



City of Oakland
Mayor's Commission on Persons with Disabilities (MCPD)
Special Retreat
Saturday, October 10, 2026
10:00 a.m. – 2:00 p.m.
Hearing Room 3, Oakland City Hall,
1 Frank Ogawa Plaza, Oakland, CA 94612

Agenda

1. Roll Call and Determination of Quorum (10:00 a.m.)
2. Open Forum (10:05 a.m.)
Any person may directly address the Commission on any items within the jurisdiction of this Commission not on the agenda for today. Speakers wishing to address a specific item on the agenda may do so at the time the item is being considered.
3. Agenda Modification and Approval (10:10 a.m.)
4. Approval of September 21, 2026 Minutes (**Exhibit A**)
5. Opening Remarks and Retreat Overview (10:15 a.m.)
Anh Nguyen, Manager, ADA Programs Division
6. Remarks from Special Guests (10:20 a.m.)
7. Commissioner Introductions (10:30 a.m.)
All Commissioners
8. MCPD Strategic Planning for 2027 (10:45 a.m.)
Facilitator, Jasmine Pomar, Chief of Staff, OakDOT
9. Public Comments on Strategic Planning (11:45 a.m.)
10. Lunch Break (12:00 p.m.)
11. MCPD Strategic Planning for 2027 (12:45 p.m.)
Resume strategic planning with facilitator
12. Public Comments on Strategic Planning (1:40 p.m.)
13. Closing Remarks (1:55 p.m.)
Anh Nguyen, Manager, ADA Programs Division
14. Adjournment (2:00 p.m.)

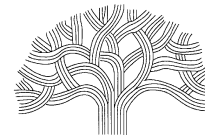
Note: The Commission May Take Action on Any Item on the Agenda



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City of Oakland

Mayor's Commission on Persons with Disabilities (MCPD)

Monday, September 21, 2026 5:30 p.m.-7:30 p.m.

Hearing Room 1, First Floor

One Frank H. Ogawa Plaza (City Hall), Oakland, CA 94612

Minutes

Commissioners: Anwar Baroudi (Chair), Jia Wilson (Co-Vice Chair), Fatimah Aure (Co-Vice Chair), Benjamin Bartu, James Carter, Nadia Morales-Saleh, Cynthia Gutierrez, Emily Habansky, Brian Hollander, Keana Giles

Commission staff: Anh Nguyen-ADA Programs Division Manager, Mark Romoser-ADA Programs Division Program Analyst I

Presenters: Dawn Skaggs (via Zoom), Steven Jones, Owen Goetze, Benjamin Bartu

Other attendees: none

Attendees on Zoom: none

Mark Romoser begins the meeting with a reminder of rules for in-person meetings:

- No food or open drink allowed in Hearing Room 1 to maintain a clean and professional environment.
- Drinks must be in a closed container to prevent any spills or accidents.
- When commissioners speak- please press the center button with the phone icon, and when you are finished, please press the button again.
- To ensure clarity and transparency, when commissioners speak, please state your name before speaking.
- When a member of the audience is speaking or commenting- please first state your name and any affiliations you may have.
- Restrooms are located outside Hearing Room 1, near the elevators.

Chair Baroudi called the meeting to order at 5:32.

Roll Call

- At roll call, quorum was established with eight of ten commissioners present.

Exhibit A

Commissioners	Present (x)
Anwar Baroudi (Chair)	X
Jia Wilson (Co-Vice Chair)	X
Fatimah Aure (Co-Vice Chair)	Absent (excused)
Benjamin Bartu	X
James Carter	X
Nadia Morales-Saleh	X
Cynthia Gutierrez	X
Emily Habansky	X
Brian Hollander	Absent (excused)
Keana Giles	X

Open Forum:

- There were no speakers at Open Forum.

Approval Of Minutes

- The August minutes were approved 8-0. Motion by Comm. Carter, seconded by Co-Vice Chair Wilson.

Commissioner's Announcements

- Chair Baroudi noted that there was a strategic plan presentation on the agenda, and suggested that commissioners make their announcements about other topics.
- Co-Vice Chair Wilson suggested that the strategic plan be more focused, perhaps on three or so initiatives. She urged commissioners to share initiatives that they are passionate about. She gave as an example a biophilic mural initiative that she and Comm. Habansky are working on.
- Chair Baroudi noted that he attended the monthly meeting of the Mayor's Commission on Aging and was able to share MCPD's strategic plan survey with them. He added that he was interested in sharing information with MCOA and other commissions.

Inclusive Emergency Management and the World Institute on Disability

- Dawn Skaggs gave her presentation.

Exhibit A

- Comm. Habansky asked about problems with inclusivity in emergency preparedness and the effectiveness of the AI application described in the presentation. Ms. Skaggs replied that disability expertise is always included in the process of developing the application. She added that when AI models train on non-inclusive information, they incorporate it, and that the result should be disability-friendly AI agents. She compared this process to including disability voices in real-life preparedness activities.
- Comm. Gutierrez asked about an increased community understanding of preparedness and resilience. She added that that should include more technical assistance and training for community members, and asked if WID was providing that. Ms. Skaggs replied that there are several different trainings available, focusing on individuals taking control of decision-making and getting their needs met. She added that a plan is more important than stuff, and that WID offers a free self-directed course that includes a toolkit.
- Chair Baroudi asked for examples of WID's public-private partnerships. Ms. Skaggs replied that they had developed task forces in various jurisdictions, which include emergency management, public health, and usually fire, law enforcement, and public services, along with private service providers and individuals that volunteer their perspectives as people with disabilities. She added that these task forces are part of the local agency's plan, and that the one on the West Coast is in Spokane, Wash., which is connected to both the local center for independent living and the developmental disabilities council, that WID has workbooks available, and that public agencies are often working from an ableist medical model
- Co-Vice Chair Wilson noted that the responders struggle with communicating with people with disabilities, added that customer service training is often of poor quality, and asked what trainings are effective in providing relevant, useful experience. Ms. Skaggs replied that disability etiquette, that is, fundamental competency skills, is critical, and added that this adds disability knowledge to responders' existing knowledge of emergency management. She gave examples of basic interactions like introducing oneself, and added that the training must be provided by people with disabilities, whose lived experience is vital.

