



SAFETY AND SERVICES OVERSIGHT COMMISSION (SSOC)
SSOC created by the Public Safety and Services Violence Prevention Act of 2014 (Measure Z)

Regular Meeting
Monday, January 22, 2024 at 6:30pm

1 Frank H. Ogawa Plaza, Oakland, CA 94612
City Council Chamber, 3rd Floor

Oversight Commission Members:

*Kelly Cure (D-1), Omar Farmer (D-2), Chair: Paula Hawthorn (D-3),
Vice Chair: Yoana Tchoukleva (D-4), VACANT (D-5), VACANT (D-6),
Gloria Bailey-Ray, (D-7), Michael Wallace (Mayoral), Sonya Mehta (At-Large)*

The Oakland Public Safety and Services Oversight Commission encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

OBSERVE:

**You may appear in person on Monday, January 22, 2024, at 6:30pm at
1 Frank H. Ogawa Plaza, Oakland, CA 94612 in Council Chamber**

OR

**To observe, the public may view the televised meeting by viewing
KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating
City of Oakland KTOP – Channel 10**

**Please note: The ZOOM link and access numbers below are to view / listen
to the meetings only – not for participation.**

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/88436690045>

Or One tap mobile :

+16694449171,84538741892# US
+16699009128,84538741892# US (San Jose)

Or Telephone:

Dial(for higher quality, dial a number based on your current location):
+1 669 444 9171 US, +1 669 900 9128 US (San Jose), +1 253 205 0468 US
+1 253 215 8782 US (Tacoma), +1 346 248 7799 US (Houston), +1 719 359 4580 US
+1 301 715 8592 US (Washington DC), +1 305 224 1968 US, +1 309 205 3325 US
+1 312 626 6799 US (Chicago), +1 360 209 5623 US, +1 386 347 5053 US

Webinar ID: 884 3669 0045

**CITY OF OAKLAND
PUBLIC SAFETY AND SERVICES OVERSIGHT COMMISSION**

**REGULAR MEETING AGENDA
MONDAY, January 22, 2024 at 6:30 PM**

**1 Frank H. Ogawa Plaza, Oakland CA 94612
City Council Chamber, 3rd Floor**

International numbers available: <https://us02web.zoom.us/j/kbvcSql3SB>

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

PUBLIC COMMENT:

The Oversight Commission welcomes you to its meetings and your interest is appreciated.

- If you wish to speak before the Oversight Commission, please fill out a speaker card and hand it to the Oversight Commission Staff.
- If you wish to speak on a matter not on the agenda, please sign up for Open Forum and wait for your name to be called.
- If you wish to speak on a matter on the agenda, please approach the Commission when called, give your name, and your comments.
- Please be brief and limit your comments to the specific subject under discussion. Only matters within the Oversight Commission’s jurisdictions may be addressed. Time limitations shall be at the discretion of the Chair.
- Comment in advance. To send your comment directly to the Commissioner’s and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Felicia Verdin at fverdin@oaklandca.gov.

Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Commissioners prior to the meeting.

If you have any questions about these protocols,
please e-mail Felicia Verdin at fverdin@oaklandca.gov.

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email fverdin@oaklandca.gov or call (510) 238-3128 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a fverdin@oaklandca.gov o llame al (510) 238-3128 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 fverdin@oaklandca.gov 或 致電 (510) 238-3128 或 (510) 238-2007 TDD/TTY.

