANDATE THAT OPD OFFICERS POSSESS COLLEGE DEGREE/ARE OVER 25

Do Not Support: This is a recommendation that does not reimagine public safety and only serves to reinforce the status quo.

93. MANDATE A DIVERSE OPD HIRING PANEL

Do Not Support: This is a recommendation that does not reimagine public safety and only serves to reinforce the status quo.

94. MANDATE COMMUNITY RECOMMENDATION FOR OPD RECRUITS

Do Not Support. This is a recommendation that does not reimagine public safety, is easy to work around, and only serves to reinforce the status quo.

95. ESTABLISH PUBLIC WORKS STREET TEAM/CUSTODIAL STEWARDS

Strongly Support: We support a community ambassador model as was established by the Asian Prisoner Support Committee, who provided reentry opportunities for people leaving prison. Groups like Community Ready Corps have been engaged in community safety programs in Oakland for decades, and serve as thought leaders in the space.

As is discussed in this recommendation, the community ambassador program would include cleanup in certain neighborhoods, engagement and relationship building with all Oaklanders in those neighborhoods, connection to city and county services for those in need, de-escalation, and engagement and relationship with store owners in those neighborhoods. These ambassadors need to be provided city wages and benefits, and access to training to ensure that they are able to communicate with and provide service to all.

96. ESTABLISH OVERARCHING BUREAU OF COMMUNITY SAFETY

Do Not Support: We don't support this recommendation because public safety programs affiliated with the police are often reduced to little more than efforts to burnish the Police Department's reputation. Community safety programs must be independent from police departments for them to be effective.

97. ESTABLISH A DEPARTMENT OF PUBLIC SAFETY

Do Not Support: We don't support this recommendation because community-based violence interruption should not be affiliated with or connected to OPD. Public safety programs affiliated with the police are often reduced to little more than efforts to burnish the Police Department's reputation. Community safety programs must be independent from police departments for them to be effective.

98. ESTABLISH NCPC COMMUNITY SAFETY STEWARDSHIP PROGRAM

Support.

99. IMPLEMENT RACIAL PROFILING ORDINANCE TO DETER FALSE CALLS FOR SERVICE

Neutral With Commentary: While we support the spirit of this recommendation, we do not support the use of hate crimes legislation to widen the net of policing and criminalization. Calls such as these can be coded by non-law enforcement departments and addressed using public media/narrative interventions.

100. REACH ANNUAL ALIGNMENT ON NSA TASKS

Neutral With Commentary: The NSA must be resolved as it limits the city's ability to flexibly adjust its system of policing while under the NSAs provisions. This proposal is worrisome as it appears to add unnecessary layers of bureaucracy. What is missing in the effort to resolve the NSA is not a lack of structure, what is missing is any accountability within the Oakland Police Department.

101. REEXAMINE ROLE OF PUBLIC SAFETY BOARDS

Support: All city efforts to provide community governance over policing and matters of public safety should be reexamined as a whole, especially in light of any changes to IAD that are made as a result of the reimagination process.

102. EXPAND COUNTY-PROVIDED MENTAL HEALTH SERVICES

Support.

103. INCREASE POLICE COMMISSION STAFF

Support: We believe if the police commission had more staff, they would be able to do a more comprehensive job at holding OPD accountable. Additionally, we recommend an end to the Mayor appointing people to the Commission because the Commission should be independent from the Mayor's office.

See #2 re: reforms

104. IMPROVE THE POLICE COMMISSION SELECTION PANEL PROCESS

Do Not Support. If we are going to improve the police commission selection process, let's start by removing the Mayor's pick and giving that pick to the People. The police commission can not be under the administration's influence as the administration is in control of the police department. Any changes to the police commission must shift it towards true independence.

105. IMPOSE DISCIPLINE ON OPD MANAGERS/SUPERVISORS FOR DISCRIMINATORY POLICING

Support: We support holding police accountable but this recommendation is not what reimagining public safety is about. We cannot tinker our way to a system of policing that is effective. If we could, we would be there by now as trillions of dollars have been spent in that direction. Our system of policing is not broken, it is working as designed.

See #2 re: reforms

106. IMPROVE OUTCOMES IN THE NEXT OPOA MOU

Support. This should be combined with the other MOU recommendations and prioritize renegotiation of the MOU this year. The last MOU was negotiated in 2018 without community input by a lame duck council more than six months before the existing MOU expired. This cannot ever happen again—our city literally cannot afford it. Community input is needed.

107. INCREASE FUNDING TO THE NEIGHBORHOOD OPPORTUNITY AND ACCOUNTABILITY BOARD (NOAB)

Neutral.

