



## COMMUNITY TASK FORCE ON EQUITY, DIVERSITY, AND INCLUSION MEETING

Thursday, February 25, 2021  
5:30 PM

# AGENDA

### Meeting Procedure During Coronavirus (COVID-19) Outbreak:

In keeping with the guidelines provided by the State of California and Alameda County Department of Public Health regarding gatherings during the coronavirus (COVID-19) outbreak, and recommendations to follow social distancing procedures, the following practices are adopted during the Community Task Force on Equity, Diversity, and Inclusion Meeting.

- The meeting will be held remotely via Zoom Video Communications:  
<https://dublinca.zoom.us/j/83889503348?pwd=a3cwcVp5VktTFFWSEhqanJUaGQ5Zz09>  
Webinar ID: 838 8950 3348  
Passcode: !vWx5VsF  
For audio only, you can join the meeting by telephone: (669) 900-9128  
Webinar ID: 838 8950 3348  
Passcode: 84323252  
All attendees will be muted and be in listen-only mode.
  - Individuals wanting to make public comment may email [John.Stefanski@dublin.ca.gov](mailto:John.Stefanski@dublin.ca.gov) starting at 1:00 p.m. on Thursday, February 25, 2021. Please provide your name and the agenda item you would like to speak on.
  - When the agenda item upon which the individual would like to comment is addressed, the speaker will be announced in the meeting when it is his/her time to speak to the Community Task Force on Equity, Diversity, and Inclusion. The speaker will then be unmuted for comment.
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#### 1. Call to Order

#### 2. Public Comment

At this time, members of the public are encouraged to address the Task Force on any items of interest that is within the subject matter jurisdiction of the Committee and not already included on the Agenda. Comments should not exceed three (3) minutes.

#### 3. Approval of Minutes from February 11, 2021 Community Task Force Meeting

The Task Force will consider the approval of the minutes from the February 11, 2021 Community Task Force meeting.

#### 4. Review of New Data Findings

Seed Collaborative will facilitate a review of new and additional data findings and resources. Chief Holmes will answer any questions on policing posed by the Task Force.

**5. Report from Ad-Hoc Working Groups**

Task Force members will report on their ad-hoc working group sessions and share outcomes and feedback. Seed Collaborative will facilitate the discussion.

**6. Review and Comment on the Proposed Agenda Planning Calendar**

The Task Force will review and comment on the Proposed Agenda Planning Calendar.

**7. Other Business**

**8. Adjournment**

Next Regular Meeting: March 11, 2021 at 5:30pm

*This AGENDA is posted in accordance with Government Code Section 54954.2(a). If requested, pursuant to Government Code Section 54953.2, this agenda shall be made available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Section 12132), and the federal rules and regulations adopted in implementation thereof. To make a request for disability-related modification or accommodation, please contact the City Clerk's Office (925) 833-6650 at least 72 hours in advance of the meeting.*



## SUMMARY MINUTES OF THE COMMUNITY TASK FORCE ON EQUITY, DIVERSITY & INCLUSION

### REGULAR MEETING – February 11, 2021

A regular meeting of the Community Task Force on Equity, Diversity & Inclusion was held on February 11th, 2021 via Zoom telecommunications. The meeting commenced at 5:32 PM.

#### Roll Call

PRESENT: Natasha Tripplett, Rameet Kohli, Isabella Helene David, Eman Tai, Clifford Brown Jr., Brittany Jacobs (alt.), Matthew Aini, Beatriz Ballesteros-Kogan, Dyrell Foster, Kathy Avanzino, Martha Orozco (alt.), John Stefanski, Paul Hudson, Rodas Hailu, Chief Garrett Holmes

ABSENT: None.

#### 1. Call to Order

Assistant to the City Manager, John Stefanski called the meeting to order at 5:32 PM.

#### 2. Public Comment

Mr. Stefanski called for Public Comments. No comments were made.

#### 3. Approval of Minutes from the January 28, 2021 Community Task Force Meeting

Motioned by Member Tripplett and Seconded Member Orozco. The Task Force Members unanimously approved the minutes.

#### 4. Review of Policing Questions and Data Requests

Mr. Hudson reviewed the questions and information requests recorded at the January 28th meeting. The questions and information requests were compiled on an Excel spreadsheet and re-grouped into categories including Policies and Procedures, Staff, Management and Accountability, Training, Mental Health and Budget. Answers to most questions were included in the Excel spreadsheet.

Chief Holmes, Mr. Stefanski, and Mr. Hudson provided an overview of the answers they provided for each section. The policies and procedures are available to the public on the Alameda County Sheriff's Office website, a link to which will be posted on the Task Force webpage. A link to the curriculum for various trainings and courses will also be posted on the Task Force webpage.

The Task Force made various comments and asked additional questions which were captured on the Excel File by Mr. Stefanski. A copy of which is accessible at this link: [2021-1-28 Meeting Questions and Data Requests.xlsx](#).