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*Each person wishing to speak on items must complete a Speaker Card
Persons addressing the Safety and Services Oversight Commission shall state their names and the organization they are representing, if any.*

ITEM	TIME	TYPE
• Call to Order	6:30 PM	AD
• Roll Call	2 Minutes	AD
• Open Forum – For items not listed on the Agenda	5 Minutes	I
• Nominations and election of chair and vice chair	15 Minutes	A
• Update by Violence Prevention Chief Holly Joshi	30 Minutes	I
• Report by the Department of Violence Prevention on the Measure Z community healing strategy	30 Minutes	I
• Review OPD Hiring Plan – Report on efforts to diversify Community Resource Officers, CRTs, Special Victims Section and other officers involved with geographical policing	30 Minutes	I
• Report on MACRO Ad Hoc • Omar Farmer	5 minutes	I
• Follow-up from Joint SSOC/City Council Meeting • Update on ASAP to PSAP verified response ○ Omar Farmer and Yoana Tchoukleva	5 minutes	I
• Vote to change to bylaws to include remote participation	15 Minutes	A
• Community Activity Research and Elevation (CARE) Committee Update	5 minutes	I
• Report from Staff - Schedule Planning	5 Minutes	I
• Adjournment	1 Minute	A

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**A = Action Item / I = Informational Item / AD = Administrative Item /
A* = Action, if Needed**

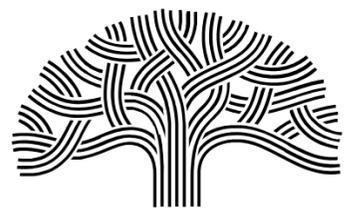
Community Healing

Jennifer Argueta, Interim Violence
Prevention Services Manager

Maritza Zamora, Program Analyst

Zach Cohen, Program Planner

Department of Violence Prevention



**CITY OF
OAKLAND**

DVP Mandates

1. Reduce gun violence
- 2. Reduce family trauma associated with homicides**
- 3. Reduce community trauma associated with violence**
4. Reduce intimate partner violence
5. Reduce commercial sexual exploitation



Community Healing and Restoration

- Aims to lift up the wisdom of people closest to the violence and deepen their skills to promote healing through community-led outreach activities and events.
- Includes teams embedded in Oakland neighborhoods that are exposed to high rates of violence to provide connection to the DVP Network and community events and activities.



Services Funded

October 1, 2023 – September 30, 2025 (2 years)

Community Healing and Restorative Activities	\$2,000,000
Therapeutic Support	\$400,000
Neighborhood and Community Teams	\$3,600,000
Town Nights	\$2,700,000*

*This is the two-year cost of Town Nights events. Funding has currently only been approved by City Council for one year (\$1,350,000).

Healing & Restorative Activities



Description

Healing and restorative activities build unity and change norms around community violence in Oakland through healing circles, marches, vigils, and community dialogues and events. Healing and restorative activities also provide financial support to families who have lost a loved one to violence.

Core activities

- Host healing/restorative events.
- Refer community members to helpful services.
- Provide support to families of homicide victims (financial support, planning funerals and vigils, etc.).

Therapeutic support



Description

Therapeutic support services include individual psychotherapy, healing practices, and support groups for families, peers, and loved ones following a homicide, as well as for survivors of community violence.

Core activities

- Provide individual therapy to individuals impacted by homicide.

Neighborhood & Community Teams



Description

Neighborhood and community teams (NACTs) are groups of individuals who serve as credible messengers and visible ambassadors of the DVP's network of service providers in the community. NACT members develop and maintain relationships that can be leveraged to mediate group violence, host community events to build social cohesion, beautify neighborhoods, and connect community members to resources following a shooting or homicide.

Core activities

- Host community building events and beautification activities following violent incidents.
- Refer community members to impactful services.
- Conduct outreach to residents regarding resources, events, and community-building activities.



town nights

A Department of Violence Prevention Initiative

We believe in the power of relationships to prevent and reduce violence in our communities.

We are committed to building social capital, social infrastructure, and social contracts in Oakland.