108. CREATE SCHOOL ATTENDANCE STIPEND

Support.

109. CREATE SCHOOL-SITE BASED VIOLENCE PREVENTION AND CRISIS INTERVENTION TEAMS

Strongly Support.

110. PROVIDE ENHANCED PUBLIC AND MENTAL HEALTH ACCESS TO UNDERSERVED COMMUNITIES

Neutral. We agree with this recommendation in principle—we believe that it needs to be fleshed out to specifically address which services will be enhanced and how.

111. CREATE A CIVILIAN DEPARTMENT OF CANNABIS

Support.

112. INVEST IN EQUITABLE DEVELOPMENT OF CANNABIS INDUSTRY

Support.

113. LOWER THE CANNABIS BUSINESS TAX

Support.

As designed by the so-called War On Drugs, Black and Brown communities were targeted, surveilled and incarcerated for low-level drug offenses; many for marijuana. We are in a position to acknowledge and repair some of that harm through ensuring industry access to directly impacted communities. This point is highlighted in Recommendation 111:

"The City should invest as much in ensuring the sustainability of the cannabis industry for the benefit of the equity businesses as it did in enforcing the drug war. The equity businesses are benefited by the existence of a thriving ecosystem of a vibrant and diverse industry, of both equity and general businesses."

Creating a civilian Department of Cannabis, investing in the equitable development of the cannabis industry and lowering the cannabis business tax are concrete steps towards sustaining and growing the industry that is rooted in community involvement, not criminalization.

114. ESTABLISH A COMMUNITY REPARATIONS COMMISSION

Support with Commentary: The City should adopt The Black New Deal. Convened by The Anti Police-Terror Project and Community Ready Corps, The Black New Deal was created by over 40 Black organizations and individuals and maps out a pathway to creating thriving Black communities.

YOUTH ADVISORY BOARD RECOMMENDATIONS

We support the Youth Advisory Board and agree with their recommendations regarding alternatives to public safety and investments in programs that address the root causes of violence.

COALITION ADDITIONAL RECOMMENDATION SUGGESTIONS

OPD Culture: None

Alternatives:

Invest in street teams that can interrupt violence before it happens.
Invest in trauma responders who arrive at every violent incident and provide trauma support services for the family and community.

Budget & Data:

Research the possibility of utilizing OPD's Asset Forfeiture fund to pay for alternative programs, additional community resources, and supports as identified by these recommendations.

CONCLUSION

For over 400 years, America has utilized violence and intimidation to maintain power, uplift white supremacy, and maintain the status quo of an economic system rooted in race-based dominance, anti-Blackness, colonialism, and imperialism. Law enforcement agencies are the frontline soldiers that protect these systems. The average American notices not, and simply goes about their day, enjoying the “benefits” of living in what they believe to be the land of the home, the brave, and the free. But we are not all free. We fear our children’s arrival to adulthood will never come in a society that locks us out of the opportunity to build a beautiful life. Our communities are occupied by an armed force and our borders are violently policed. We are not protected. We are not served. We are hunted, we are caged, and we are blamed for our suffering. We are punished for our resistance.

We no longer have chattel slavery, we have Black and Brown bodies languishing in American prisons by the tens of thousands. We no longer have slave catchers, we have police that occupy our communities, oversee our benign daily activities, and utilize intimidation, repression and incarceration to keep us in line. We no longer have lynchings, instead they shoot us, unarmed, for the consumption of the world on social networking platforms that make algorithms of our suffering. **We are not all free, and if some of us are not free, none of us are free.**

If anywhere and anyone can reimagine public safety. If any place can model 21st century morality in how we keep ourselves safe while loving everyone in our midst. It is us.

Still, we assert and fight for our humanity. Lovers of freedom and liberation stand on the shoulders of our ancestors knowing our righteous rage, love for our people, strategy and sacrifice will bring about our liberation. Organizers, those who put their life and limb on the line for the people, continue to work with the people, serve the people, build power, leverage that power and make qualitative changes in our lives.

Organizing is hard. Struggle is difficult. There are a lot of disappointments. We organize despite systems, organizations and individuals who profit from our suffering and have no desire to release or share the benefits; our health and welfare bought and sold on Wall Street markets we don’t even know exist. We organize despite those who resist our simple demand to be free. Especially those who look like us. Change comes slow. **But it does come.** Wins happen. Seismic shifts in the cultural and social fabric of our society take place. We do win.

This is one of those moments. A winning moment. Now has the potential to be a seismic shift in who we are, how we behave, how our humanity shows up in the world. How we recognize and honor the humanity in us all.

