



**A Community Conversation Series  
Reimagining Police and Public Safety  
City Council Ad-hoc Committee  
Thursday, August 27, 2020  
5:30 pm – 7:00 pm**

**QUESTIONS, CONCERNS & REQUESTS**

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**Police – Page 9**

**CATEGORY DEFINITIONS**

**Communications:** Questions or concerns that can be addressed or answered without taking any or much action

**Action Items (Accountability):** Questions or concerns that require an action or task to be completed on a relatively short-term basis

**Planning, Funding, Statistics & Research:** Questions or concerns that require further long-term planning, address funding or budgeting issues, or require additional analytical research

**Social Services: Mental Health, Schools, Youth:** Questions or concerns regarding social services in areas that include but are not limited to mental health, schools, and youth

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**QUESTIONS, CONCERNS & REQUESTS**

#	City Council	Category	Answers
1	Hold a panel to hear from people and organizations who have been directly impacted by over policing & police brutality.	Action Items (Accountability)	This is the purpose of the Community Task Force and the Council Adhoc Committee.
2	Form a working group that prioritizes participation by black and brown people.	Action Items (Accountability)	This is the purpose of the Community Task Force.
3	Conversations should be centered around black and brown voices; encourage interaction from those communities.	Action Items (Accountability)	Agreed. This is why the City Councilmembers have appointed community members to the Community Task Force.
4	The community needs a voice; even with the Zoom we are silenced, wish (he) could look Mayor Butt in the eye.	Action Items (Accountability)	Community members are invited to voice their concerns at the City Council meetings during Public Comment or during related presentations or study sessions.
5	You are committed to having a rookie council member lead a community that has multiple experienced organizations, why isn't the City at the table with them?	Action Items (Accountability)	Vice Mayor Bates has agreed to serve as the council liaison.
6	(The City) needs to acknowledge about systematic racism in order to change it.	Action Items (Accountability)	The City has acknowledged systemic racism and is working to dismantle it.
7	Who will be on the RPS Task Force/Board?	Communications	Mayor Butt and Vice Mayor Bates are members of the City Council Adhoc Committee. Vice Mayor Bates has agreed to serve as the council liaison.  The full list of RPS Task Force members can be viewed at: <a href="https://www.ci.richmond.ca.us/4014/Reimagining-Public-Safety-Community-Task">https://www.ci.richmond.ca.us/4014/Reimagining-Public-Safety-Community-Task</a>
8	What is your understanding of defunding police; how do RPD and City Council interpret this?	Communications	The City Council interprets defunding the police as reducing the RPD budget and applying more funds to preventative services.
9	Will the Task Force/Board be committed to working with community in a real way?	Communications	Yes.
10	How can we trust Mayor Butt and Nat Bates to be unbiased and rethinking Public Safety when they receive money from RPOA (Richmond Police Officers' Association)?	Communications	Mayor Butt and Vice Mayor Bates are members of the City Council Adhoc Committee. Vice Mayor Bates has agreed to serve as the council liaison. Every City Council candidate gets campaign funds from a variety of individuals and organizations. It is illegal to exchange a campaign contribution for a vote. The community has shown trust and confidence in Bates' and Butt's objectivity by reelecting them repeatedly for decades.

11	Why was this event hosted separately from the community working group; why are they being ignored?	Communications	The community task force is not being ignored. The community members formed a task force prior to the City Council appointing members. The City Council supports the community task force.
12	This community "listening" session feels very reminiscent of the Global Bay Campus conversations. Nobody had answers to when questions would be answered, nothing came of anything.	Communications	The Community Task Force have proposed questions to the City Council, City Staff and the Police Department and requested responses by October 30th.
13	Police often called as de-facto social service workers. What are some things that RPD does that others could do?	Social Services: Mental Health, Schools, Youth	The City Council is in agreement with exploring this concept.

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#	City Staff	Category	Department	Answers
14	Community working group reached out to the City Manager without any response.	Action Items (Accountability)	CMO	Our apologies for the lack of responsiveness to the community working group. Sal Vaca, Director of Library and Community Services, will serve as the liaison between the community working group, the council-appointed task force and the city to help ensure better communication and responsiveness.
15	Will all the questions be available to the public? If so, where? When do we expect to have answers to these questions?	Action Items (Accountability)	CSD	Yes. They are available at the Reimagining Public Safety webpage at: <a href="http://www.ci.richmond.ca.us/4011/Reimagining-Public-Safety">http://www.ci.richmond.ca.us/4011/Reimagining-Public-Safety</a> . We expect answers to the questions to be published by November 30, 2020.
16	If we are really serious then we need to work with the Chief's boss. Tired of non-productive meetings. These meetings are perfunctory. We are still divided even in the midst of a pandemic.	Action Items (Accountability)	CMO	On October 6, 2020, the City Council appointed a 21-member task force, which will be supported by Director of Library and Community Services Sal Vaca and the internal working group, to prepare a plan to transition from Richmond's current "community policing" model to a plan conducive to the reduced police force and return to Council with the preferred policing model and a plan for implementation by the end of Fiscal Year 2020/2021. This will take place through regularly scheduled meetings that are open to the public. Sal Vaca reports directly to the City Manager and will serve as the liaison between the City and council-appointed task force.
17	Is the City sending out some questionnaires to the entire community since people may be hesitant to speak?	Communications	CSD/Task Force	The questionnaires may be part of the Community Listening Sessions.
18	How can we trust our input will be taken seriously when the City Manager blatantly ignores our emails from our spokesperson of the Community Public Safety task force, which is an example of systemic racism she talks about fighting against?	Communications	CMO	Same response as #14 - Our apologies for the lack of responsiveness to the community working group. Sal Vaca, Director of Library and Community Services, will serve as the liaison between the community working group, the council-appointed task force and the city to help ensure better communication and responsiveness.  The new structure will also hopefully begin the trust building needed to effectively move this work forward. The City has also convened an internal working group to support the 21-member task force which includes representatives from various city departments including CSD, ONS, RPD, Department of Children and Youth and City Council office (staff person from CC office serves as the lead for the City's Government Alliance on Race and Equity work - <a href="https://www.ci.richmond.ca.us/3701/GARE">https://www.ci.richmond.ca.us/3701/GARE</a> )