Keeping the East Bay Moving: The State of AC Transit in 2026

- Steven Jones and Owen Goetze gave their presentation.
- Comm. Carter asked whether Line 12 was considered part of the network backbone. Mr. Goetze replied that it was considered a primary route, but service would be reduced from every 20 minutes on weekdays to every 30 minutes. Comm. Carter then asked about ridership on transbay routes versus riders using local routes to connect to BART or ferries. Mr. Goetze replied that data on

Exhibit A

transfers is hard to collect, because the Clipper system doesn't track it and some riders pay cash. Comm. Carter then brought up a previous presentation about route changes near the ferry terminal at Jack London making the ferry harder to access. Mr. Goetze replied that while connectivity between systems could be improved, reduced service due to the funding crisis would make connections more difficult.

- Comm. Wilson noted that transbay trips are expensive regardless of the agency or agencies used, and that there is no pedestrian/bike path on the Bay Bridge. She then asked if AC Transit had explored other funding sources besides the regional measure, which she noted was an interim measure. Mr. Goetze replied that transit agencies across the country are facing fiscal cliffs with the loss of pandemic-era funding, and added that the regional measure is the best option and will last for 14 years. Comm. Wilson then noted that surveys have shown that frequency and reliability are the main issues people have with transit, and that cuts would make people angry. Mr. Goetze agreed, and described a transit death spiral in which cuts and low ridership feed off one another.
- Chair Baroudi asked about the discontinuation of overnight service in East Oakland, and if there would be any remaining service. Mr. Goetze replied that the 1T along International will continue to run all night, and that other lines along Foothill, MacArthur, Fruitvale, and 35th would run until midnight, and noted that ridership on the 840 and 805 overnight lines that serve East Oakland is significantly lower than on other overnight routes. Chair Baroudi then asked about cuts to paratransit resulting from route reductions. Mr. Goetze replied that the most impact would come from reduced hours rather than line eliminations. Chair Baroudi then asked if AC Transit was allowed to continue serving these areas with paratransit despite the fixed-route cutbacks. Mr. Goetze replied that the AC Transit board would have to decide that. Chair Baroudi then suggested that this information be included in future presentations. Mr. Goetze agreed.
- Comm. Bartu asked if there would be a virtual option for the open house on October 14. Mr. Goetze replied there would, that the meeting would be held at AC Transit's offices at 1600 Franklin St., and that people may submit comments in advance.
- Comm. Gutierrez noted approvingly that Lines 40 and 57 in East Oakland were part of the system backbone, added that she has a neighbor who uses paratransit, and asked how MCPD could advocate for paratransit, perhaps through AC Transit's board. Mr. Goetze replied that the board meets biweekly with virtual attendance options. Mr. Jones added that the cuts would only take place if AC Transit is unable to find a new, sustainable funding source.
- Comm. Morales-Saleh asked if there would be additional public hearings besides the one on October 14th. Mr. Jones replied that there would not, but that there would be a hybrid option on October 14th, and added that his team has been

Exhibit A

engaging individuals and community organizations. Comm. Morales-Saleh then asked about Lines 36, F, 45, and 46. Mr. Goetze replied that hours would be reduced on Line 36, the frequency on Line 45 would be reduced to every 40 minutes weekdays and every 60 minutes weekends, the 46L would be eliminated, and the F would not change on weekdays but would be eliminated on weekends. Comm. Morales-Saleh then asked if there was a list of lines to be eliminated. Mr. Goetze replied that the list was available on the AC Transit website, and added that the only two lines in Oakland on the list were the 19 and the 46L. Comm. Morales-Saleh then asked if AC Transit had been in touch with other large transit agencies around the country. Mr. Goetze replied that other agencies such as Los Angeles and New York City have dedicated funding sources.

- Comm. Giles noted that MCPD had a presentation about the regional measure last month, and added that we need to be talking about this now so that we can find revenue sources for the future.
- Comm. Habansky asked about security around bus stops at night, when buses come less frequently. Mr. Goetze replied that AC Transit coordinates with OakDOT for bus stop amenities like lighting, signage, shelters, and seating, as well as for service improvements like traffic signals timed for buses, which can lead to improved service. Mr. Jones added that funding for such amenities is a legislative priority for AC Transit, and that the AC Transit app can tell passengers when the next bus will arrive, so they can plan when to be at the bus stop.

MCPD Disability and Policing in Oakland Report

- Comm. Bartu gave his presentation.
- Comm. Carter asked if there was information about whether the people with disabilities were at fault. Comm. Bartu replied that such information exists, but he did not include it in the report.
- Co-Vice Chair Wilson thanked Comm. Bartu for his presentation and opened the floor to other commissioners.
- Comm. Habansky asked whether officers are trained to interact with people with disabilities. Comm. Bartu replied that OPD has such a course, but it's an elective.
- Comm. Giles asked how many 5150 holds were of people actually experiencing mental health crises, noting the waste of resources and the trauma involved in false holds. Comm. Bartu replied that that would be a good topic of discussion at MCPD's upcoming retreat in October.
- Comm. Gutierrez asked about the date of the figure for most severe use of force against people with disabilities, and whether the figure was for all of California. Comm. Bartu replied that it was for all of California for 2025. Comm. Gutierrez then cited a fatality from San Bernardino County. She then expressed approval of

Exhibit A

the idea of using the initial report to reach out to City Council, since she as a commissioner seldom interacts with them.