Change takes courage and resistance is expected. But this is Oakland. Home of the Panthers. Sanctuary for freedom fighters. A place of endless inspiration for the creators. If anywhere and anyone can reimagine public safety. If any place can model 21st century morality in how we keep ourselves safe while loving everyone in our midst. It is us.

This is a moment of extraction. After years of organizing and work, there are historic wins for our people wrapped in the words of these recommendations. There lies the possibility to get to the gun before the bullet flies, to heal the generational trauma that perpetuates intercommunal violence and harm, to release our people from cages and into communities with resources to heal them, to provide pathways to educational and economic opportunities that will allow people to live with dignity, to destigmatize mental health crisis exacerbated by the tenets of white supremacy we all struggle to live under, and so much more

This is not the cure-all. But it is a giant step in the right direction. We will stumble as we learn, and we will make mistakes, but dismantling systems of oppression as we build new liberatory models and systems gets us just that much closer to the world we dream of and fight for. A world where we all have access to the tools, resources and supports that allow us to move from surviving to thriving. **Yes. These transformative recommendations have that much power. This moment is that crucial. We must not squander it.**

If locking up people kept us safe, we would be the safest country on the planet because we do that more than any other country in the world and more than several countries combined.

Even if the word Defund still makes you cringe. Even if you can't imagine a world where every social ill is not responded to with a badge and a gun. Even if you can't fathom violence being met with peace. Even if you are lucky enough that the brutality of state terror has never touched your life, shattered your world, or dominated your psyche. You, too, must admit that this system is not working. For any of us. We invest trillions and trillions of dollars in policing, jails and prisons, and yet so-called "crime" continues. If locking up people kept us safe, we would be the safest country on the planet because we do that more than any other country in the world and more than several countries combined.

We have a fleeting opportunity to do it differently. To do it right. To move with the knowledge and truth that hurt people hurt people and healthy people hold people.

Oaklanders have made a demand. They want healthy communities and people. They want clean streets and air. They want economic and educational opportunities. They want to be the vanguard of 21st Century public safety. The City must listen. And if they don't listen, we the people must continue to organize, build, push, strategize, and unify until they have no choice but to enact the will of the people. They work for us. This is our moment. This is our time.



Photo by Brooke Anderson | @movementphotographer

OPD's budget must be cut by 50% with those dollars redirected to neighborhoods, communities, programs and practices that are real roads to community safety. The Task Force must remain true to the mission and mandate of this body. The polls, surveys, community meetings, and town halls make it clear that Oaklanders do not want reforms that require further resources for policing – including recommendations for reforms that would inadvertently require an increase in police funding. The Task Force must prioritize recommendations that resource our community, not law enforcement. They must lead with humanity and healing. We will accept nothing less.

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We Love you Oakland...

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DEFUND COALITION TOP 10 RECOMMENDATIONS

1. Renegotiate OPOAs MOU in 2021 instead of 2024 (#44)
2. Immediately make long-term investment in MACRO (#57)
3. Fund/create community hotlines and transfer 911 call center out of OPD (#58)
4. Move most traffic enforcement to OakDOT (#59)
5. Expand existing Community Ambassador Program frameworks
 - Create a civilian Community Ambassadors program to respond to nonviolent, non-mental health incidents (#60)
 - Establish Public Works Street Team/Custodial Stewards (#95)
6. Dissolve OPD Homeless Outreach Unit and reinvest in mobile street outreach (#61)
7. Prioritize a Public Health Response to Drug Use
 - Provide a public health response to addiction/substance abuse (#65)
 - Expand and fund existing harm reduction services (#71)
8. Invest in Gender Based Violence Prevention
 - Increase funding to gender-based violence response services (#72)
 - Expand flexible funding for survivors of gender-based violence (#73)
 - Adequately fund gender-based violence prevention (#74)
9. Revitalize Commercial Coordinators and Transform Vacant Lots
 - Revitalize commercial corridors (#78)
 - Transform unused vacant lots (#79)
10. Engage community to amend Measure Z (#91)

DEFUND COALITION REFUSED RECOMMENDATIONS

- 1.** Create a Law Enforcement Mutual Aid Plan for 21st Century Public Safety Operations (#4)
- 2.** Revising Officer Requirements for CIT Training (#25)
- 3.** Update Policies Regarding Special Populations (#35)
- 4.** Institute Cross Functional Team to Approach Crisis Response (#37)
- 5.** Give Neighborhoods power to determine level of housing patrols (#63)
- 6.** Initiate a part-time sworn officer pilot program (#87)

GLOSSARY OF TERMS

Abolition is a political vision with the goal of eliminating imprisonment, policing, and surveillance and creating lasting alternatives to punishment and imprisonment.

