

**CITY OF ALBANY
CITY COUNCIL AGENDA
STAFF REPORT**

Agenda Date: November 2, 2020

SUBJECT: Continued discussion regarding establishment of a Community Task Force on Policing

REPORT BY: Nicole Almaguer, City Manager

SUMMARY

This item continues the discussion regarding the formation of a Community Task Force on Policing as recommended by the working group established by the City Council.

STAFF RECOMMENDATION

That the Council:

1. Receive a status update regarding recent policy changes and related actions by the Albany Police Department; and
2. Continue discussion regarding establishment of a Community Task Force on Policing and provide direction to staff on next steps

BACKGROUND

On July 20, 2020 the City Council authorized the formation of a working group comprised of the Mayor, Vice Mayor, and two members from the City's Social & Economic Justice Commission (SEJC) to develop a recommended framework for a Task Force on policing. The work group was ultimately comprised of the Mayor, Vice Mayor, SEJC Chair Greg Downs and SEJC Vice Chair Ge'Nell Gary. The work group met on three occasions to develop a draft framework for a Community Task Force on Policing.

The Council reviewed the draft framework as recommended by the working group on September 21, 2020 and provided initial feedback. As part of the discussion it was requested by staff that the City Attorney review the draft materials.

DISCUSSION

As part of this agenda item, Police Chief Geissberger has prepared a presentation for the Council to provide an update on departmental policies and associated actions taken to respond to concerns voiced by the community and steps taken to implement policies, procedures and trainings that will build on previous measures that address implicit bias, institutional racism, equity and inclusivity

with regard to the conduct of the department and service to our community. This presentation is provided to help gain further understanding of the overall status of our police department, and help provide additional detail regarding our police department to help inform any decisions made by the Council with regard to developing a Community Task Force on Policing.

Task Force Framework Review

The City Attorney's Office has completed the review of the draft framework materials as included in Attachment 1 to this staff report. As part of the Council's continued discussion on establishment of a Community Task Force on Policing the following items may be helpful to consider:

Composition:

- Is the current proposal for an 18-member task force the appropriate size? *(as raised during Council discussion on this item at the September 2020 meeting)*

Procedure for Appointment:

- Will the Council review all applications and make appointments collectively at a Council meeting, or will the appointment process aim to follow the standard process for appointments to advisory bodies where each Council Member makes individual appointments for ratification by the Council?

Participation by Staff:

- Like all advisory bodies to the City Council, it is envisioned that this task force will require a staff liaison. It is also envisioned that staff from the Police Department will participate to help provide information as needed for the task force. There may also be a need for consultant services should technical assistance be needed. At this time, there is not a designated budget for this work and additional funding will be needed to ensure the task force is adequately supported.

Coordination with the Social & Economic Justice Commission and the development of the Citywide Equity Impact Plan:

- Will the work of making recommendations regarding the Police Department on the topics of institutional racism, equity and inclusion be directed specifically to the Task Force?

As directed by the City Council on July 6, 2020, the Social & Economic Justice Commission (SEJC) is tasked to work with the City's Consultants, Nicole Anderson & Associates to develop a draft Citywide Equity Impact Plan for review by the City Council. The Consultants were retained to assist the City, City Council and SEJC draft the Citywide Equity Impact plan. In August 2020, the SEJC created three subcommittees (housing/business development, policing, and youth/education) to advance the work of the Equity Impact Plan. To date, the subcommittees have been collecting information, identifying survey questions and contributing to the development of a racial equity statement.

As currently drafted, the Task Force will include a member of the SEJC, which could help continue and connect the work that the SEJC has initiated thus far. The SEJC's work on policing could also be used as a foundation to the Task Force's work. It is also envisioned that recommendations provided by the Task Force and approved by the City Council will be incorporated into the Citywide Equity Impact Plan.

Work Plan:

- Given the proposed meeting timeline, a detailed work plan will be needed for efficiency and to help the task force focus on measurable outcomes in the form of recommendations to the City Council. It is recommended that the Council develop a draft work plan for the task force.

SOCIAL EQUITY IMPACT

As included in the attached draft framework, the intent of forming a Community Task Force on Policing is to further social equity by:

- Make recommendations of key action steps for the City Council to consider
- Establish open communication with community and police to increase understanding of procedures and policies
- Increase police department understanding of community needs and perceptions

FINANCIAL IMPACT

As noted above, additional resources will be needed to support the task force. Staff will return with a better estimate of financial impact once additional details regarding the task force are decided upon by the Council.