19	How do we know that this community input won't be used against us and won't be used to invalidate and gaslight our strategizing efforts or our experiences with police and crime?	Communications	CMO and Mayor's Office	<p><b>CMO:</b> The City values the input from the task force, the community working group and other stakeholders. We believe that the current structure which involves a diverse group of experiences will allow for all voices to be heard and for the community to hold the City accountable to bring recommendations to Council for discussion and consideration for implementation.</p> <p><b>Mayor's Office:</b> The Re-Imagining Police and Public Safety Town Hall on August 27th was an objective and apolitical forum intended only to hear the public's questions and concerns about public safety. Questions and comments from the town hall are helping to enable an open and transparent community process for public safety advancement in Richmond, not validate or invalidate various stances on public safety.</p>
20	We are already doing all this work with more than 20 leaders of different organizations and residents. Why is there pushback from the City and no support?	Communications	CMO and Mayor's Office	<p><b>CMO:</b> The City understands that the work already started and we thank you for taking the initiative to do so. On October 6, 2020, the City Council appointed a 21-member task force that will receive City support from Sal Vaca, Director of Library and Community Services. Mr. Vaca will serve as the liaison between the City and council-appointed task force. There is an understanding that the community working group still exists and we believe there is a way to make sure all interested stakeholders are involved and engaged.</p> <p><b>Mayor's Office:</b> Following the City Council's decision to establish a public safety task force made up of community members, the City Council had an obligation to formally appoint members to its task force. Although the City and City Council acknowledge the work done by the public safety task force created by the community, the formation of the community task force did not replace the obligation of the City Council to appoint members to its formal task force body. The Reimagining Public Safety Community Task Force administrators have recognized the work done by the community task force and plan to have the community group present to the City's Reimagining Public Safety Community Task Force.</p>
21	There seems to be ambivalence about the term defunding.	Communications	CMO and Mayor's Office	<p><b>CMO:</b> There needs to be a shared definition of the term "defunding" for purposes of this work so that we are all on the same page. The term "defunding" does not mean that the City we will no longer fund the police to the point of no existence. However, it is hopeful that this work will allow for a deeper look at the services traditionally provided by the RPD and evaluate if some of those services could be provided by other entities.</p>

				<p><b>Mayor's Office:</b> The City recognized that there is more than one meaning to the term “defund the police.” The City understands that some community members want to redirect some funding from the police department and reinvest those dollars in other departments or community uses. The City also understands that some community members interpret “defund the police” as completely diverting funds from the Police Department and replacing the traditional police public safety model with something different.</p>
22	Where can we get more funding or find other resources?	Planning, Funding, Statistics & Research	Finance	<p><b>Finance:</b> The City continuously explores opportunities to increase its revenues and has developed a matrix of revenue enhancement and cost recovery measures. At the 10/27/2020 City Council meeting, staff from the Economic Development department will be providing an update on the first quarter economic development accomplishments.</p> <p>Link to 10/27/2020 Council agenda (see item H-3):  <a href="http://sireweb.ci.richmond.ca.us/sirepub/mtgviewer.aspx?meetid=846&amp;doctype=AGENDA">http://sireweb.ci.richmond.ca.us/sirepub/mtgviewer.aspx?meetid=846&amp;doctype=AGENDA</a></p> <p><b>CMO:</b> Funding for other resources can be found through local, state and federal sources, such as government budget allocations and/or grants, or higher voter-approved taxes.</p>
23	Sounds like city services need to be re-prioritized, such as street sweeping.	Planning, Funding, Statistics & Research	Public Works	<p><b>Public Works:</b> The street sweeping schedule was approved by City Council with the concurrence from the Neighborhood Councils.</p> <p><b>CMO:</b> The City receives complaints daily about illegal dumping, encampments, unkempt streets, and poor landscaping maintenance. The challenge for the City Council and staff is to balance all of Richmond’s competing demands.</p>
24	The City needs to improve their interdepartmental connections and communications.	Planning, Funding, Statistics & Research	CMO	<p>All department heads meet weekly with the City Manager to discuss major issues impacting the City and find collaborative ways to address those issues. The City looks forward to any recommendations the task force, along with the interdepartmental working group, will develop that can be considered to improve communications and community services.</p>
25	Is Richmond going to be working with the CARES law?	Planning, Funding, Statistics & Research	Finance	<p><b>Finance:</b> The City was awarded a total allocation of \$1,373,211 under the CARES Act. In compliance with the grantor’s guidelines, the funds were allocated to staff time diverted to work activities on the COVID-19 emergency response, telework capabilities of public employees, personal protective equipment, public health expenses, housing support, and the Richmond Rapid</p>

