



# Board of Supervisors

Nathan A. Miley  
Supervisor, District 4

Agenda Item # \_\_\_\_\_ October 6, 2020

September 25, 2020

Honorable Board of Supervisors  
County of Alameda  
1221 Oak Street, Suite 536  
Oakland, Ca. 94612

Dear Board Members:

**SUBJECT: Approve funding in an amount not to exceed \$30,000 to support meeting facilitation and work associated with Racial Justice and Police Reform Ad Hoc Process**

## **RECOMMENDATION:**

Waive the competitive bidding process and the Small, Local and Emerging Business requirement and approve in principle a Standard Services Agreement (Procurement Contract No. 21213) with Hill & Company Communications, Inc. (Principal: James Hill; Location: Hayward) for meeting facilitation services for the Racial Justice and Police Reform Ad Hoc Process, for the term of 7/1/20 – 6/30/21 in an amount not to exceed \$30,000, subject to review and approval as to form by County Counsel, and submit to the Clerk of the Board for filing.

## **DISCUSSION:**

Following the murder of George Floyd, localities across the country and around the world erupted with both peaceful demonstrations and disruptive protest demanding immediate changes in the way law enforcement interacts with African Americans and other individuals of color. The Bay Area was no exception as the call for racial justice and police reform reverberated loudly throughout the County. At its June 2, 2020 meeting, the Board of Supervisors discussed racial justice and potential reforms to local law enforcement. President Valle suggested convening a taskforce and I volunteered to lead the Ad Hoc Process to address Racial Justice and Police Reform. The goal of the Ad Hoc Process is to establish a path forward for the Board of Supervisors under its authority and to work with the Sheriff and District Attorney, and in

collaboration with local jurisdictions that have law enforcement entities to address racial justice and police reform.

On or about June 5, 2020, following the Board's discussion, I began speaking with individuals from a variety of backgrounds and sectors to engage them in this Ad Hoc Process. I brought together a 'Thought Group' of over 40 individuals consisting of community residents, youth, county leaders, law enforcement personnel, educators, subject matter experts and members of civic, faith-based, philanthropic and community-based organizations (see attached list). The 'Thought Group' met on three separate occasions in meetings facilitated by Jim Hill of Hill & Company Communications, an organization that helped create our 2005 Violence Prevention Initiative, Ashland/Cherryland Healthy Communities Collaborative, and many other Alameda County policy campaigns. Members of the 'Thought Group' have participated in an open dialogue as well as breakout discussions. I also held a meeting with public officials including Mayors, City Managers, law enforcement leadership, leaders of public agencies, and several key County staff.

The mandate and mission established by the 'Thought Group' was to convene community, county, and city leaders throughout Alameda County to address community resilience and safety, particularly in communities of color. The 'Thought Group' met on July 10, July 21 and July 27 to establish a three-phase suggested action plan that includes the engagement of a diverse cross-section of individuals throughout the County. The suggested plan developed by the 'Thought Group' consists of the following:

### **Phase 1 – Concept Development**

- Discussion Sessions: 'Thought Group': July – August  
To check the pulse of the community and its feelings about racial justice and police reform, three discussion sessions with community 'Thought Group' as well as a smaller planning and review sub-group were held. The participants included community residents, youth, county leaders, law enforcement personnel, educators, subject matter experts and members of civic, faith-based, philanthropic and community-based organizations. Based on heightened community concerns about racial justice, coupled with focused and thoughtful input from the 'Thought Group', three priority areas were created. Each area contains several action items the group deemed important and necessary to achieve racial justice and police reform in Alameda County. The three areas and the action items are:

#### **1. Community Reinvestment Strategies**

- a. Reimagine 9-1-1
  - i. Analyze incoming calls to influence necessary changes to the 911 system to improve community safety
  - ii. Assign changes where most appropriate (crime, mental health, domestic violence, etc.)
- b. Analyze law enforcement budgets and recommend appropriate adjustments
- c. Target investments to more positively impact community safety
  - i. Housing/homelessness
  - ii. General Assistance

