LIVERMORE
CALIFORNIA

Subgroup B: Policing and Human Services Meeting 2 Notes
Meeting Date: October 29, 2020

Participants
Barbara Gilmartin
Mark Palajac
Heather Greaux
Nancy Mulligan
Claire Dawkins
Myra Blaylock
Thomas Ramos
Bill Daum
Jordan Goodwin
Hannah da Cruz
Misty Rose
Ann Felter

Subcommittee and Staff
Bob Woerner, Vice Mayor
Trish Munro, City Council Member
Art Rosas, Livermore Police Department
Jeremy Young, Livermore Police Chief
Christine Martin, Deputy City Manager

1. **Plans and Ideas to Complete the Subgroup's Mission, Values and Goals**
   - A google doc link will be sent to all subgroup members to add comments to the first draft Mission, Values and Goals.
   - Claire and Nancy will be the lead editors for the Mission, Values and Goals document, coordinating and integrating the comments and compiling a second draft for the subgroup to review.
   - Deadlines:
     - Comments from subgroup members: Thursday, November 12th
     - Second draft completed by editors: Thursday, November 19th
   - Initial editing suggestions for the Mission offered by the subgroup (these are also included in the google doc):
     - Include the "why" in the Mission: "To have equitable outcomes for all"
     - Indicate we are seeking Positive Outcomes
     - Revise: "Vulnerable populations" is too vague
     - Add: All are included, all are treated fairly, all feel safe and protected by public services
     - Add: Create an inclusive community, where all can count on public safety

- Add: Build a more equitable community, ensure equity in public safety services
- Acknowledge: The disparities regarding certain racial groups and contact with law enforcement as well as human services if we are thinking about promoting equity and inclusion
- ADD: People of Color (POC), religious groups, not just "vulnerable populations"
- Use: BIPOC (Black, Indigenous, People of Color) instead of simply POC
- Include: Homeless
- Include: the word "equity"
- Language matters: Refrain from using the word "Blacks" as it is dehumanizing; use the terms "black people" and/or "African Americans" and/or "Black Community."
- Language matters: Refrain from using the words "Whites" and "Blacks;" use wording such as "Those who identify as Black/Latinx/White. Note: There are problems with the idea of "those who identify as black" when we see white people who try pass as black people
- Question: Do we gain anything by calling out demographics or specific populations?
- Answer: We do gain, there are specific populations and demographics that are more vulnerable than others, by pointing that out we are better positioned to change it

2. **Plans and ideas for a Resource Page and FAQs**
   - Make this a diverse list of resources, including books, articles, media, organizations, etc. that are focused on E&I as a value to the community.
   - Request for LPD data on police incidents with various community demographics to understand how LPD is positioned within the larger context of systemic racism and policing, with comparisons to other bay Area police departments.
   - Next steps:
     - The link to a google doc link will be sent to subgroup members who can begin adding resources and questions.
     - Jeramy will compile data on police incidents

3. **"8 Can't Wait" Notes + Suggestions**
   - Policy Subcommittee: Misty, Barbara, Myra, Art, Jordan, with Police Chief Jeramy Young and PD staff
   - Deadline: Initial edits will be suggested by November 19th, will be an ongoing iterative process between the Subcommittee and PD.
   - Christine Martin, Deputy City Manager will assist in scheduling, coordinating and facilitating conversations
   - Initial Ideas to Proceed:
     - Review PD procedure manual and change language and policies to align with "8 Can't Wait"
     - First look at where gaps, differences and disparities lie (see request for LPD data above)
     - Take suggestions to Livermore PD for areas of how to improve

    o   Consult with the City Attorney on the review
    o   Compare against state law - Lexipol keeps up with state and federal laws (e.g. new state law defines Use of Force Policy)
    o   Be clear in understanding where can make improvements
    o   Recommendations can then be taken to City Council as appropriate

4.   **<u>Project Ideas and Suggestions for Enhancing Police - Community Relationships</u>**
- This group is not anti-police effort; people can recognize and support the BLM movement and not be anti-police or not supporting LPD.
- Have an educational event to assess the impacts of systemic racism on marginalized communities and BIPOC
  - Livermore is mostly white, having white people talk to the police may not shed any light on the problem of systemic racism in policing
  - Black people should not be called upon to expose trauma to police to create empathy and be seen as human
  - Those who have been negatively impacted are well positioned to create understanding and empathy with PD
  - Focus on "white allies" as a point of education - how all can do their part based on their social position
  - Bring diverse people and voices together, leveraging diverse community members and leaders to extend invitations
  - Talk about the rallies and similar events happening in Livermore
  - Consider creating an agenda for this subgroup, and perhaps the Community Culture subgroup, to discuss - Heather Greaux volunteered, carry this item forward to the next agenda
- Form a subgroup that focuses on how the police and community can better communicate, how PD can better interact with and be a part of the community
- Have small group conversations between this group and LPD to foster honest, transparent and safe conversations that won't be misconstrued
- Capture stories of community members who have experienced unfair treatment as examples of how Livermore can do better
  - Create an anonymous/ confidential platform where people can share their stories so all can learn from them
- Create a fun cultural experience where community and police can talk together informally and enjoy each other
- Start a Police Athletic League (PAL) to create community connections

5.   Next subgroup meeting: Thursday, November 19, 2020 at 7:00pm
  Next Working Group meeting: December date for storytelling workshop (TBD)

*As much as possible, these notes are taken from statements made by the working group members.