Restorative Justice is a system of criminal justice which focuses on the rehabilitation of offenders through reconciliation with victims and the community at large.

Transformative Justice is a way of practicing alternative justice that acknowledges individual experiences and identities and works to actively resist the state's criminal injustice system. Transformative Justice recognizes that oppression is at the root of all forms of harm, abuse and assault. As a practice, it therefore aims to address and confront those oppressions on all levels and treats this concept as an integral part to accountability and healing.

State Terror For Black and Brown communities within the United States of America, the use of force and violence is seldom, if ever, deemed "unlawful," as attested to by the lack of accountability and punishment for police officers when they kill. This use of force and violence, which is in furtherance of the political and social objective of containment of Black and Brown peoples, is in actuality, state-sanctioned violence (government): violence that is on behalf of, serves the interest of, and/or is conducted by the state.

Police Violence While no universal definition of terrorism exists, the Federal Bureau of Investigation defines terrorism as the unlawful use of force and violence against persons or property to intimidate or coerce a government, the civilian population, or any segment thereof, in furtherance of political or social objectives. Police terrorism is not only the actual acts of killing by police but also the fear and anxiety it causes amongst our community.

Defund OPD is a grassroots campaign committed to reducing the Oakland Police Budget by 50% and reinvesting that money into alternative non-police programs that can better protect and strengthen our communities. We believe defunding the police is the first step towards abolition.

Refund in this context is used to explain the reinvestment of resources into communities that have been actively divested from and overly policed.

Self Determination is the process by which a people, specifically those who have been actively oppressed, are able to exert their free choice without external compulsion.

GLOSSARY OF TERMS

The Black New Deal is an overarching platform, created by a coalition of Black-led organizations in Oakland, CA, led by The Anti Police-Terror Project and Community Ready Corps, that includes policy solutions across the broader arenas that determine Black people's lives: investment, housing, education, healthcare, jobs and criminal justice.

APPENDIX



SURVEYS OF SUPPORT

Multiple Agencies and Organizations Engaged Oaklanders About Defund/Refund: Oaklanders Support

RAHEEM Survey - Raheem is an independent service for reporting police conduct in the United States.

Chamber of Commerce Survey - The mission of the Chamber is to secure the economic future of our community, and to enhance the quality of life in the city of Oakland.

Urban Peace Movement Survey - Urban Peace Movement (UPM) builds youth leadership in Oakland to transform the culture and social conditions that lead to community violence & mass incarceration in communities of color.

APT Survey - The Anti Police-Terror Project is a Black-led, multi-racial, intergenerational coalition that seeks to build a replicable and sustainable model to eradicate police terror in communities of color.

REPORTS/RESOURCES

The Black New Deal - Black Oakland Demands in Light of COVID-19 and Rates of Black Death, Anti Police-Terror Project (AFTP)

The Black New Deal - The California Black New Deal Platform, The Alliance of Californians for Community Empowerment (ACCE)

MH First Oakland - MH First Oakland, a project of Anti Police-Terror Project, is a cutting-edge new model for non-police response to mental health crisis.

City of Phoenix Police Open Data Project - The city of Phoenix Open Data portal provides access to the city's [Mapping Portal](#) and tabular data in one convenient digital location.

Oakland Negotiated Settlement Agreement - The City of Oakland's Negotiated Settlement Agreement (NSA) dates from January 22, 2003, when the City of Oakland and the Oakland Police Department entered into an agreement resolving allegations of police misconduct raised by private plaintiffs in the civil lawsuit, Delphine Allen, et al., v. City of Oakland, et al.

MACRO Feasibility Report - Report on feasibility and implementation of a pilot of Mobile Assistance Community Responders of Oakland (MACRO)

ARTICLES

Police Attacks on Protesters with “less than lethal” weapons result in life threatening injuries

–Jordan Smith, *The Intercept*

Ending The War On Drugs: By the Numbers

–Betsy Pearl, *Center On American Progress*

Poisoning Our Police: How the Militarization Mindset Threatens Constitutional Rights and Public Safety

–Wayne McEarlwrath & Sarah Tuberville, *POGO*

Erik Salgado and Brianna Colombo were apparently unarmed when CHP officers shot them in East Oakland on Saturday

–Darwin Bond Graham, *Berkeleyside*

Solano Deputies, Vacaville Councilmember Promote Anti-Government Militia

–Scott Morris, *Open Vallejo*

Curated Collection of Links on Policing and Mental Health Crisis

–*The Marshall Project*

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The Defund Police Coalition