- Comm. Carter asked if the updated slide deck could be emailed. Comm. Bartu replied that it could be.
- Chair Baroudi asked if there was a category for people with mobility disabilities. Comm. Bartu replied that such people would probably fall into the Other category. Chair Baroudi then asked about the categories of stops, noting that the Other category seems overly broad, and whether a death occurring after use of less lethal force would count as lethal force. Comm Bartu replied that he did not know the answer to that.
- Co-Vice Chair Wilson suggested that MCPD work to hold OPD accountable for its reporting and acquire data on the unhoused and other populations, and wondered if there were CBOs or other organizations the commission could be working with. She then noted that existing trainings were insufficient to cover the breadth of the disability community. She gave examples such as use of minimal force on people with brittle bone disease. Comm. Bartu replied that getting narratives included in training would be important.
- Comm. Bartu's updated slide deck is attached.
- Chair Baroudi noted that the agenda included space for other commissioners to describe their work toward the strategic plan's goals, but that there was no time remaining for that. He suggested that these discussions take place at MCPD's upcoming retreat in October.

Staff Announcements

- Mr. Romoser mentioned that MCPD's annual survey has gone live.

Meeting adjourned at 7:28.

MCPD Disability & Policing in Oakland Report

Presentation Outline

- Provide a brief overview of strategic plan objectives, OPD data sharing practices and AB 953 / RIPA.
- Provide an initial analysis of OPD data on interactions with people with disabilities.
- Based on findings, propose possible future directions for the commission's work on this report and request feedback from Commissioners on the report's development.

Report Background

- In the MCPD's Strategic Plan for 2026, one of the actions the commission committed to undertaking was to oversee the development of a report documenting interactions between Oakland Police & Oakland's disabled community. The latest iteration of our Strategic Plan puts it in these terms –

The ultimate goal of this action is to establish an annual report ***from OPD to the Commission*** cataloging police interactions with persons with disabilities. Steps will include ***the creation of criteria for inclusion*** in this report, a ***summation of all the information needed in the report about these interactions***, and the ***scheduling of the report to MCPD***. Steps may need to be taken to collaborate with OPD on how to properly collect and sort this data.

History of AB 953 / RIPA

- The Racial and Identity Profiling Act (RIPA) was enacted in 2015 by Assembly Bill 953, authored by California assemblymembers Shirley Weber with co-authors Rob Bonta and Holly Mitchell.
- In addition to establishing a board to assist with eliminating racial and identity profiling in California, the bill required state and local law enforcement agencies to produce annual reports of collected stop data.
- Following RIPA's enactment, many local law enforcement agencies, including OPD, began sharing their stop data with the public.

OPD Stop Data and Annual Reporting Practices

- At present, in compliance with the 2015 Racial and Identity Profiling Act (AB 953), the Oakland Police Department already collects data on interactions between law enforcement and disabled people.
- In addition, OPD also publishes public-facing annual reports analyzing the data collected. However, ***none of OPD's annual reports include analysis of the data documenting interactions between law enforcement and People with Disabilities.***

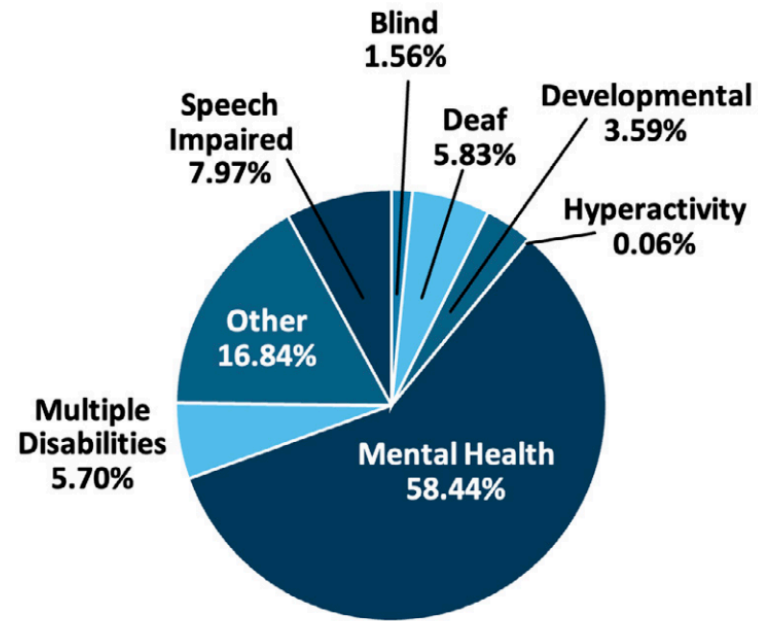
A Note on Perception

- It's important to remember that as we're looking at this data, all of the information we have on hand comes from the perceptions of police officers rather than the embodied realities of the civilians they are stopping. Many civilians with invisible disabilities may be misidentified as being able-bodied, while civilians without disabilities may in turn be misidentified as being disabled. Because of this, what the data shows are biases that exist in treatment when officers believe the civilian they are interacting with is disabled.

California RIPA Statistics

- 57.2% of stops of disabled civilians in California are a result of ***calls for service***, compared to 8.4% of stops of able-bodied civilians.
- 36.5% of stops of disabled civilians in California are undertaken with ***reasonable suspicion***, compared to 10.9% of stops of able-bodied civilians.
- Officers reported taking no action more than twice as often in stops of individuals perceived as having no disability.
- Officers reported higher rates of all ***types of force*** in stops of individuals perceived to have a disability (43.27% of stops of people perceived to have a disability compared to 9.71% of stops of people perceived not to have a disability).