Town Nights is a community-driven, multi-generational violence prevention and intervention strategy that involves four components:



1



Outreach to community members to attend events

2

Employment opportunities for residents who work at events



3

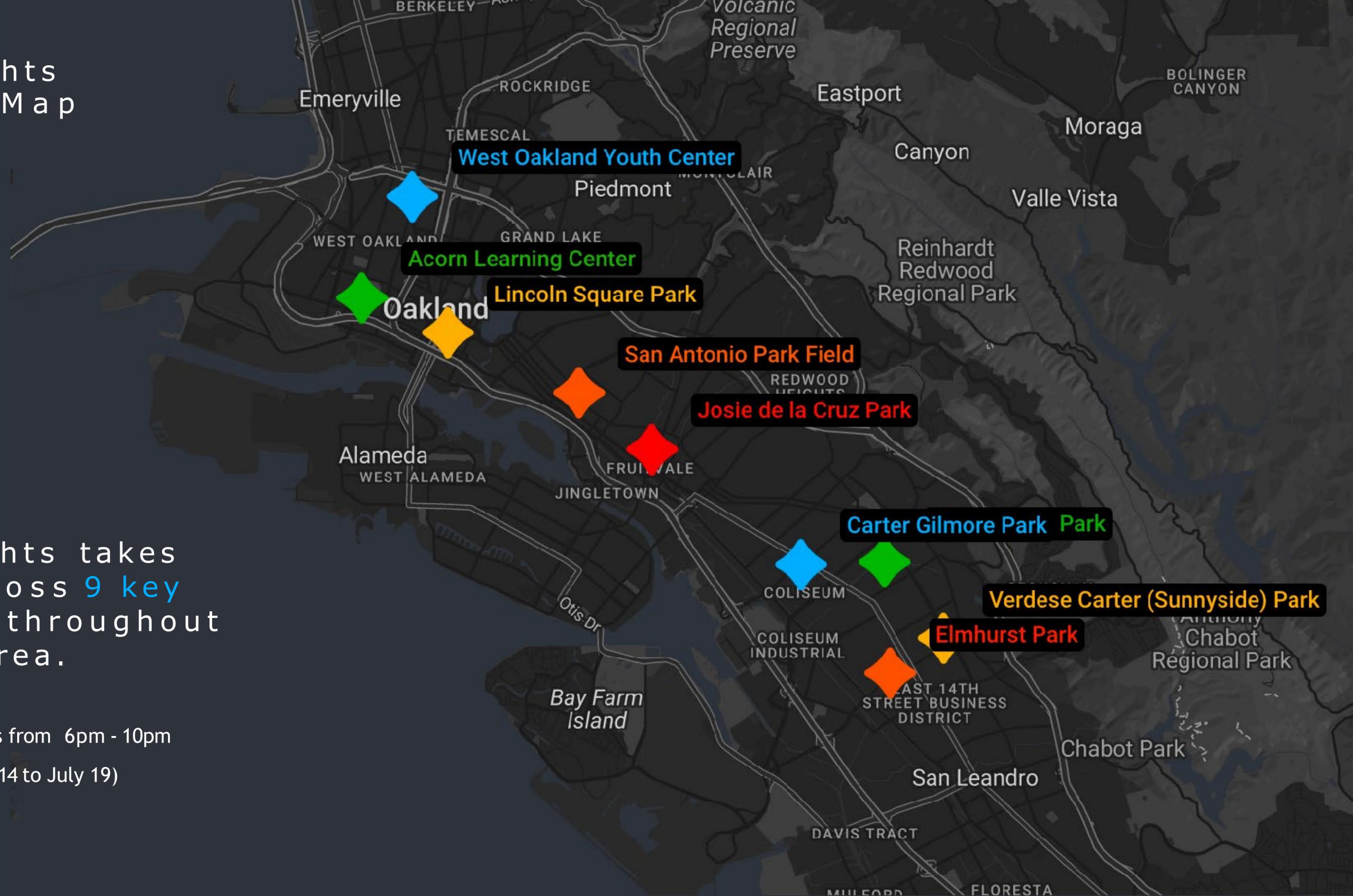
Recreational activities and food available for free to all attendees

4

Violence interruption dialogues facilitated by violence interrupters and community engagement teams that are intended to reduce future violence



Town Nights Location Map



Town Nights takes place across 9 key locations throughout the bay area.

On Friday Evenings from 6pm - 10pm
For 6 weeks (June 14 to July 19)



town
nights

Our
Impact

SUMMER 2023

Our Impact

11

non-profits

Partnering to host Town Nights events at 9 different locations throughout Oakland

54

total events

Over a 6-week span that were 100% free to the public.