NEXT STEPS

Pending direction by the Council, a resolution formally establishing a Community Task Force on Policing and a draft workplan can be prepared for review and approval by the Council.

Attachments

1. Draft Framework for Community Task Force on Policing

COMMUNITY TASK FORCE ON POLICING FRAMEWORK

FRAMEWORK COMPONENTS

- Description and Commitment
- Composition and Appointment Process
- Interest Survey
- Community Introduction Letter

COMMUNITY TASK FORCE ON POLICING DESCRIPTION AND COMMITMENT

PURPOSE/OUTCOMES:

- Make recommendations of key action steps for the City Council to consider regarding community policing, public safety and community relations
- Establish open communication with community and police to increase understanding of procedures and policies
- Increase police department understanding of community needs and perceptions

CHARGE OF TASK FORCE BEING CREATED:

1. Examine policy and practices especially those that have negatively impacted community members and relationships to include data collection to identify key racial equity challenges to prioritize
2. Research best practices in other jurisdictions and examine possible alternatives
3. Define communication pathways of various stakeholders to include community input as well as progress of the work
4. Ensure an environment where members of the public feel safe calling on and interacting with the police

TIMELINE:

The Task Force shall initially serve for a period of six months, with the option for up to 3-month extension pending authorization by the City Council.

MEETING FREQUENCY:

The Task Force shall aim to meet on a monthly basis.

REPORTING STRUCTURE:

- The Task Force shall report and provide all recommendations with a pro/con analysis directly to the City Council for consideration.
- The Task Force shall provide interim reports to the City Council to provide transparent communication and updates on progress on the work

COMMUNITY TASK FORCE ON POLICING COMPOSITION & APPOINTMENT PROCESS

COMPOSITION

- The Task Force Members shall be composed of approximately 18 members, appointed by the City Council. Staff/Police representation will be included and may be represented by the Police Chief or other staff as needed.
- The City Council shall aim to ensure appointees to the Task Force represent a diverse perspective of the Albany community including, but not limited to, members representing such groups as those that have experienced racial oppression, either directly or indirectly, through policing practices, incarceration, Albany youth, Albany seniors, Albany business community, local service organizations, historically underrepresented groups and the Albany Unified School District.
- In addition, the Task Force will include the City of Albany Mayor or Mayor's designee of another member of the City Council, and one Member of the Social & Economic Justice Commission as selected by the Social & Economic Justice Commission.
- The goal is to accommodate approximately 18 people representing the diversity of our community. In the event that we will have to cap committee members, we will be prioritizing Black, Indigenous and other people of color who have agreed to represent and facilitate communication that expresses the sentiments of the diversity of our community. We have determined that it is necessary to prioritize the inclusion of Black, Indigenous, and other people of color in the Task Force in order to facilitate the critically important goal of ensuring policing practices reflect the interests of the communities they serve. We have determined that prioritizing these individuals is the best and most direct way to counteract historical practices that could have excluded the interests, perspectives, and input of people of color.
- We encourage participation of all who can bring new voices into this important work.

APPOINTMENT PROCESS

- Each member of the community desiring to participate in the Task Force shall complete and submit an INTEREST SURVEY.
- Surveys will be reviewed by the City Council for appointment to the Task Force. Should there be sectors of the community that the City Council or working group do not see represented, they may reach out to additional members of the community.

COMMUNITY TASK FORCE ON POLICING INTEREST SURVEY

Please complete the attached interest survey to be considered for appointment by the City Council to the Community Task Force on Policing. The information related to the goals, charge, expectations and selection process can be found in the DESCRIPTION AND COMMITMENT and COMPOSITION AND APPOINTMENT PROCESS documents. Please read these carefully prior to completing the interest survey.

Surveys must be completed and submitted by _____ to be considered on time.

Demographics: (Please note that records related to the Task Force, including this survey containing your responses, may be subject to disclosure under the California Public Records Act or the federal Freedom of Information Act. We will make efforts to maintain confidentiality of personal contact information contained herein to the fullest extent allowed by law, but cannot guarantee any confidentiality.)

1. First, Last Name
2. Mailing Address
3. Phone number
4. Email address

Diversity indicators: Please answer as you feel comfortable, knowing that these responses will be publicly available. You are not required to provide this information and, if you choose to respond, are doing so voluntarily without any expectation of privacy in any of the information shared. You may choose to respond to only some of the questions.