#### 5. Task Force Discussion on Data Requests and Due Diligence Outcomes

Additional new items were discussed including Crime Prevention and Mental Health. Chief Holmes discussed crime prevention programs data.

Mr. Stefanski covered the Axis Mental Health Urgent Health program. Chief Holmes discussed 5150 cases and data relating to mental health calls for service.

The Task Force Members made various comments and asked additional questions.

Task Force Member Tai asked about predictive policing. Alt. Task Force Member Jacobs discussed Police Department Score Cards.

Task Force Member Tai requested more information around video surveillance. Task Force Member Aini discussed the use of force and suggested bringing the County Supervisor to the conversation.

Mr. Hudson suggested the Task Force provide suggestions on the County Sheriff's Department, so long as they are not outside of the scope of the City of Dublin.

Task Force Member Kohli asked about constraints within the contract with the Sheriff's office. Mr. Hudson and Mr. Stefanski elaborated on this topic.

Task Force Member Tripplett discussed public view of Police and brainstorming perception and ways the department can better engage with the community. Task Force Member Tai suggested discussing in the future the core values of public safety. Task Force Member Avanzino talked about accountability within Dublin Police Services through unconscious bias training.

## **6. Ad-Hoc Working Group Discussion**

Mr. Hudson proposed to the Task Force that the committee split into three Ad Hoc committees to deep dive into the area that they have chosen and provide recommendations in the area chosen.

Task Force Member Aini asked about Brown Act Requirements for subgroups. Mr. Stefanski discussed the responsibilities under the Brown Act for Ad-Hoc Committees.

Ms. Hailu discussed Ad Hoc Working Group Jamboard and facilitated the working group activity.

Task Force Member Kohli asked questions about each of the working group categories. Task Force Members selected their working group preferences. Mr. Hudson asked working groups to select someone to report out and organize the meetings.

Task Force Members asked questions about the mechanics of the working groups.

Mr. Hudson talked about what the expectations are of the working groups. Task Force Members Kohli, Aini, and Tripplett volunteered as the organizer of each working group.

Task Force Member Orozco asked clarifying questions for the ad-hoc committee working groups.

Task Force Member David asked a clarifying question around the Task Force and additional meetings around policing. Task Force Member Kohli suggested waiting until after the ad-hoc meetings meet. Other Task Force Members agreed with Task Force Member Kohli's suggestion.

## **7. Review and Comment on the Proposed Agenda Planning Calendar.**

Mr. Stefanski discussed the Proposed Agenda Planning Calendar. Mr. Hudson reiterated that the Task Force has three meetings remaining to provide recommendations. Task Force Member Kohli asked a clarifying question around vetting recommendations. Mr. Hudson elaborated on the best practices for recommendations that the Task Force provides. Task Force Member David asked about palatable recommendations. Mr. Hudson elaborated on the best practices and that recommendations should be cognizant of budgetary and administrative constraints. Task Force member Tai asked about recommendations in the Tri-Valley and at the County level. Mr. Hudson shared the opinion of where would these recommendations live.

**8. Other Business**

There was no other business.

**9. Adjournment**

The meeting was adjourned at 7:14 PM.



## Community Task Force on Equity, Diversity, and Inclusion Proposed Agenda Planning Calendar

**Meeting Location:** Electronic Methods (Zoom Telecommunications)

**Meeting Time:** 5:30-7:30 p.m.

**Meeting Dates:** The Community Task Force will meet on the 2<sup>nd</sup> and 4<sup>th</sup> Thursday of each month from January to June 2021.

Date	Proposed Agenda Topics (subject to change)
February 25, 2021	Discuss Police trainings, policies and procedures, legislative changes, data transparency, communications, and public engagement/ community relations.
March 11, 2021	Discuss Police trainings, policies and procedures, legislative changes, data transparency, communications, and public engagement/ community relations.
March 25, 2021	Discuss preliminary policing recommendations.
April 8, 2021	Overview of City DEI initiatives and data. Review Citywide DEI Data and Document and Data Requests.
April 22, 2021	Discuss citywide DEI initiatives as they pertain to Boards and commissions, programming and events, community agency funding and support, and communications. Review Document and Data Requests.
May 13, 2021	Discuss citywide DEI initiatives.
May 27, 2021	Discuss preliminary citywide recommendations.
June 10, 2021	Discuss and finalize policing and citywide recommendations and review of draft final report, findings, and recommendations.
June 24, 2021	Discuss and finalize policing and citywide recommendations and review of final report, findings, and recommendations.

### Community Task Force Charge

*The Community Task Force is charged with reviewing and developing recommendations on items within the City's purview, specifically the following:*

- *Policing*
  - *Training Curriculum*
  - *Policies and Procedures*
  - *Data Transparency and Context*
  - *Communications*
  - *Public Engagement and Community Relations*
- *Diversity, Racial Equity, and Inclusion*
  - *Boards and Commissions Recruitment*
  - *Inclusive, Equitable, and Accessible Programming and Events*
  - *Community Agency Funding and Support*
  - *Communications*