



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

### REGULAR MEETING – March 11, 2021

A regular meeting of the Community Task Force on Equity, Diversity & Inclusion was held on March 11th, 2021 via Zoom telecommunications. The meeting commenced at 5:33 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 5:33 PM.

#### **2. Public Comment**

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

#### **3. Action Items**

##### **3.1 Approval of Minutes from February 25, 2021 Community Task Force Meeting**

Motioned by Member Aini and Seconded Member Brown. The Task Force Members unanimously approved the minutes.

#### **4. Reports**

##### **4.1 Policing Questions from Task Force**

Chief Holmes reviewed the Basic Academy and Professional Training and Recruiting Memorandum with the Task Force. Chief Holmes additionally reviewed the liability claims-related budget, which is determined by the County's Risk Management unit.

Member Brown asked clarifying questions about data recording at traffic stops. Chief Holmes clarified data recording at traffic stops and the new electronic citations software purchased by the City. Member Aini asked clarifying questions around restrictions for data reporting software and county general orders. Chief Holmes discussed dispatching and report writing system used by ACSO and provided an update on a civilian oversight committee that is being formed by the County Board of Supervisors.

There were no additional questions. Mr. Hudson excused Chief Holmes from the meeting.

##### **4.2 Task Force Recommendations Template**

Mr. Hudson asked Members Kohli, Tripplett, and Aini to share the recommendation template they developed for the ad-hoc groups to use.

#### **4.3 Report from Ad-Hoc Working Groups**

Mr. Hudson asked each group to report out two recommendations and their approach to their recommendations.

Member Tai reported on one of the recommendations of the Policies and Procedures Ad-Hoc working group, which focused on traffic stops and Bias Based Policing. Mr. Hudson asked clarifying questions about the recommendation presented by Member Tai. Mr. Stefanski proposed a possible recommendation of a City Council Proclamation or Resolution to Task Force Members.

Member Jacobs reported on one of the recommendations of the Policies and Procedures Ad-Hoc working group. The recommendation presented was civilian oversight and transparency by establishing a permanent civilian oversight body with authority and decision-making power. Member Aini discussed the City of Oakland's civilian oversight body model. Mr. Hudson proposed additional options to approach the oversight recommendation.

Member Aini asked clarifying questions around the County General Orders and Public Welfare Code in relation to his recommendation. Mr. Stefanski and Mr. Hudson provided feedback on the question and the County General Orders.

Member Tripplett asked a clarifying question about the recommendations provided by ad-hoc working groups. Mr. Hudson provided feedback on the protocols of recommendations from the ad-hoc working groups.

Member Orozco agreed on the proposed option of moving forward presenting recommendations to the Task Force and determine a consensus before moving forward.

Members Kohli, Avanzino, and Brown shared recommendations on the Staff Management Accountability ad-hoc working group. Member Avanzino discussed a recommendation on the recruitment and hiring policy. Mr. Hudson asked clarifying questions about the recommendations and asked the ad-hoc working group to include the criteria Chief Holmes presented earlier. Mr. Hudson asked Mr. Stefanski to bring up the Policing Demographics Spreadsheet for reference. Mr. Hudson presented another option for the ad-hoc working group to consider goals for hiring within Dublin Police Services.

Member Tripplett asked clarifying questions around recommendations for the City of Dublin and Dublin Police Services. Mr. Hudson provided clarity around process of the recommendations.

Members Kohli and Brown reported on two of the recommendations of the Staff Management Accountability ad-hoc working group. Member Brown asked questions of Mr. Hudson around implementation of the recommendations. Mr. Hudson provided clarity around recommendations. Member Tai provided data collection experience recommendations. Members Kohli, Brown, and Jacobs discussed oversight bodies and disciplinary action recommendation further.

Member Tai left the meeting at 7:10 PM.

Members Tripplett and David presented on the Training, Mental Health, and Budget ad-hoc working committee's recommendations.

#### **4.4 Review and Comment on the Proposed Agenda Planning**

Mr. Hudson reviewed the calendar and proposed to have recommendations prepared by the next meeting. Task Force Members agreed with this proposed timeline. Mr. Hudson asked Ms. Hailu to review the timeline to review and present recommendations. Task Force Members asked clarifying questions about presentation of the recommendations. Mr. Stefanski and Mr. Hudson provided clarity around these questions. Task Force Members agreed to send Mr. Stefanski their recommendations by Monday, March 22, at 12:00pm to be included in the Agenda for the March 25, 2022 meeting.

#### **5. Other Business**

There was no other business.

#### **6. Adjournment**

The meeting was adjourned at 7:27 PM.