5. Role in the community (check all that apply)
 - Business Owner
 - Youth (25 years and younger)
 - Senior (65 and older)
 - Student (school and grade level _____)
 - Parent
 - Faith-based community leader
 - Resident of Albany
 - Immigrant/Emigrant
 - other _____
6. Gender Identity/Expression: _____
7. Sexual orientation: _____
8. Disability or Chronic Health Condition: _____
9. Race: _____
10. Ethnicity/culture (Check boxes and open ended)
11. Religion/Spiritual Beliefs _____

12. Social-Economic status

- Annual income over \$250,000
- Annual income between \$150,000 - \$250,000
- Annual income between \$75,000 - \$150,000
- Annual income below \$75,000

13. Languages spoken (check all that apply)

- English
- Spanish
- Mandarin Chinese
- Tagalog
- Korean
- Japanese
- Other: _____

14. Self identity description: _____

15. Employment Status

- Employed full-time,
- Employed part-time,
- Unemployed and looking for employment
- unemployed and not looking for employment
- Self-employed,
- Retired,
- Prefer to self-describe: _____

16. Housing Status:

- Own
- Rent
- Co-living
- Unhoused
- Prefer to Self-describe: _____

Background/Interest indicators: *(Gain understanding of group experience, expertise, and commitment)*

17. Why are you interested in serving on the Community Task Force on Policing?

18. What challenges are you particularly interested in addressing around community policing and relations?

19. What does racial equity mean to you? Or How do you define racial equity?

Communication: *(Our goal is to reach as many people in our community as possible. We are garnering details of the groups you belong to or associate with to assess reach)*

20. What communities or groups do you associate and communicate with in Albany?

21. What are your current mechanisms for communicating with these communities?

22. What segments of the community are you willing to represent and communicate with on behalf of the Task Force?

23. Have you been chosen by any group or community organizations to represent their unique interests? Please describe.

Experiences: *(We are asking for experiences related to the police department to acquire a cross section of the public that has had various types of experiences. Please answer the following as honestly and completely as possible)*

24. Have you had any personal past experiences (positive or negative) with the Albany police department? If so, please describe.

25. Have you witnessed or been the survivor of a crime where the Albany police department responded? If so, please describe.

26. What are your overall perceptions of the Albany police department? Please describe.

Suggestions/Considerations *(It is very likely that we will not be able to accommodate everyone who is interested. These questions are designed to provide insight from the public on the process and explore other ways the community can actively engage in the process)*

27. What suggestions or considerations do you have for the Community Task Force on Policing?

Availability: We are actively seeking a minimum 6 months commitment with monthly meetings. What are the times you are available to support this work?

Monday:	<input type="checkbox"/> Mornings	<input type="checkbox"/> Afternoons	<input type="checkbox"/> Evenings
Tuesday:	<input type="checkbox"/> Mornings	<input type="checkbox"/> Afternoons	<input type="checkbox"/> Evenings
Wednesday:	<input type="checkbox"/> Mornings	<input type="checkbox"/> Afternoons	<input type="checkbox"/> Evenings
Thursday:	<input type="checkbox"/> Mornings	<input type="checkbox"/> Afternoons	<input type="checkbox"/> Evenings
Friday:	<input type="checkbox"/> Mornings	<input type="checkbox"/> Afternoons	<input type="checkbox"/> Evenings

Thank you for sharing your interest in the Community Task Force on Policing. We are encouraged by the interest and commitment of the community. We will be in touch soon regarding selection on this Task Force. We recognize that there is limited space on this Task Force, however, we will endeavor to provide additional opportunities to be involved if you are not selected. Again, we truly appreciate your interest in this important work for the City of Albany.

For further inquiries and ways to be involved in any Albany economic and social justice issues, please visit our website: <https://www.albanycap.org/our-city/social-equity-and-inclusion>

COMMUNITY TASK FORCE ON POLICING

Introduction Letter

Dear Albany Community Members:

In light of current national events and our local response, we want to ensure the residents of Albany that we hear you and are responding. We are moving intentionally, strategically and thoughtfully and although we recognize that work must be done with a sense of urgency, we want to ensure that we do this work correctly and respectfully for all residents, employees, and members of the City of Albany.