Figure 20. Percent of Stops by Disability Type Among Individuals with a Perceived Disability



Percent of All Stops of an Individual
with a Perceived Disability
1.04% of All Stops

Percent of Stops by Disability Type, OPD July - Dec 2025

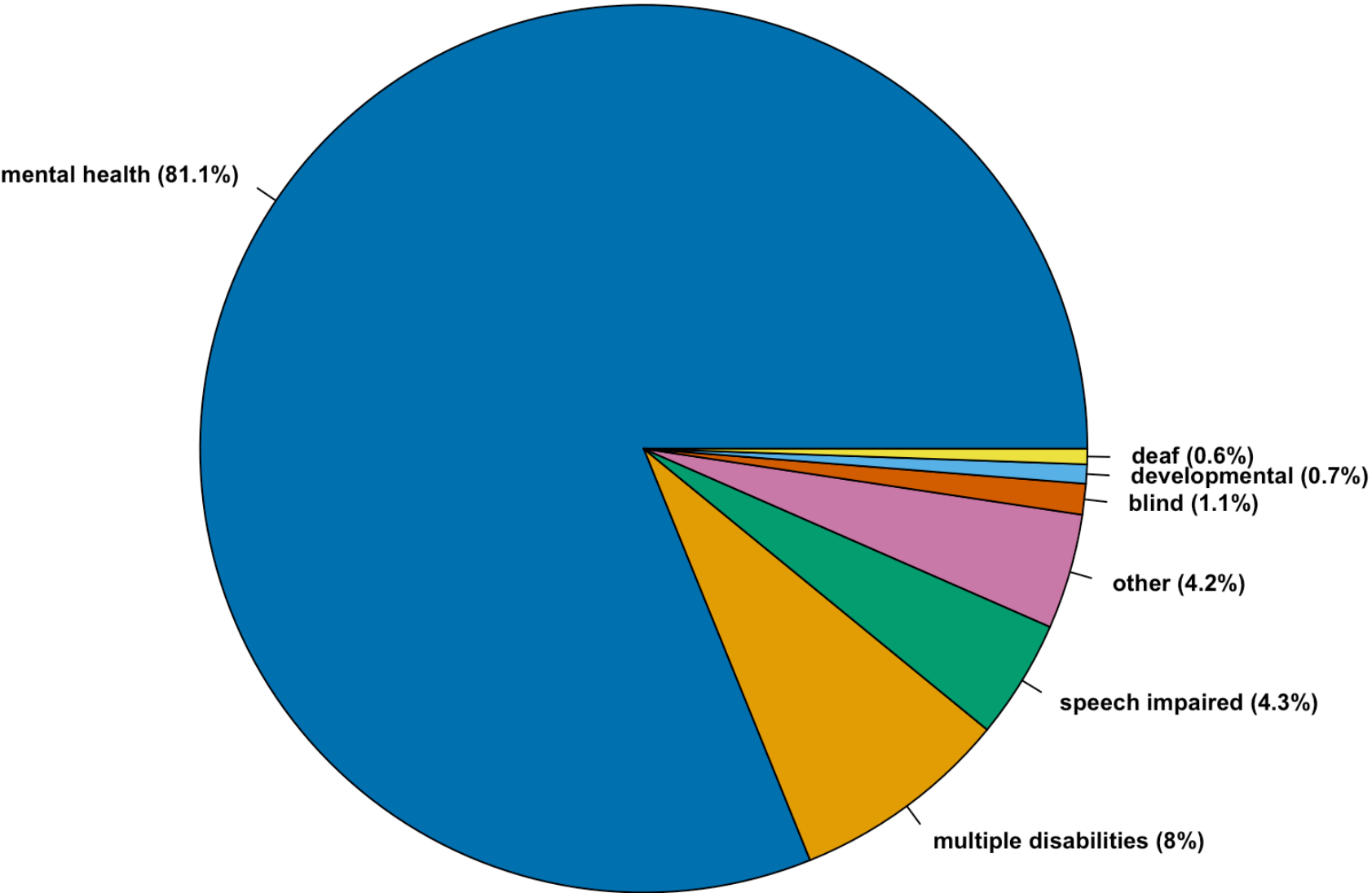
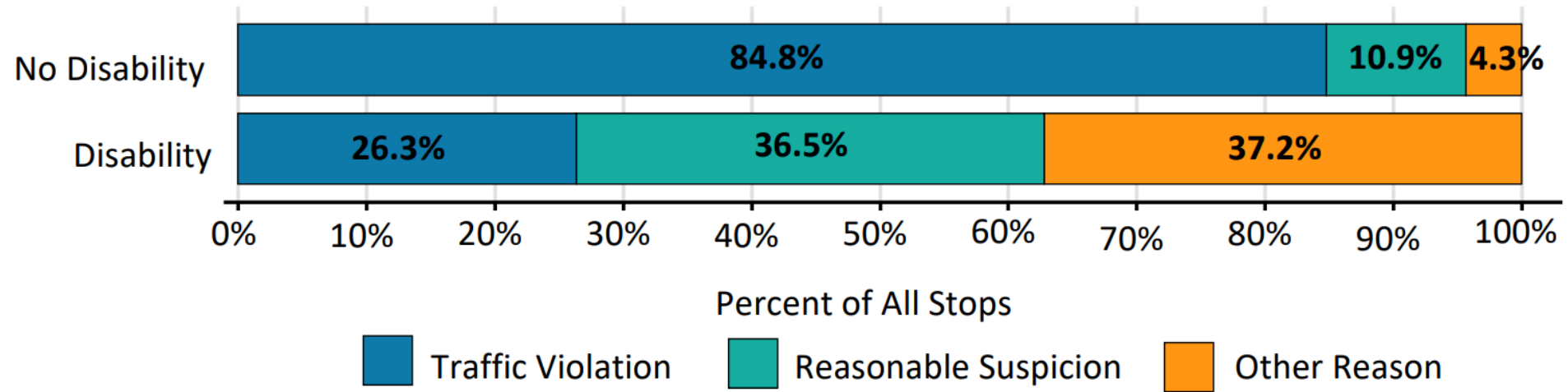