18K+

attendees

Over a 6-week span at the 9 separate Town Nights locations

20K+

free meals served

Over a 6-week span at the 9 separate Town Nights locations

247

jobs created

local residents (including youth) worked over 1110 shifts during Town Nights events.

75+

total partners

(City and County Agencies, Non-Profit Organizations, Private Companies) participated in Town Nights events

SUMMER 2023

Our Partners & Local Organizations



OAKLANDISH



CITY OF OAKLAND HUMAN SERVICES DEPARTMENT



Adamika Village

"Stop Killing Our Kids"



SUMMER 2023

Our Budget

\$1.35M

Partner Agencies

- Free Food for Attendees
- Activities for Attendees
- Stipends for Community Members

\$25K

Outreach & Support

- Targeted Outreach
- Community Stipends

\$25K

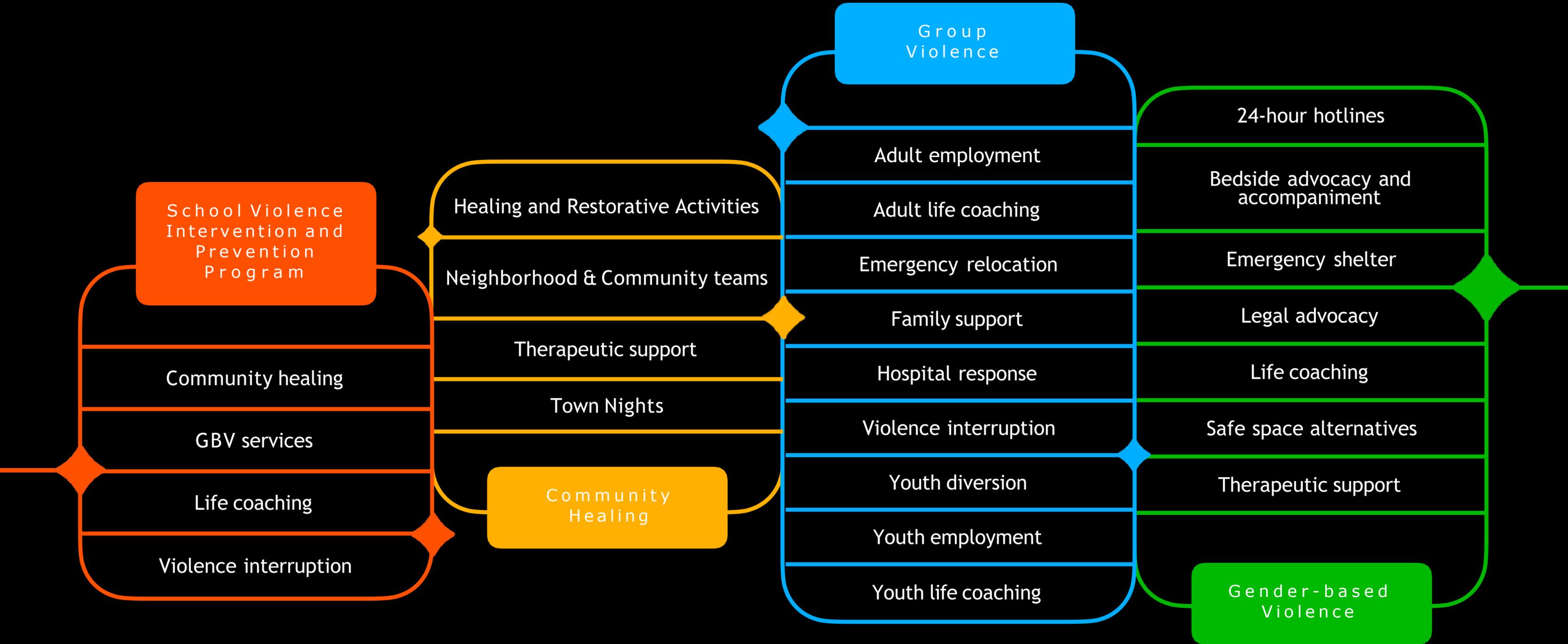
Infrastructure Support

- Additional Lighting
- Restrooms
- Permitting, etc

\$1.4M
Total

celebrating [safe spaces] in the town

DEPARTMENT OF VIOLENCE PREVENTION
Strategic Services



Review OPD Hiring Plan – Report on efforts to diversify Community Resource Officers, CRTs, Special Victims Section, and other officers involved with geographical policing.