				<p>Response fund. At its 10/20/2020 meeting, the City Council adopted staff recommendations on the spending plan for the CARES Act funding.</p> <p>Link to 10/20/2020 City Council agenda (see item G-9):  <a href="http://sireweb.ci.richmond.ca.us/sirepub/mtgviewer.aspx?meetid=845&amp;doctype=AGENDA">http://sireweb.ci.richmond.ca.us/sirepub/mtgviewer.aspx?meetid=845&amp;doctype=AGENDA</a></p> <p><b>CMO:</b> The City received ~\$1.37M in CARES Act funding which are used to cover the cost of city staff working on COVID-related items, IT-related items to allow city staff to telecommute, personal protection equipment, items to protect the public health of employees and customers at city hall, as well as support to residents through the Richmond Rapid Response Fund.</p>
26	How many more years will it take to defund and invest in the community and what is the City's long-term plans commitment?	Planning, Funding, Statistics & Research	CMO	The City Council's actions regarding reimagining public safety will come after hearing the recommendations developed by the task force.
27	Why does the City & police not advocate for more funding towards efforts like the ONS (Office of Neighborhood Safety) which has been extremely successful at reducing gun violence with injury by 85% since 2005 and does it without 41% of the City's budget and instead does it with 1%?	Planning, Funding, Statistics & Research	CMO and City Council	<p><b>City Council:</b> The police department has lost over 20% of its sworn officers and is just trying to hold on. Advocating for expansion of another department with today's budget limitations could mean further reductions in the police department budget. The police have a much wider mission that just dealing with gun violence.</p> <p><b>CMO:</b> The City is extremely proud of the ONS's work and the positive contribution it has in reducing gun violence. We are also proud of RPD's community policing model and its impact on the City of Richmond. Richmond's ONS program is a model for the rest of the nation, and one that many cities have imitated.</p> <p>Based on ONS's positive track record, they have been successful at receiving grants to help fund the costs of the majority of their programs. The City does support ONS with personnel costs.</p>
28	And how can you, in good conscience advocate for more funding for police when it takes away from funding for services that reduces the roots of crime such as affordable housing , job training, quality mental health services and experts, quality schools and teacher, which is always getting cut and fighting for funding every single year, quality health care and ER rooms social workers, and research around the	Planning, Funding, Statistics & Research	CMO	We appreciate your comments and look forward to the discussion that will ensue from the recommendations generated from the community and task force regarding reimagining public safety.

	root of crime and at-risk-youth?			
29	Which stakeholder groups and perspectives need to be involved in this conversation?	Planning, Funding, Statistics & Research	ONS	<p><b>ONS:</b> We believe that the entire community should be involved in this conversation, but as far as organizations it should include: RYSE, Safe Return Project, CCC Health Dept, NAACP, ACLU, Prison Rights/Criminal Justice Reform Organization, GRIP/Richmond Rescue Mission, Rubicon, and Family Justice Center.</p> <p><b>CMO:</b> The City is hopeful that various stakeholders, and therefore perspectives, will be included in the community working group and task force. Also, community members and other stakeholders are encouraged to participate in and attend task force meetings to share additional ideas.</p>
30	High schools need more support services, i.e., music, arts, etc. If Prop 15 is passed it could include funding for schools and the police.	Social Services: Mental Health, Schools, Youth	CMO and City Council	<p><b>City Council:</b> Both schools and cities will get some level of increased funding from Prop 15 if it passes. The City Council will determine how the City's share is allocated.</p> <p><b>CMO:</b> The Richmond Department of Children and Youth is in the process of conducting a community needs assessment (CNA) to look at current services and gaps in services. The results of the CNA will be shared with the community and Council in November 2020 and the findings from the CNA will help develop a 3-year strategic investment plan which will determine how millions in funds can support needed services for children, youth and their families.</p>



