



*Friday, October 6, 2023*

**Dear Oaklanders,**

**Can you believe we are heading into the last quarter of 2023?** Over the past three months, the **Office of the Inspector General** (OIG) has worked hard to deliver on its mission to provide effective and efficient civilian oversight of the Oakland Police Department (OPD). Via internal capacity building, strategic partnerships, and comprehensive reports - our impact continues to blossom.

In this newsletter, I am proud to share what is happening in the office, including the release of our **2022-2023 Annual Report**. As my team and I continue to build the OIG from the ground up, it was such a pleasure to reminisce on how far we have come over the past fiscal year. Additionally, I am excited for the work we have coming down the pipeline, including our assessment of OPD's racial profiling policy and field training program.

# O A K L A N D L O V E L I F E

# Community Healing Summit

*Join us for a restorative & solution-oriented discussion on  
public safety in Oakland. Dinner will be served.*

**OCT 19**

**6PM - 8PM**

**OAKSTOP, 2323 BROADWAY  
REGISTER AT [TINYURL.COM/CHSI](https://tinyurl.com/CHSI)**



As part of the City of Oakland's [Love Life Week](#), the Office of the Inspector General is also partnering with the [Department of Violence Prevention](#), [Restorative Justice for Oakland Youth](#), Cultural Strategist Kev Choice, and the Citywide Communications & Engagement Team to host a [Community Healing Summit](#).

This summit is a fantastic opportunity for solution-oriented individuals, passionate about restorative justice, violence prevention, and public safety, to come together and share ideas. With a diverse group of speakers, the summit aims to empower attendees with practical tools and strategies for creating positive change in their communities. [RSVP now](#).

Lastly, if you have not done so already, please [join our mailing list](#) to stay up to date with everything happening in the OIG. Additionally, for more timely updates, be sure to follow us on [Facebook](#), [Instagram](#), [LinkedIn](#), and [Twitter](#)!

**Inside this newsletter, you will learn more about the OIG's:**

- 1. Recommendations & Updates**
- 2. Current Projects**
- 3. Inspector General (IG) Phillips in Action**
- 4. Commitment to Oakland**



**Michelle N. Phillips**  
*Inspector General*



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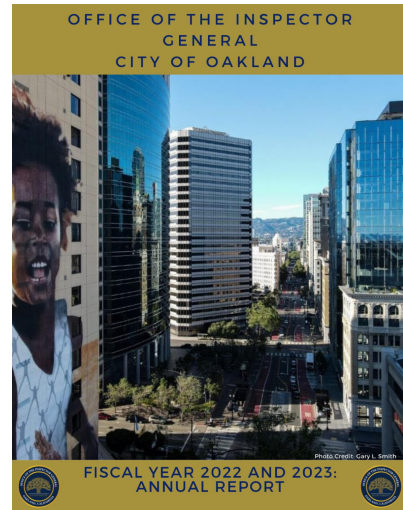
## **1. Laterst Reports**

### **A. 2022-22023 Annual Report**

On August 30, the OIG released its **2022-2023 Annual Report!**

To learn more about what our office has been able to accomplish over the last fiscal year, including our public synopses, budget progression, and community engagement initiatives download a copy of our annual report from the OIG [website](#).

Spanish and Cantonese translations are also available.



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### **B. Compliance Evaluation of Departmental General Order B-o8: Field Training Program**

The OIG's compliance evaluation of **Departmental General Order (DGO) B-o8: Field Training Program**, is now available.

Derived from Task 42 of the **Negotiated Settlement Agreement**, this report provides a high-level assessment of whether OPD is in compliance with their current Field Training Program policy.



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## **2. Current Projects**

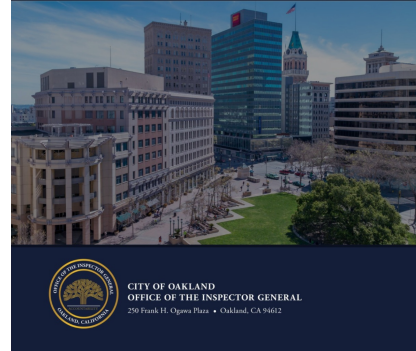
### **A. Policy Review of Departmental General Order M-19: Prohibitions Regarding Racial Profiling and Other Bias-Based Policing**

Additionally, the OIG is reviewing OPD's racial and other biased-based policing policy, **DGO M-**

**19.** This policy has been of paramount importance to the office, and the entire Oakland community.

With its effective date being November 15, 2004, the OIG welcomes the opportunity to take a deep dive into its directives.