Figure 22. Reason for Stop by Perceived Disability Status



Percent of Stops by Reason and Disability Status

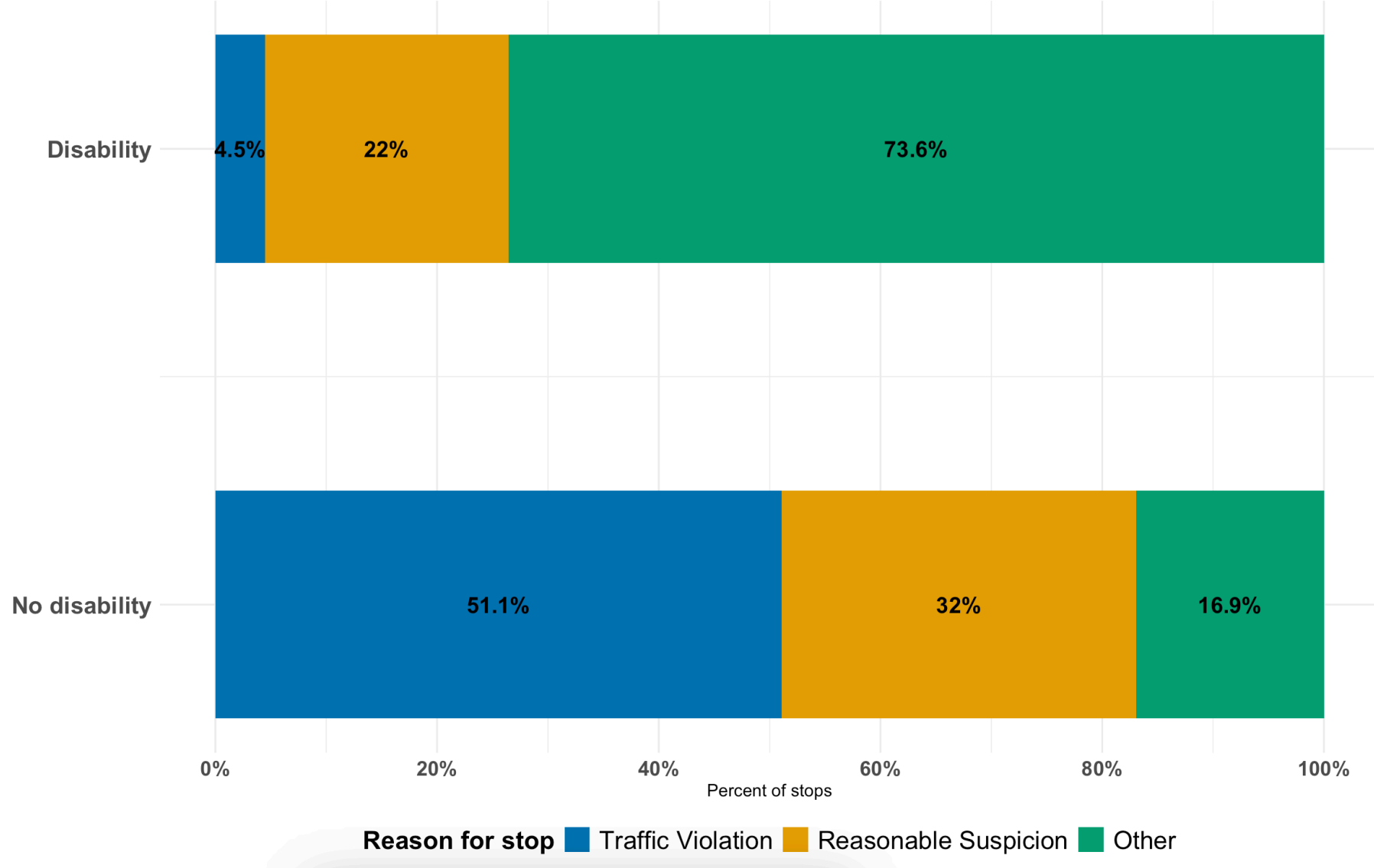
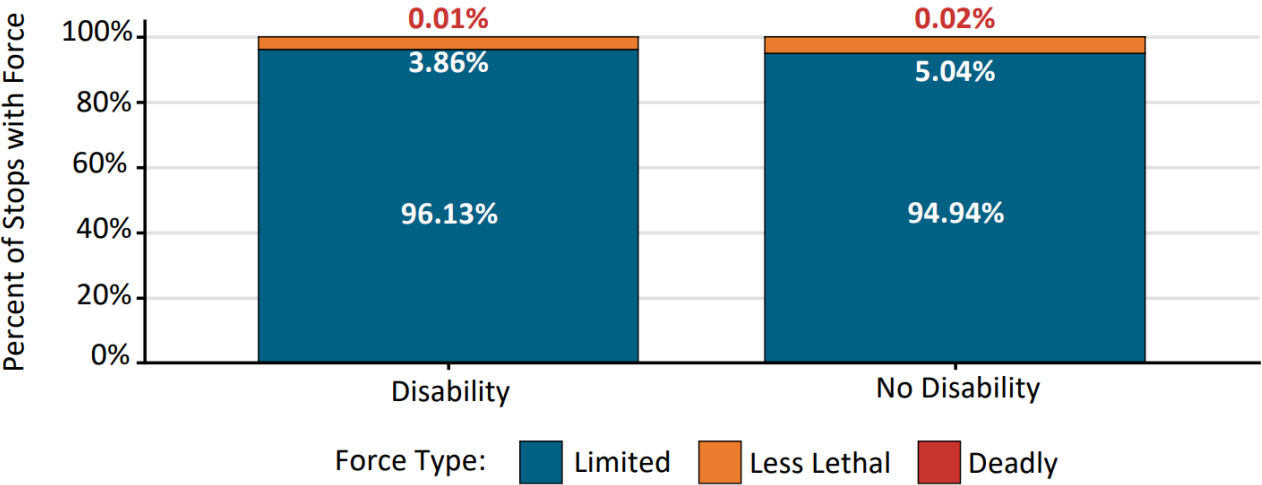


Figure 23. Most Severe Use of Force by Perceived Disability Status



A Note on Use of Force Categorizations

- RIPA distinguishes use of force into four categories – no use, limited, less lethal, and lethal. OPD's own data does not distinguish between these categories. For the purposes of the analysis, I sorted the data based on actions taken during stops. The RIPA-defined distinctions between these categories are as follows:
- Lethal: Firearm discharged.
- Less Lethal: Electronic Control Device (stun gun) used, Chemical spray used, Firearm pointed at person, Impact projectile discharged or used, Canine Bite.
- Limited: Handcuffing, Other contact, Removal from a Vehicle with Physical contact.