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#	Police Chief / Police Personnel	Category	Answers
31	Semantics matter: need to change wording - i.e., defunding connotes adversary before conversation starts; from Police Officers to maybe Peace Officers; perhaps Public Safety Department to remove the relationship with history of slave patrol	Action Items (Accountability)	Peace Officers is the correct term for Officers in the State of California. The entity that governs and certifies officers is Peace Officers Standards and Training (P.O.S.T.). The training all officers receive is certified with a peace officers certification. The more common term used is police officers.
32	Concerned about officers who have numerous complaints in their files. What about accountability? Notes to keep the officer who killed Pedie Perez off patrol went unheeded.	Action Items (Accountability)	Officers who receive numerous complaints are addressed through our Office of Professional Accountability. Each complaint is investigated to determine if there was a violation of policy or if additional training may be needed for the officer. Depending on the outcome of the investigation, discipline up to termination may be warranted.
33	We are a segregated city and we should have Police involved in resolving segregation and not lessen the role of police but have police partner with others and have more presence in community; train and enhance non-adversarial types of resolutions.	Action Items (Accountability)	<p>The history of segregation in America and Richmond is longstanding.</p> <p>Richmond is a City that was built by the Shipyards and migrant communities seeking asylum from racial violence, particularly in southern states, and employment. The promise of the war years did not present a portrait of equality to all. It was wrought with discrimination, Jim Crow, gender bias, and bias against immigrants. Coupled with economic and educational inequality, there was a pervasive legacy of racism that existed inside law enforcement. It left an indelible scar in the community's collective memory. We are fully aware that each new trauma exacerbates this wound.</p> <p>It is important that police agencies strive to be acutely aware of the long-term local and global impacts of historical and present systemic racism on the way that police are perceived. We've made many strides to build community relationships and trust, it can be challenging to build and often is tenuous. This history provides an additional challenge for many of our officers, who got into this profession to help others, to be effective at connecting with residents who may feel fearful or intimidated. In fact, for some, the mere presence of police, however well intentioned or necessary may be seen as "adversarial".</p> <p>With this tremendous challenge there is an opportunity. Overcoming the legacy and stigma of a uniform requires that we develop relationships with those we serve, that we build trust, that we are accountable, and we build a common vision with the community on public safety.</p>

			<p>One of the ways that we can impact this is through continued de-escalation, implicit bias and conflict mediation training for our officers.</p> <p>The other way that we can address this is by reevaluating the kind of training and onboarding new officers receive when they join the agency. We are in the beginning phases of developing a model to mandate officers as part of their PTO program to spend deliberate time learning the history of Richmond, connecting with various stakeholder groups, and spending time with those doing community and social justice work. This program we hope will set the tone of interaction with the community, and expectations of how new officers approach their jobs.</p> <p>The department would also recommend that the City consider evaluating, and instituting a neighborhood conflict mediation program, similar to the one that the Center for Human Development provided for many years to help mediate non-criminal neighborhood disputes, as an alternative to police involvement.</p>
34	<p>Not picking on individuals, but rather the system of police in the current light of police killings nationally, agencies protect bad police; &amp; yes RPD has been good but we lived through the Richmond Cowboys and how Grant worked with our community; this is just a process and politics are getting involved; this isn't an offense but a defunding request for a conversation.</p>	<p>Action Items (Accountability)</p>	<p>We recognize that law enforcement is both systematic, and institutional, and that institutions are also made up of a complex balance of individuals with varying degrees of agency to change policy, shift culture, or oppose culture shift.</p> <p>Culture shift, in general, is one of the most difficult changes to make in society, and Richmond, with its history surrounding the Richmond Cowboys, is no exception.</p> <p>It takes both systematic change and individual agency working hand in hand to see culture shift.</p> <p>This process cannot work without community engagement, and collaboration with the department as we establish a common direction, which we welcome. It also requires honest and shared dialog, framework and understanding from both the community, officers, and professional staff.</p> <p>RPD established an Office of Professional Accountability, which is managed by a civilian that has been established for the purpose of internally reviewing incidents such as use of force, professional courtesy, and policy violations. This is a companion piece to the CPRC, which is a public police review board, and internal systems to review use of force, to add multiple layers of internal and external checks and balances.</p> <p>Establishing clear policies are a critical part of police community relationships, and internal management. Clear policies that are reviewed routinely with employees set the tone and promote consistency, and identify areas of training strengths and weaknesses. Upholding these policies and procedures hold officers accountable for behaviors and actions that undermine community trust.</p>

			Training and evaluation using these policies new and continuing officers and professional staff the tools needed to develop shared values and expectations.
35	How effectively are rape kits processed?	Communications	Currently, RPD Sexual Assault Evidence Kits are processed by the Contra Costa County Crime Laboratory at a rate of ten (10) kits per month. We do have the flexibility to request a specific kit, for a specific case, to be expedited when the need arises.
36	Reduction of numbers of police is going to be a problem since (they) have called over a 100 times about prostitution and homeless problems in their neighborhood and doesn't see how reducing funding will benefit anything.	Communications	<p>Reduced funding for the police department means reduced staffing, as staffing is the largest budgetary component for the department. We have already shown reductions in workforce, specialty assignments and other areas focused on improving the quality of life in Richmond over the past ten years that resulted in 25% reductions in patrol staffing while calls for service remained steady and the city population has increased. Staffing in our Investigations Bureau has reduced by 36% over this same time period. We are expecting a large reduction in staffing over the next three years, primarily due to attrition.</p> <p>By December 2022, we are anticipating that 46 officers will be eligible for retirement (this translates to approximately 30% of our work force. This is exacerbated by the overall reduction in interest of those seeking to choose law enforcement as a career path over the past 10 years. According to a Washington Post article, dated December 4, 2018, a recent survey showed that nearly 66% of the police departments surveyed have seen the number of applicants decrease.</p> <p>It comes down to numbers. In 2019, Richmond officers were sent to 96,213 calls for service. As of mid-October, 2020, Richmond officers have been sent to 60,189 calls for service, even with the pandemic situation in which police officers, along with other essential workers, continue to serve the public. Reduced funding means less resources.</p>
37	How much of a problem do we have with white Nationalists in the RPD?	Communications	We are unaware of any white nationalists within the Richmond Police Department. If we were to learn that any member of our department belonged to any hate group they would be dealt with appropriately. We do realize that everyone has biases. We have provided implicit bias training to our officers as well as procedural justice training in partnership with the community. We are looking to bringing additional implicit bias training back to the police department in early 2021.
38	How many RPD police killings have there been?	Communications	Over the last ten years (2010 to present) the Richmond Police Department has been involved with 4 fatal officer involved shooting incidents, and 1 in-custody death incident.
39	Presentation from July reflected a different number of current employees. Can we re-hire these people?	Communications	The presentation from July included the part-time school crossing guards who are not currently working because of COVID-19. As of October 30, 2020, the Richmond Police Department has 148 sworn officers, 54 civilians, and 2 part-time cadets.