The goal of the Oakland Police Department (OPD) is to recruit a diverse and highly skilled team of law enforcement professionals committed to serving and protecting our community with dedication, integrity, and compassion. Our recruitment efforts are aimed at individuals who embody the principles of honor, accountability, and a commitment to upholding the law.

OPD has increased its recruitment efforts; however, the Department acknowledges the challenges of competing with other local law enforcement agencies to attract a diverse pool of qualified police officers. To address this challenge, OPD has identified the following strategies to ensure a healthy and diverse candidate pool, which will, in turn, enable the Department to fill positions such as Community Resource Teams (CRTs), officers assigned to the Special Victims Section, and other positions involved with geographical policing:

- One of the most effective ways to attract a larger and more diverse candidate pool is through video and social media. OPD has utilized social media marketing to increase its Facebook, Twitter, and Instagram presence. OPD will post several times daily across these three platforms to increase community engagement and encourage applications. This is currently the Department's best and most successful recruiting tool. This has yielded the most significant returns on our investments.
- OPD is working with a coalition of police leaders, researchers, and professional organizations known as the 30x30 initiative to advance the representation and experiences of women in all ranks of policing. The goal is to increase the representation of women in police recruit classes to 30 percent (30%) by the year 2030 and to ensure police policies and culture intentionally support the success of qualified women officers throughout their careers.
- The Department has updated its flyers depicting the various specialized units within OPD to emphasize the need for a diverse pool of candidates. The updated flyers highlight the benefits of a career in law enforcement, opportunities for personal growth, and professional development.
- The Department has organized and attended community events, career fairs, and workshops specifically aimed at women in law enforcement. These events have provided an opportunity to educate potential recruits about law enforcement careers, dispel misconceptions and stereotypes, and showcase the positive experiences of female officers already serving in the Department.

- The Department is in the process of developing five recruitment videos depicting individual female officers narrating their personal experiences as an officer in Oakland. The videos will be played on social media and other recruiting sites to showcase a day in the life of a female Oakland Police Officer.
- The Department continues to offer preparatory programs, workshops, and physical fitness training sessions to help interested candidates better understand the job requirements of a police officer and develop the necessary skills. Providing resources and support for test preparations helps to build confidence and trust and increase the likelihood of success for applicants.
- The Recruiting and Background Unit (R&B Unit) is working with the Police Activities League (PAL) to reinstate the Explorer program at local high schools in Oakland. This will open the pipeline for youth to gain law enforcement experience first as an Explorer, then as a Police Cadet, and eventually as a Police Officer. The ages for the Explorer Program are 16 to 17 ½ years old.
- OPD will continue to expand its efforts to target former Armed Forces members. R&B Unit staff currently attend two to three monthly events at Travis Air Force Base and other military branches, where they have successfully recruited applicants. They have specialized training that they can bring to the Department and enhance our intelligence.
- OPD has established a referral bonus program for current police officers to recruit candidates who possess the qualities of an OPD Police Officer.
- OPD is committed to following up with candidates throughout the recruitment and hiring process by maintaining regular communication throughout the hiring process. This is accomplished by providing regular updates, answering their questions, and ensuring a positive candidate experience. If a candidate is not selected, the Department will provide feedback on what they need to do to improve their chances of becoming an OPD police officer.

The Department believes the initiatives outlined above will allow OPD to attract a diverse group of police officers and allow the organization to serve the Oakland Community better.