We have all been meeting in full City Council, as a Commission and in smaller working groups over the last several months to deepen our own understanding and knowledge of issues related to African Americans, people of color and other impacted groups as it relates to our history and that of the current structure of our police system. We are all working to understand the layers of challenges addressing an issue of this magnitude presents and are committed to entering this journey together. We have to come together to fully understand all parts of this issue in our community and work together towards systemic solutions. We want to ensure that the City of Albany is a great home for all residents and that everyone has an opportunity to be a part of this solutions based process to continue to improve our community.

The Albany City Council collectively decided to develop a Community Task Force on Policing to conduct research, collect data, and identify recommended strategies for the City Council to consider in addressing racial disparities and social justice issues around policing in the community.

We are reaching out to you, our collective Albany Community, regarding your interest in providing your unique perspective on this important issue. We aim to accommodate approximately 18 people representing various sectors of our community. In the event that we will have to cap attendees, we will be prioritizing Black, Indigenous and other people of color. We want to ensure that the experiences of all Albany residents are consistently considered respectfully and represent the values, morals and integrity of our amazing community.

It is important to us that we are transparent about everything we do in the City of Albany. As such, there are two clarification documents being provided in addition to the **INTEREST SURVEY**. The first is the **DESCRIPTION AND COMMITMENT** document that outlines the purpose, charge and goals of the group and the other outlines the **SELECTION PROCESS** that will be followed by City Council to choose and appoint the members of this unique team of residents.

If you are interested, please submit your **INTEREST SURVEY** online or by mail to City of Albany, 1000 San Pablo Avenue, Albany CA 94706. If you have any challenges with submission, please contact the City Clerk at: cityclerk@albanyca.org or (510) 528-5710.

We thank you for your participation in our community and encourage you to sign up for eNotify to receive updates on the progress of this work by visiting our website at www.albanyca.org/enotify (check the "social equity & inclusion box). We will also be posting updates to our website on the progress of this exciting, yet challenging collaborative work to create a more unified, empathetic and safe community.

Sincerely,

Albany City Council, City Manager, Police Chief, SEJC Chair and Vice Chair

COMMUNITY TASK FORCE ON POLICING Introduction Letter

Dear Albany Community Members:

We, the Albany City Council, City Manager, and Police Chief want to ensure that the City of Albany is a great home for all members of our community and that everyone feels safe and welcome in our city.

To that end the Albany City Council is calling for our community members to work together with members of the Albany Police Department through a Community Task Force on Policing to conduct research, collect data, and identify recommended strategies for the City Council to consider in addressing any racial disparities and social justice issues around policing in our community. The ultimate goal of the Task Force is to ensure Albany has the best possible police department; one that supports all of our community and one that is supported by the entire community.

We are moving intentionally, strategically and thoughtfully and although we recognize that work must be done with a sense of urgency, we want to ensure that we do this work correctly and respectfully for all members of our community including our employees. This work is a portion of the all-encompassing task of creating an equity impact plan for our City government.

It is expected that all members of the Task Force and support staff will come to the process ready and able to honestly and objectively discuss, listen and learn from one another.

We are reaching out to you, our collective Albany Community, to serve on this Task Force, providing your individual perspective on this important issue. We aim to accommodate approximately 18 people representing various sectors of our community. In the event that we will have to cap attendees, we will be prioritizing Black, Indigenous and other people of color. We want to ensure that the experiences of all Albany community members are consistently considered respectfully and represent the values, morals and integrity of our amazing community.

It is important to us that we are transparent about everything we do in the City of Albany. As such, there are two guiding documents being provided in addition to the INTEREST SURVEY. The first is the DESCRIPTION AND COMMITMENT document that outlines the purpose, charge and goals of the group and the other outlines the COMPOSITION AND APPOINTMENT PROCESS that will be followed by City Council to choose and appoint the members of this unique team of residents.

If you are interested in participating in this task force, please submit your INTEREST SURVEY online or by mail to City of Albany, 1000 San Pablo Avenue, Albany CA 94706. If you have any challenges with submission, please contact the City Clerk at: cityclerk@albanyca.org or (510) 528-5710.

We thank you for your participation in our efforts around equity in our city and encourage you to sign up for eNotify to receive updates on the progress of this work by visiting our website at www.albanyca.org/enotify (check the "social equity & inclusion box). We will also be posting updates to our website on the progress of this exciting, yet challenging collaborative work to create a more unified, empathetic and safe community.