40	Based on an understanding from the Chief's presentation, with other social services incorporated, Police would still be thin because their presence is needed at these calls too, is this correct?	Communications	Yes. Many of the mental health calls would still require a police officer because they include some type of crime or violence. Additionally, our sworn staff has already been significantly reduced so we would still need all of the officers we have now to address the crime issues across the city.
41	Do 290 visits require a sworn officer?	Communications	Given the criminal nature associated with sexual assaults, and the possibility an offender may be out of compliance and be taken into custody, and other risks associated with contacting sexual assault offenders, a sworn police officer is required to conduct PC 290 compliance checks.
42	What is the percentage of 911 calls that do not require a sworn officer?	Communications	<p>In 2019, the dispatch center received 262,058 calls. Of those, 85,386 were 911 calls. Unfortunately, our dispatch center has not been keeping records of whether officers were dispatched to a 911 call or a non-emergency call. Of those 262,058 calls, officers were dispatched to 96,213 calls or approximately 36% of all calls received.</p> <p>In 2020 (through mid-October), the dispatch center received 198,442 calls. Of those, 71,814 were 911 calls. Of those 198,442 calls, officers were dispatched to 60,189 calls or approximately 30% of all calls received.</p>
43	What percentage of non-emergency calls do not require a sworn officer?	Communications	See the answer to #42 above.
44	Do we have an auxiliary group?	Communications	No. However, we have a mutual aid contract with Contra Costa County to assist us in emergencies.
45	What is the police department doing to make sure a Jacob Blake, Brianna Taylor, George Floyd, Mario Woods, or Alex Nieto situation never happens here in Richmond. And if that's what they are trying to do then why did it happen when Pedie Perez was killed?	Communications	<p>The police department focuses on these key areas to ensure the performance of our officers is in line with community and department expectations:</p> <ol style="list-style-type: none"> <li>1. Selection: Officers must undergo an extensive background process prior to being hired. This process includes a thorough vetting of the applicant's background, a psychological screening, a polygraph and physical/medical evaluations.</li> <li>2. Training: Officers must undergo a POST approved police academy. The CA POST academies has been, and continues to be at the forefront of integrating training that meet the current demands of the profession. Once they graduate, they undergo an extensive in-house training program that lasts approximately six-months where the trainee is heavily scrutinized in terms of performance and adherence to department standards. Even after completing the training program, the officer is placed on a year-long probationary period where they are continually evaluated. After completing probation, officers undergo regular training and recertification in many facets of the skills necessary for a police officer. This includes crisis intervention training, scenario-based training, firearms, defensive tactics, driving, procedural justice and constitutional policing (just to name a few). On top of this, we hold monthly use of force review boards where every use of force by a Richmond police officer is evaluated.</li> <li>3. Supervision: We maintain a supervisor ratio of approximately 1:6 for patrol teams. This allows</li> </ol>

		<p>for greater interaction and supervision within the bureau for great accountability.</p> <p>4. Compliance: We have the Officer of Professional Accountability set up in a non-threatening environment (located at City Hall and not housed in the police department) with a non-sworn Civilian Manager overseeing the processes involved in investigating officer misconduct. One thing to take note of is the fact that more complaints originate internally than externally.</p> <p>While every one of the killings mentioned in the question are truly regrettable, we strive to hold our officers to the highest standard. This includes the case involving Pedie Perez. In no way meant to minimize that incident, the use of deadly force by Richmond police officers is extremely rare considering the amount of violent crimes and armed subjects encountered by Richmond police officers.</p>
46	<p>What is the police doing to combat or undo the racist legacy of the RPD?</p>	<p>Communications</p> <p>While it is challenging, if not impossible, to “undo” the legacy of systemic racism and its long lasting impact, it is important for this agency to acknowledge it and support actionable policy objectives that promote fairness and accountability standards.</p> <p>The Chief felt it was important as a leader in the organization to publicly recognize and denounce the historical legacy of racial injustice within the Richmond community by law enforcement. Equally important is setting the community’s expectations and standards for Richmond police officers, both new and established.</p> <p>In order to create a work environment that promotes justice, it is key that our policies, practices and discipline are in alignment with the oath that officers swear to uphold to treat citizens fairly and equitably.</p> <p>Some of the ways that we have, and will continue to do this is by:</p> <ul style="list-style-type: none"> <li>- RPD provides implicit bias training, de-escalation training, and CIT Training for mental health, however, our workforce is turning over quickly. Our training division is working to ensure that our quickly evolving workforce gets adequate training in these areas.</li> <li>- Continued staff development and work and training on how to better interact with young people.</li> <li>- Continued and improved recruitment and diversity in hiring goals of both people of color and women as a key priority and an important piece of onboarding employees who support and understand our organizational vision of equity in justice.</li> </ul> <p>We intend to find ways with limited resources to continue these kinds of training standards for new and continuing employees. The department is working on a program to include more residents, particularly those of color and groups impacted by white supremacy in the hiring process, training process and oral boards.</p>