- iii. Universal income
  - iv. Community Capital Policing
- d. Create Crisis Teams for 5150 and mental health responses
- i. Have mental health trained community members take the lead on mental health issues
  - ii. Develop/enhance community liaison programs that train local residents to respond to community safety concerns
  - iii. Utilize restorative justice practices
- 2. Reimagine Law Enforcement to Align with 21st Century Policing Principles**
- a. Modernize structure
- i. What does law enforcement do best and what can others do better?
  - ii. More and appropriate training to improve community/police interactions
    - 1. Current/historical use of force issues
    - 2. Elevate status of training officers
    - 3. Create use of force continuum i.e. 'Eight Can't Wait'
    - 4. Eight to Abolition
  - iii. Ensure diversity among officers and command staff
  - iv. Recruit and hire local officers, especially those from communities of color
  - v. Institute more community policing and engagement
  - vi. Further advance community capital policing
  - vii. Investigate and make appropriate changes to bail reform
- b. Police Accountability
- i. Support citizen oversight of law enforcement
  - ii. Greater transparency within the departments and with community
  - iii. Expectation for officers to report inappropriate officer behavior
- 3. Surface and Address Systemic Racism**
- a. Recognize that it's larger than law enforcement – all institutions
- b. Present secondary research and resulting data to inform actions on community investments
- c. Audit all county agencies to identify pockets of institutional racism and take appropriate actions
- d. Decriminalize poverty

The July 30, 2020 public officials meeting purpose was to introduce and hear reactions to the proposed three-phase suggested action plan for racial justice and police reform throughout the County. There was wide acceptance for the suggested plan and a willingness to participate among the 60+ people representing 14 cities and two special districts. Further feedback regarding the specific items outlined in the suggested plan were embraced by the group with no significant changes. Lastly, meeting participants discussed programs and initiatives they have in place or are planning within their local jurisdictions that address positive changes in racial justice and police reform. Several jurisdictions indicated they had plans or were just beginning to create processes to address these issues.

Moving forward in support of Phase 1 and Phase 2 of this Ad Hoc Process, I'm requesting the use of up to \$30,000 in Boardwide funding to be used for past and future meeting facilitation services. Phase 2 consists of the following:

## **Phase 2 – Program Development & Refinement**


- Formative Research: October – December
  - To conduct formative research through a series of focus groups that will guide and influence the development of a county-wide plan that will help position Alameda County as a leader in the development and implementation of racial justice and police reform. Focus groups will be conducted with each of the following:
    - Public Officials (Mayors, City Managers & Law Enforcement)
    - County Officials
    - 'Thought Group'
    - Community Stakeholders
  - During Phase 2, research will be conducted to further collect data on the efforts of local jurisdictions regarding racial justice and police reform.

I anticipate the need for a Phase 3 to fully and completely pursue collaboration with all local jurisdictions on racial justice and police reform. Philanthropic contributions are being explored for funding of Phase 3 at this time.

### **FINANCING:**

There are sufficient funds in the Board of Supervisors' Boardwide budget to cover \$30,000 requested for Phases 1 & 2.

Respectfully submitted,



Nate Miley  
Supervisor, District 4

Cc: Susan Muranishi, County Administrator  
Donna Ziegler, County Counsel  
Melissa Wilk, Auditor-Controller



# Board of Supervisors

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## *RACIAL JUSTICE & POLICE REFORM THOUGHT GROUP*

### *Thought Group Members:*

**Elijah Bradford**

Youth Advocate

**Michael Carroll**

Captain - Alameda County Sheriff's Office

**Pilar Cortez-Vega**

Youth Advocate

**Rachel Davis**

Executive Director - Prevention Institute

**Larissa Estes**

Director - ALL IN Alameda County

**Sabrina Farrell**

Executive Director - Alameda County Family Justice Center

**Gus Galindo**

Inspector – District Attorney's Office

**Cesia Gomez**

Youth Advocate

**Dalilia Gomez**

Youth Advocate

**Jim Hill**

Owner – Hill and Company Communications

**Greg Hodge**

Chief Network Officer – Brotherhood of Elders

**Anthony Iton**

Senior Vice President of Healthy Communities - California Endowment

**LJ Jennings**

Senior Pastor - Kingdom Builders Christian Fellowship

**John Jones III**

Director of Community and Political Engagement – Just Cities

**Donna Linton**

Retired Assistant County Administrator – County of Alameda

**Jade Le**

Youth Advocacy Coordinator – BASTA/La Familia

**Barbara Quintero**

Member – Alameda County Community Corrections Partnership Community Advisory Board

**Karen Roye**

Member – Alameda County Community Corrections Partnership Community Advisory Board

**Wendy Still**

Probation Chief – County of Alameda

**Dr. Brandi Summers**

Assistant Professor of Global Metropolitan Studies - University of California, Berkeley

**Dr. James Taylor**

Chair, Department of Politics - University of San Francisco

**Anna Wolde**

Youth Advocate