Use of Force by Perceived Disability Status, OPD Jul - Dec 2025

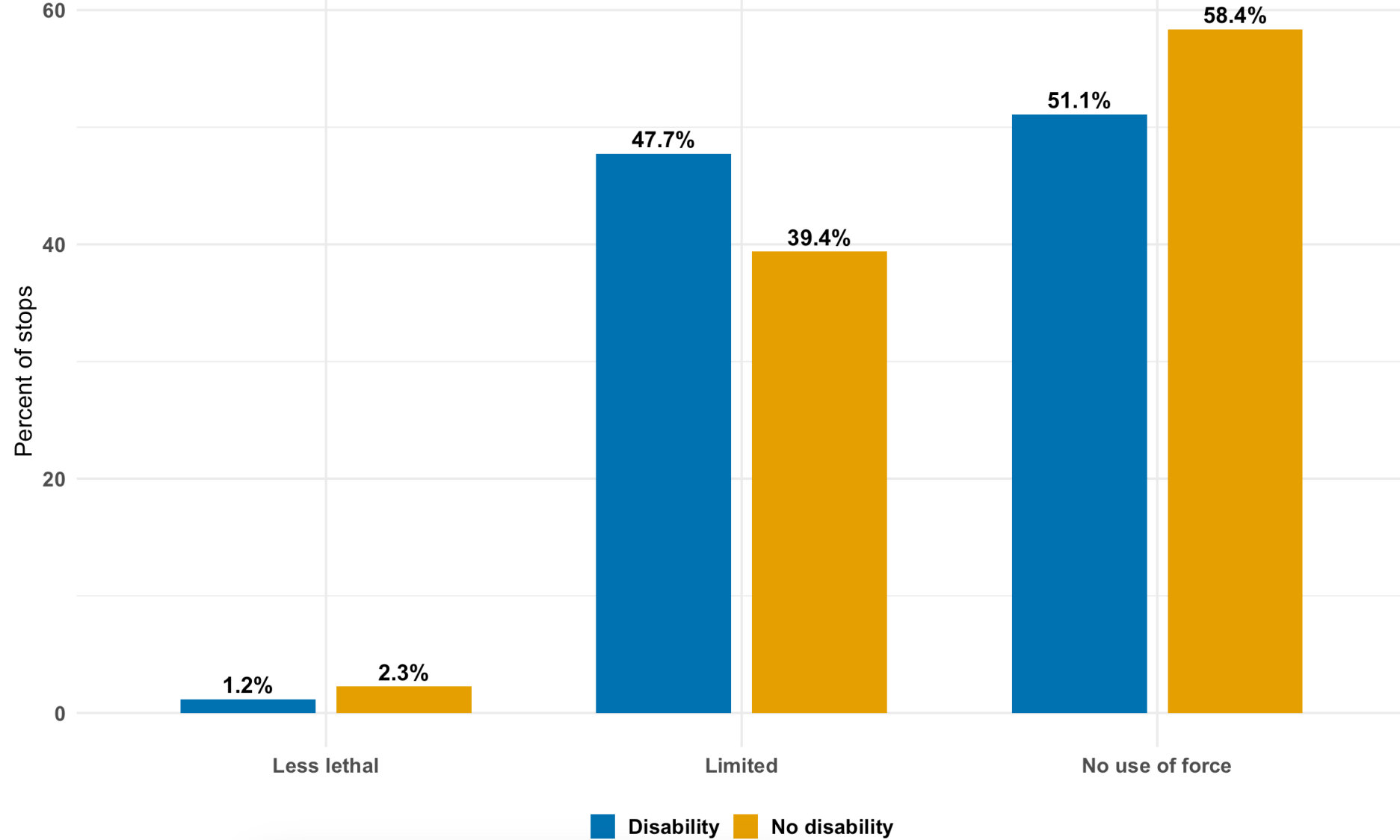
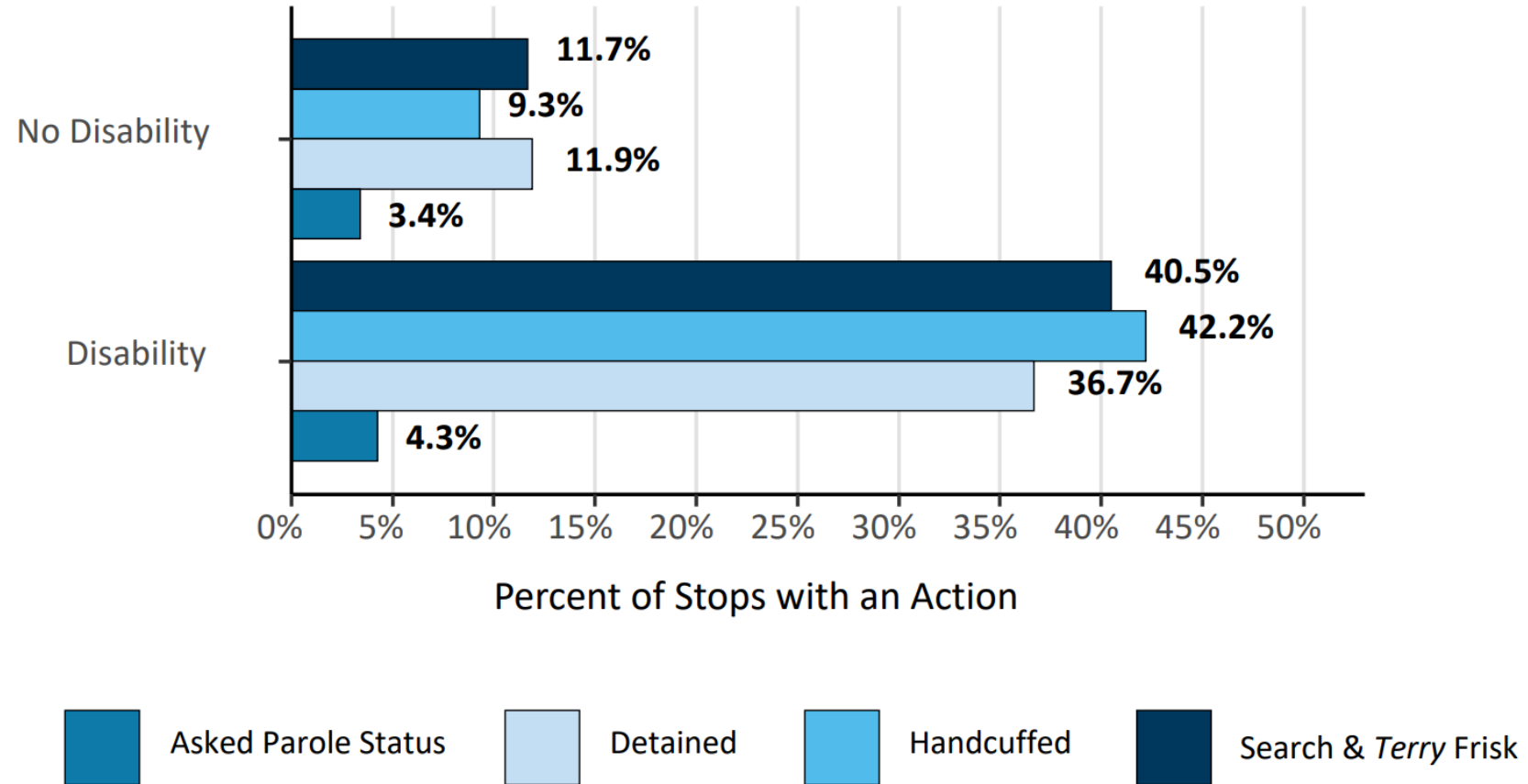