47	Found it disturbing to find that you are saying you want to find a way to connect with youth outside of SRO.	Communications	<p>We understand the hesitance that some may have about building relationships with law enforcement, given the history that many have had with this profession.</p> <p>Connecting with youth is an important in building relationships between the community and the police. Some of the best strategies that the department has implemented have revolved around positive engagement with youth and their families that have broken down the walls between law enforcement and the community. We seek to connect and learn from young leaders, be able to have conversations and develop relationships with young people and their families that are not criminal contacts.</p> <p>This has often helped us resolve and avoid unnecessary contact and entry into the criminal justice system and have community familiarity and context and understanding to calls for service. It has also helped us connect with families that need resources and referrals for their youth into diversion programs and other community programs that would better serve them than a law enforcement context.</p> <p>These kind of contacts may be as simple as working with youth serving organizations to answer questions young people have about the police, our careers, and the challenges of this field. They also may be deeper contacts such as mentoring, working with programs such as RPAL.</p>
48	Of all the jobs the PD does, how many can be done without weapons?	Communications	<p>The overall position of a police officer requires that they be ready to protect the public at any given time. While many of the duties officers are tasked with on a daily basis do not require weapons, the ability to have all available resources with them will result in a faster response when emergencies occur.</p>
49	Public Safety is inclusive of jobs; schools; housing; Police is not exclusive to Public Safety.	Communications	<p>Agreed. Public safety, as a whole, is a subset of community wellness. Community wellness is inclusive of many things, including access to housing, education, jobs, food security and nutrition, prenatal care, parental and family support, physical, mental and behavioral health services, and economic vitality.</p> <p>Law enforcement is only one piece of that, and while it is, we believe, an important piece, it cannot function without many other crucial resources.</p> <p>The City has adopted a Health In All Policies (HIAP) framework to examine health and equity issues.</p> <p>As many cities are suffering from the three legged stool of historical lack of economic vitality, the pandemic, and the rising cost of living, we are all struggling on how to ensure that every member of our community receives access to vital resources. Many of these things have been underfunded</p>

			<p>for years as with most of our public systems.</p> <p>One of the things the City has yet to do is develop an economic development plan that supports sustaining and improving the economy that reflects the values of community wellness and establish community benefits to support that as projects come forth.</p>
50	Police are seen as a threat. Hopes that the City is taking this seriously.	Communications	Overcoming the view of “the badge” is an important part of the work we must do as an agency. It requires recognition of power dynamics and accountability on our part. We take the work that the City is doing seriously, and we look forward to working with the community to build a shared vision of safety.
51	Is the goal of the police to reduce crime or just report it? Or is it to reduce crime with fear and intimidation?	Communications	One of the primary goals of the police department is to reduce and prevent crime. We do not use fear and intimidation to accomplish this goal.
52	What specific policing, or public safety topics, or issues, do we need to problem solve or engage in dialogue about as a community?	Communications	<p>Part of this will be determined by the community. It is critical for the community to take leadership identifying the issues that are of importance to address with law enforcement at the table. Some key conversations will likely involve use of force, training, hiring, discipline, interactions with communities of color, leadership, communication and relationship building.</p> <p>We are sure there are more, and are willing to work with the community to address them.</p>
53	How do we keep police officers and community safe during these times?	Planning, Funding, Statistics & Research	We have adopted many of the recommendations in the President’s Task Force on 21st Century Policing because we recognize that public trust is essential for effective policing. These new practices focus on building trust and legitimacy with the community, providing more internal oversight, using technology to be more efficient and transparent, working closely with the community to prevent and solve crime, providing officers with enhanced training and education so they can be more effective, and supporting the wellness and safety of officers so they can provide high levels of service.
54	What is the solution to gunfire and fireworks?	Planning, Funding, Statistics & Research	<p>The police department uses many resources in addressing the illegal possession of fireworks and firearms, including strategically identifying those responsible for the actions, and directed enforcement.</p> <p>Gun violence is a broad issue, and solutions and interventions to patterns of retaliatory violence take a three pronged approach which include prevention and intervention and enforcement strategies working in coordination.</p> <p>We need more support at the state and federal level to address the trafficking of these items.</p> <p>For more information on illegal fireworks please visit</p>

<https://www.youtube.com/watch?v=Y8Q1fKNs9bg>

The police department frequently deals with the social consequences of homelessness and prostitution. More resources are needed to address the causal factors of these social issues, e.g. affordable housing, unemployment, poverty, and lack of services for mental illness and substance abuse.

The criminal justice system has moved away from criminalizing survivors of human trafficking, and focusing on perpetrators. The Family Justice Center and coordinated resources are needed to help address the many facets of human trafficking. RPD has participated in the CCDA Human Trafficking Taskforce, and coordinated on community education and enforcement actions. More resources such as housing, employment, case management and wrap around services are needed to offer those trapped in a cycle of trafficking an option besides returning.

