



Regular Meeting of the **COMMUNITY TASK FORCE ON EQUITY, DIVERSITY, AND INCLUSION**

Thursday, March 11, 2021

Location: Electronic Methods

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=a3cwcVp5VktTTFFWSEhqanJUaGQ5Zz09>

Passcode: !vWx5VsF

For audio only, you can join the meeting by telephone: (669) 900-9128

Webinar ID: 838 8950 3348

Passcode: 84323252

- Individuals wanting to make public comment may email John.Stefanski@dublin.ca.gov starting at 1:00 p.m. on Thursday, March 11, 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.

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 Task Force and not already included on the Agenda. Comments should not exceed three (3) minutes.

3. ACTION ITEMS

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

The Task Force will consider the approval of the minutes from the February 25, 2021 Community Task Force meeting.

4. REPORTS

4.1 Policing Questions from Task Force

Chief Holmes will be present to answer any final policing related questions from the Task Force.

4.2 Task Force Recommendations Template

Representatives from each ad-hoc working group will present a template for Task Force members to use when documenting recommendations.

4.3 Report from Ad-Hoc Working Groups

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

4.4 Review and Comment on the Proposed Agenda Planning Calendar

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

5. OTHER BUSINESS

6. ADJOURNMENT

Next Regular Meeting: March 25, 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.

Mission

The City of Dublin promotes and supports a high quality of life, ensures a safe and secure environment, fosters new opportunities, provides equity across all programs, and champions a culture of diversity and inclusion.



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

REGULAR MEETING – February 25, 2021

A regular meeting of the Community Task Force on Equity, Diversity & Inclusion was held on February 25th, 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, Dyrrell 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. Approval of Minutes from the February 11, 2021 Community Task Force Meeting

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

4. Review of New Data Findings

Chief Holmes reported on Use of Force data based on ethnicity, gender, city, and type. Members Jacobs and Orozco asked for the data to be further broken down for the next meeting.

Chief Holmes reported on the documents provided to the Task Force, including Sir Robert Peel's Principles on Policing. Member Orozco asked Chief Holmes to elaborate on de-escalation training.

Chief Holmes reviewed Commendations and Letters of Recognition (LOR). Mr. Hudson asked Chief Holmes to elaborate about Commendations and LOR.

Mr. Hudson asked if other Members had questions for Chief Holmes. Member Tripplett asked Chief Holmes questions around the follow-up on cases and individuals. Mr. Hudson asked Chief Holmes if there is a policy or protocol of following up on individual cases. Chief Holmes stated it was done on a case-by-case basis.

Member Aini asked Chief Holmes how AB 988 would impact Dublin Police Services' response to calls for mental health services. Chief Holmes reported the need for collaborative relationships between police departments and Mental Health providers. He

further elaborated on the need for a strong Mental Health system to help individuals utilizing the proposed AB 988.

Member Avanzino asked questions on behalf of the Staffing, Management and Accountability Ad Hoc Committee focusing on Staffing and Hiring. Chief Holmes addressed hiring through the Alameda County Sheriff's Department, short- and long-term vacancies, interview process and selection, performance evaluations and recruitment strategies in diverse communities. Chief Holmes reported on the Explorer Unit and outreach in the community relating to hiring and recruiting.

Mr. Hudson asked Chief Holmes about criteria for candidate selection for interviews. Member Jacobs asked Chief Holmes to elaborate on candidate selection and fit for the City of Dublin. Chief Holmes elaborated on selection criteria for interviews.

Member David asked on behalf of the Mental Health, Training and Budget Ad Hoc Committee questions around on-going trainings, requirements for continuing education, and systems for evaluation of training implementation and effectiveness. Chief Holmes reported that he will provide information to the Task Force on this and elaborated on the types of training required.

For the management of time, Mr. Hudson proposed that the Task Force send any questions they may have to Mr. Stefanski to share with Chief Holmes to report on at the next Task Force meeting.

5. Report from Ad-Hoc Working Groups

Mr. Hudson asked the groups to report on how their group has organized their work, where they were in the development of their recommendations and to provide any other information on behalf of their group.

Member Kohli reported on behalf of the Staffing, Management and Accountability Ad Hoc Committee. The group categorized their recommendations based on the following categories: Disciplinary Action, DPS (Dublin Police Services) Goals, Recruitment, Hiring and Performance, Demographics, and Reporting. The initial ideas for recommendations were further categorized based on priority and best practices. Mr. Hudson elaborated on the process for recommendations to the City Council, including tying them to the specific charge of the Task Force and level of authority. Member Avanzino reviewed recommendations in the Recruitment, Hiring, and Performance/Review of DPS Officers and Staff section of the Staff-Management-Accountability Ad Hoc Committee. Member Brown reviewed recommendations on Reporting section of the Staff-Management-Accountability working group.

Mr. Hudson recommended to share ideas and questions with a more appropriate working group if the groups feel it works better for that group to address during meetings of the whole Task Force.

Member Aini reported on behalf of the Policies and Procedures Ad Hoc Committee. The group decided on eight sub-topics: use of force, union contracts, civilian oversight/transparency, de-escalation policy, training policy, traffic stops, individual privacy, preventative measures. He shared recommendations on use of force and the training policy. Member Orozco reported on the recommendations for de-escalation and

preventative measures in the Policies and Procedures working group. Member Tai reported on the recommendations in the traffic stops and individual privacy categories within the Policies and Procedures working group. Member Jacobs reported on recommendations for police union contracts, understanding that those would be outside the City's direct purview.

Member Tripplett reported on behalf of the Mental Health, Training, and Budget Ad Hoc Committee and their recommendations. She provided an overview of what other cities are doing regarding paring mental health professionals with police officers. Member Ballesteros-Kogan reported on the local mental health and police programs piloted in Alameda, Marin, and Santa Clara Counties. She reported on pilot programs in Eugene, Oregon, and the City of San Jose. Member Foster reported on Training and Curriculum for police officers. Member David reported on on-going training.

Member Ballesteros-Kogan asked clarifying questions about the working group recommendations. Mr. Hudson clarified the process of making recommendations.

6. Review and Comment on the Proposed Agenda Planning Calendar

Mr. Hudson reviewed the proposed agenda planning calendar.

7. Other Business

Mr. Stefanski provided updates on the Axis Mental Health Urgent Care Agreement and to provide dates for ad-hoc committee meetings.

TF Member Tripplett asked a clarifying question around a template for the recommendations document. Mr. Hudson provided recommendations for the working groups to share their documents.

TF Member Kohli asked a clarifying question about the Brown Act. Mr. Stefanski provided recommendations to the working groups regarding the Brown Act.

8. Adjournment

The meeting was adjourned at 7:38 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 2nd and 4th Thursday of each month from January to June 2021.

Date	Proposed Agenda Topics (subject to change)
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*