Figure 24. Top Four Actions Taken During a Stop by Perceived Disability Status



Top Stop Actions by Disability Status

Search of person conducted



Handcuffed



Patrol car detention



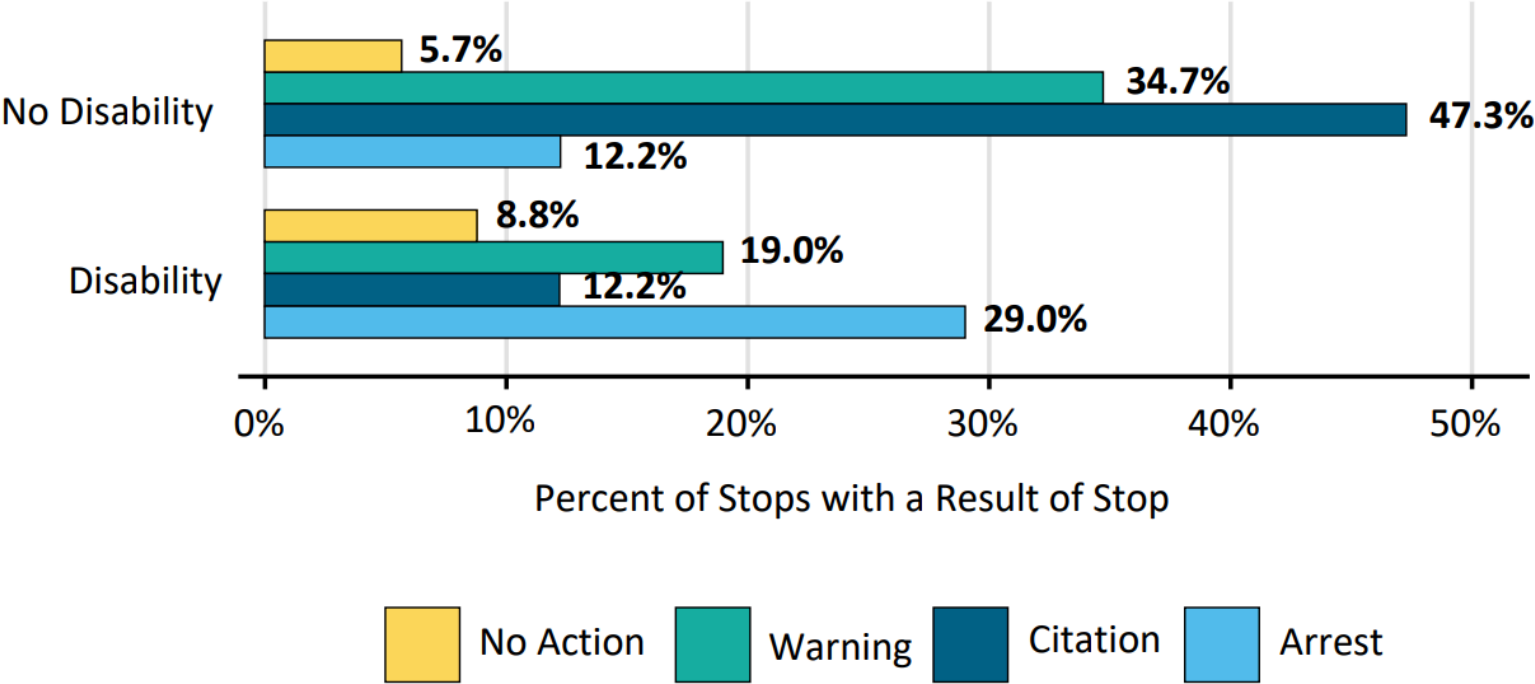
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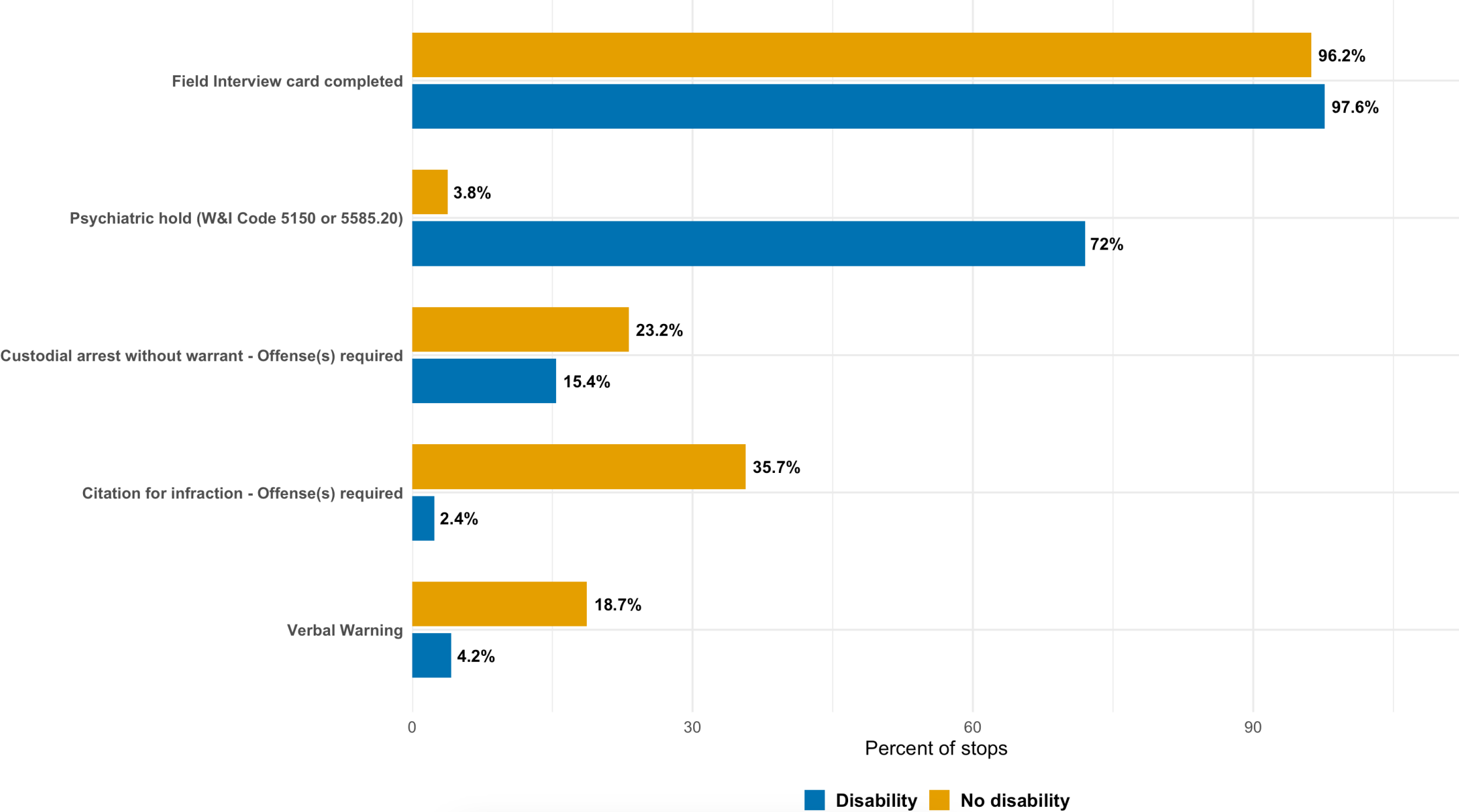
0 10 20 30 40 50
Percent of stops

■ Disability ■ No disability

Figure 25. Most Frequent Results of Stop and No Action Rates by Perceived Disability Status



Most Frequent Stop Outcomes by Disability Status



Significant Findings

- 72% of all OPD stops of (perceived) Disabled civilians in Oakland result in involuntary psychiatric holds.
- Searches of (perceived) Disabled civilians are conducted at a significantly higher rate than searches of (perceived) non-disabled civilians (52.2% vs. 43.8%).
- Limited Use of Force, including handcuffing, also occurs at a notable higher rate for PWDs (47.7% with disability vs. 39.4% without).
- An overwhelming majority of stops of PWDs fall outside of traffic violations and reasonable suspicion (73.6%).
- Maybe most notably, 81.1% of stops of civilians with disabilities in Oakland are attributed to Mental Health Conditions.

Future Directions for the Report, I

- Where we currently find ourselves, stop data already exists that is accessible to the public, analysis is already performed on that data, ***but the analysis overlooks disability as a category.***
- The wider Oakland community may be better served by having access to this information directly from OPD, which would still enable OPD to give annual reports to MCPD.

Future Directions for the Report, II

- What MCPD may ask for instead of an annual report on the status of disability and policing in Oakland from OPD would be for OPD to integrate analysis of stop data concerning people with disabilities into their already existing annual reports. MCPD could then produce a less frequent, broad-scale report that looks at the data over a lengthier period of time than the 6-12 month increments OPD's data sets provide.
- Intersectional analysis will also be particularly valuable in further understanding the OPD stop data, which currently homogenizes identity categories such as gender, race, and disability.

Next Steps

- Ask OPD if they can produce this annual report further detailing interactions with PWDs as part of their already-annual stop data reporting.
- Hard to convince people of the importance in something that doesn't exist. Produce an initial report for this year's data to provide a model, to overcome hurdle of creating an existing version without a template.
- If necessary, use initial report to reach out to city council to codify an extension to OPD's own reporting practices, to make sure this information is part of future OPD reports in Oakland. If necessary, create MCPD subcommittee to request city council pass an ordinance.

Request for Feedback

- Questions / Feedback?