Homelessness is a deep and complex outward expression of deep individual and societal issues. There are many root causes to homelessness that range from lack of affordable housing and access to well paying jobs, to mental and behavioral health issues and disability, domestic and family violence and low income.

Homelessness should not be a crime, and there is a difference between criminal activity and simply the condition of being unsheltered. Often the police are called in mostly by members of the public to address homelessness because of public concerns. It would be important to educate and address the public about efforts to provide resources to the homeless that are non criminal before they make calls to police dispatch.

While there is no one solution, there are things that can and do work. Richmond works with specialized programs to do a “first touch” before law enforcement activity. Richmond provides expanded homeless outreach services through the Contra Contra Costa County CORE team. The CORE team helps with housing navigation and placement, shelter placement, COVID-19 testing, health, job and driver’s license efforts for unhoused individuals and just this year from March – August served over 600 unhoused individuals in the city. We also work with other non profits who have experience working with the homeless to offer support and resources to help provide aid. Homelessness as a whole is addressed through the county, because unlike other large cities the county receives the bulk of the formula funding for all the cities in the region. We have been working collaboratively with the county to support efforts like safe parking programs and expanding bridge housing for families impacted by the pandemic. Our crime prevention unit is assigned as staff to the City’s homeless taskforce and has provided support on procuring funding

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What is the solution to homelessness and prostitution?

Planning,  
Funding, Statistics  
& Research



			and resources for these efforts.
56	Less afraid of having quality of life policing and more concerned about the under-policing on solving homicides & cold-cases.	Planning, Funding, Statistics & Research	We are focused on meeting the needs of our community. That involves addressing quality of life issues that are connected to crime as well as working to solve homicides and cold cases. We know that closure and justice for families is important. Reduced staffing has made it difficult to focus our efforts on cold cases.
57	Can parking/vandalism not be handled in a less expensive way?	Planning, Funding, Statistics & Research	The police department currently uses civilian employees to enforce parking violations and offers on-line reporting for non-emergency incidents in order to be more cost-effective.
58	Police are called into too many situations and should focus on solving crimes.	Planning, Funding, Statistics & Research	<p>We agree that we've been tasked with taking on to many social issues. Mental illness, homelessness, addiction and recovery, loud music and noise complaints, enforcing the health order, responding to non police matters are all things that the public contacts law enforcement for to intervene in.</p> <p>The vast majority of calls for service are generated at public request. Part of this reimagining should focus on providing the public options on how they can receive appropriate non police intervention services. It is similar to how we direct people to contact code enforcement, or public works for certain matters, we can help the public know that if they have a dispute with a neighbor that is non-criminal that there are other avenues besides calling the police.</p> <p>For example, for many years West County lacked detox services that would provide officers and community interveners an opportunity to handle those calls with service provision. Detox often funded at the county level, not the city, but even as a law enforcement agency we have advocated to the county for INCREASED mental health, recovery and homeless services. It would be good to be in partnership with those who do the same.</p> <p>The reality is that many of our public and private systems are historically underfunded, and/or don't have the capacity, the ability or the public support to provide services. To add to the complexity, they are not an easy fix. These are issues that have been the subject of decades of scholarship, political debate, and often there isn't agreement about which model is the most effective to tackle root causes. There is an interrelation between these systems that require work along city, county, state, federal, nonprofit, and community lines.</p> <p>Everyone agrees something should be changed, but it is very hard to get individuals of diverse thought, let alone systems with legal perimeters and boundaries in alignment with some common vision that we can all work towards. All of these things require resources, and while the police department has reduced resources over the years, there needs to be a long term multi-pronged</p>

			<p>approach to bring in new resources and dedicate them to these efforts.</p> <p>As challenging as this all is, all is not lost. We have some good models of how police can work alongside providers to reduce calls for service for particular calls, and provide services that may be needed. It is important to note that not all of the “buckets” of discussion of what should and should not categories are monolithic. Some mental health calls may require our assistance, and some could be diverted to other responders, or have responders identified to work with clients to reduce contacts with law enforcement. Some of these matters require police response, and others clearly can be benefitted from other resources. RPD has a history of working alongside service providers for domestic violence, homelessness services.</p> <p>We look forward to identifying a plan, and providing perspective.</p>
59	RPD seems to be overworked and under helped, converting services seems like a great idea, and the COHOOTS model should seriously be considered.	Planning, Funding, Statistics & Research	We are looking into several different mental health models. We also agree that the CAHOOTS model should be considered. Contra Costa County Health Services has the ultimate responsibility for providing mental health services.
60	Police officers should be required to have licensing similar to nurses, and violations should be public record. Multiple violators should lose license to work such as nurses.	Planning, Funding, Statistics & Research	There is a certification process for police officers. They are required to complete a certain number of hours of P.O.S.T mandated training. If an officer fails to complete the training they can be de-certified.
61	What ideas do we have about training conflict resolution and cooperation techniques?	Planning, Funding, Statistics & Research	<p>While it is not clear from the statement if this is in reference to community conflict mediation, or de-escalation strategies, both are very helpful tools in impacting and reducing violence. Conflict mediation is a best practice strategy that has been identified by service providers in schools, community and work places for many years. As mentioned in earlier responses, having a community mediation program that focuses on non-criminal disputes would greatly ease the burden of police responding to neighbor to neighbor conflicts and may be a good resource for Richmond. Many schools over time have employed some variation of mediation to help resolve conflict before they reach the level of law enforcement, with law enforcement as a last resort.</p> <p>Conflict is something that police respond to daily as part of their jobs, and so providing officers with the skills necessary to successfully diffuse conflict, instead of escalating it is extremely important in the organization's training and supervisory efforts. As we develop evaluation standards for supervisors and for officers, we would be interested in providing feedback on how these skills are encouraged and utilized by personnel as part of performance evaluations.</p>
62	If more policing is the answer to ending social or economic problems, how many more years will it	Planning, Funding, Statistics	More policing is not the answer to ending social and economic problems.