Departmental General Order M-19:  
Prohibitions Regarding Racial Profiling  
& Other Bias-Based Policing



## B. Policy Review of Departmental General Order B-o8: Field Training Program

In further exploration of OPD's Field Training Program, the OIG is also conducting a policy review of **DGO B-o8**.

While the compliance evaluation focused on OPD's current practices and their following of DGO B-o8, the policy review will take a deep dive into the directives and content of order.



## C. Staffing Study & Resource Analysis of the Oakland Police Department

In a memo to the City Council and Oakland Police Commission, the OIG recommended that that the City of Oakland conduct a staffing study and resource analysis of OPD.

Prior to the OIG completing an audit for calls for service, and resource or response allocation, a study and analysis will provide the office and other action holders with the data to make informed decisions. Working with the City Administration, the scope of work is finalized and a vendor has been selected.

### Memo

To: Nikki Fortunato-Blin, City Council President  
Honorable Members of the City Council  
Tyfahra Milele, Police Commission Chair  
Members of the Police Commission

From: Michelle N. Phillips, Inspector General

Date: March 22, 2023

Re: Recommendation for Staffing Study & Resource Analysis

**Summary:** The Office of the Inspector General (OIG) recommends that the City of Oakland conduct a staffing study and resource analysis of the Oakland Police Department (OPD), prior to the OIG completing an audit for calls for service and resource or response allocation. To date, the OIG was unable to identify recent (within the last five years) baseline staffing resource data for OPD that can be used as benchmarks for success in this area. A staffing study, or a similar review, would help to:

- Identify current resources
- Determine the number of officers needed in a particular geographic area
- Decide how staffing and operational resources should be allocated

Calls for service audit and resource allocation reviews are best when tied to a staffing study. If the City of Oakland's objective is to determine if police are responding to calls for service in an efficient timeframe, it is critical to first know the number of available officers, target timeframes, and how alternate resources can be used to supplement services.

## 3. Inspector General (IG) Phillips in Action

### A. Keynoting the National Coalition of 100 Black Women's Annual Retreat

On July 7th, IG Phillips keynoted the **National Coalition of the 100 Black Women** (NCBW) Oakland Bay Area Chapter's annual retreat.

Much gratitude to Ms. Frances, Ms. Angela, and the entire NCBW for their ongoing dedication to uplifting Black women and girls. Wishing them continued success on every phase of their journey.

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## **B. Discussing Police Accountability and Reform with Street Soldiers Radio**

Missed IG Phillips's latest feature on **Street Soldiers Radio**?

**Listen** to her and Paul David Henderson, Executive Director of **San Francisco's Office of Police Accountability**, discuss civilian oversight, police reform and more!

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## **C. Urban League of Greater San Francisco Bay Area's Empowerment Awards & Garden Soiree**

Since its revitalization, the **Urban League of Greater San Francisco Bay Area** organization has proven its commitment to empowering African-Americans and underserved communities to achieve social parity, economic self-reliance, and civil rights. Recently, IG Phillips presented at their Empowerment Awards & Garden Soiree, where they honored Angela Andrews, Cassandra Trimnell, and Devonne Hart.



Many thanks to President Kenneth Maxey and his entire team for hosting an unforgettable celebration and acknowledgement of Bay Area leadership.

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## **4. Commitment to Oakland**

### **A. Celebrating Creek to Bay Day!**

Creek to Bay Day, September 23, was a huge success!

The OIG had the pleasure of joining hundreds of Oaklanders in an international effort to remove waste from the world's shorelines and waterways. Many thanks to the **Port of**



**Oakland** for organizing the Oakport Field & East Creek Slough clean-up.

Want to help keep Oakland clean? Visit the Adopt the Spot website for more information.

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## **B. Gathering with the Black Unity Council**

On August 19, the **African-American Latino Action Alliance** (AALAA) hosted an intergenerational discussion around “Black & Brown Unity” in Oakland.

From learning more about our collective history of resistance to exploring ways to cultivate an intertwined future, the OIG had a great time fellowshiping with this growing community.



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## **C. OIG Summer Interns Graduate from the Youth Development Through Law**

Much appreciation to the **Center for Youth Development through Law** (CYDL) for providing us with our amazing Summer interns, Andrea Luna Rivera & A'Niyha Patrick!



Teaching these two incredible **Oakland Unified School District** students more about independent civilian oversight, was such an honor. Can't wait to see what they accomplish in the future!

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**Questions and/or Recommendations? Email [oig@oaklandca.gov](mailto:oig@oaklandca.gov)!**

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