	take?	& Research	
63	Crime has gone down. Why do we need for more policing? We need resources.	Planning, Funding, Statistics & Research	In order to maintain progress in addressing crime trends, it is important to deploy effective crime reduction strategies on a consistent basis. Police officers play a key role in maintaining order, preserving the peace, and assisting with the reduction of crime in the city. These efforts are ongoing. Currently, the City of Richmond is experiencing a slight reduction in property crimes, but unfortunately that is offset by the current rise in violent crime and crime against persons.
64	Why is there no strategizing and research towards the root of crime?	Planning, Funding, Statistics & Research	<p>Several years ago the City took an important step by incorporating health and wellness into the general plan. The City overall has adopted a Health in All Policies Framework that looks at citywide policies through the lens of community wellness. This was an intensive process that involved significant community engagement and provides a framework for all departments to work from.</p> <p>We would recommend revisiting those goals and refreshing new and continuing employees on them to keep that knowledge current. Secondly, many of the city departments like ONS, and others have examined some of the root causes of violence as part of their grant writing, evaluation and research efforts, and we would recommend that those efforts continue.</p>
65	If homelessness is not a crime, why are police dealing with it?	Social Services: Mental Health, Schools, Youth	<p>To reiterate question 55:</p> <p>The police respond when we receive calls from the public.</p> <p>Homelessness is a deep and complex outward expression of deep individual and societal issues. There are many root causes to homelessness that range from lack of affordable housing and access to well paying jobs, to mental and behavioral health issues and disability, domestic and family violence and low income.</p> <p>Homelessness should not be a crime, and there is a difference between criminal activity and simply the condition of being unsheltered. Often the police are called in mostly by members of the public to address homelessness because of public concerns. It would be important to educate and address the public about efforts to provide resources to the homeless that are non criminal before they make calls to police dispatch.</p> <p>While there is no one solution, there are things that can and do work. Richmond works with specialized programs to do a “first touch” before law enforcement activity. Richmond provides expanded homeless outreach services through the Contra Costa County CORE team. The CORE team helps with housing navigation and placement, shelter placement, COVID-19 testing, health, job and driver’s license efforts for unhoused individuals and just this year from March –August served over 600 unhoused individuals in the City. We also work with other non profits who have</p>

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66	How can we provide mediation support to police officers and agencies that will be providing social services?	Social Services: Mental Health, Schools, Youth	<p>One thing we can do is build on the working relationships we have established with relationships that are providing services to the community. Because of the volume of calls we receive that touch upon critical social issues, police can be a clearing house to help refer individuals to services. Those services must be active, and there must be a procedure established. We do this for family violence, homelessness, and other issues. Identifying a few other key areas for referral support could be extremely valuable as we are a 24 hour service organization.</p> <p>Our crime prevention unit is usually very well connected with community organizations, and attempts to connect them with other units in the department, but there is room to change the culture of the department and encourage them to reach out and establish relationships themselves. More recently we have taken steps to better connect our detectives with the community, and establish better relationships with victims' families through the community, and take suggestions from victims on how we can improve communication.</p>
67	How will sex trafficking in schools be handled in light of an SRO (School Resource Officer) trafficking an underage girl?	Social Services: Mental Health, Schools, Youth	<p>We have a human trafficking detective to handle human trafficking issues. I am unaware of any case in which an SRO from our department was responsible for trafficking an underage girl.</p>
68	When schools resume, what will happen when crimes (drugs, violence, weapons) happen in school? Who is going to stop children with weapons? What will be the timeline for response? Who is going to keep the children safe?	Social Services: Mental Health, Schools, Youth	<p>The school district is responsible for addressing issues within the schools. We still hope to partner with the schools to find the best solutions to resolve problems without an overreliance on the criminal justice system.</p>
69	Arresting youth and/or adults do not help alleviate long term trauma nor prevent further problems.	Social Services: Mental Health, Schools, Youth	<p>We agree that long term trauma in our community needs to be addressed and would probably result in lower levels of crime. However, when there are people in our communities causing harm to others, an arrest may be the best course of action. Homicides are a good example of when an arrest should be made.</p>

<b>70</b>	Do we need officers to do everything they are currently doing?	Social Services: Mental Health, Schools, Youth	No. We hope that there will be other service providers available to respond to calls that do not necessarily need the police. These can include noise complaints, some mental health calls, drug use, barking dogs, non-injury accidents, juvenile delinquency, homelessness.
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