



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

SPECIAL MEETING – June 3, 2021

A special meeting of the Community Task Force on Equity, Diversity & Inclusion was held on June 3rd, 2021, via Zoom telecommunications. The meeting commenced at 5:35 PM.

Roll Call

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

ABSENT:

1. Call to Order

Assistant to the City Manager, John Stefanski called the meeting to order at 5:35 PM.

2. Public Comment

Mr. Stefanski called for Public Comments. There were no public comments made.

3. Reports

3.1 Review of Dublin Inclusion Project's Recommendations

Alt. Member Jacobs joined the meeting at 5:36 PM.

Mr. Hudson reviewed the Dublin Inclusion Project's (DIP) recommendations through discussion with the Task Force. Member David commented on personal experience with School Resource Officers (SROs) in Dublin. Member Aini commented on experience with SROs at Dublin High School. Member Tripplett commented on her experience as a parent with SROs. Member Tripplett also commented on her daughter's experience as the Diversity Ambassador at Dublin High School and shared an idea about exploring ways for the Diversity Ambassador and other student groups working with SROs. Alt. Member Jacobs commented on the differentiated impact that community members have and the resulting experience that community members have as a result of the SROs program. Mr. Hudson clarified the charge for the task Force on policing. Member Kohli further clarified the justification for discussing and including these recommendations from the DIP.

Member Tai asked about the SRO Program. Mr. Stefanski clarified the request for SROs is initiated by the Dublin Unified School District and the City of Dublin pays for the two SROs. Member Tai asked what the goal is for the SROs. Mr. Stefanski reported SROs receive specialized training to work on school campuses and work to develop relationships with students and staff, teach DARE, and handle any calls for service on the campuses. Member Tai commented on the purpose of SROs. Member David commented on the purpose of SRO presence, stating that she did not think they contributed much. Mr. Hudson called for remaining questions on SROs.

Member Avanzino commented on experience with SROs at Wells Middle School and Dublin High as a parent. Member Aini commented on his experience with SROs and the work they did regarding violence and drug prevention. Mr. Hudson asked if there was consensus support for the DIP recommendation. Member Tai reported having more questions and being unable to support the recommendation to cease funding. Member Ballesteros-Kogan agreed with Member Tai.. Member Orozco and Tripplett agreed with Members Tai and Ballesteros-Kogan.

Alt. Member Jacobs then asked if the ad-hoc committees have information on SROs. Mr. Hudson clarified around the consensus and asked if the committee would like to move forward with consensus or through a vote by a majority. Member Tai asked if the Task Force could recommend to the City Council to have more in depth conversations around SROs. Member Avanzino commented on the option of recommending the City Council investigate options for the SRO program. Mr. Stefanski commented on the SRO program and the partnership between the City of Dublin and the Dublin Unified School District and that any changes to the program would require discussions between the two organizations. Member Aini commented in agreement of not moving forward with the recommendation but instead delegating work on the SRO program to the potential Police Commission.

Member Kohli asked the Task Force if they should accept all the DIP Dublin Inclusion Project and present them to the City Council. Mr. Stefanski commented on Member Kohli's question, recommending against adding these recommendations to the Task Force report, stating that the final report should reflect the recommendations of the Task Force and not recommendations developed by outside third parties. Alt. Member Jacobs commented on the closure of SRO programs around the Bay Area and the role of the school boards in this decision. Member Brown commented the idea of studying this recommendation further but would not like to end the SRO program without looking at the recommendations. Member Brown also commented on consensus decision making.

Mr. Hudson recommended that the Task Force recommend the Police Advisory Commission explore with DUSD and DPS the ongoing need for funding of Student Resource Officers and report back to the City Council. The Task Force unanimously agreed.

Mr. Hudson then reviewed the second DIP recommendation that that Task Force recommend that the City of Dublin use grant funds from the California Department of Justice (DOJ) Tobacco Grant Program for one of the many permitted non-police use of funds, such as retailer training programs, public education outreach, parent engagement and education, or tobacco retail license inspections. Mr. Hudson asked Mr. Stefanski how the City is using the money. Mr. Stefanski reported that the grant would be used for working with school campuses and surrounding business in regard to tobacco enforcement, weekly enforcement in locations frequented by minors; the SRO would be attending several workshops to develop educational campaigns and programs to reduce tobacco usage among minors. . Mr. Hudson asked if the City has already applied for the grant and received the funds. Mr. Stefanski reported that the City had applied and received the funds. Mr. Hudson asked if the City would have to reject the grant and return the funds to accept this recommendation. Mr. Stefanski reported that the City

Council just accepted the grant and if the scope changed, the funding would likely have to be returned.

Member Aini commented on the intent of the recommendation and that the funds are already appropriated that this recommendation may be a moot point. Member Avanzino commented on the funding for the SRO with this grant. Mr. Stefanski reported on the salary and benefits of a single officer and the administrative aspects of the funding for an SRO.

Mr. Hudson asked the Task Force about the City Council's acceptance of use for the tobacco enforcement grant. Member Tripplett commented on the grant and the idea of utilizing the money for what is has been decided for and to have the advisory commission look at other grants and funding as a recommendation. Alt. Member Jacobs commented on the lens and decision-making priorities of the City Council. Mr.

Hudson asked about the public process for the grant. Mr. Stefanski reported on opportunities to secure funding for the City and the Council approval process. Member Tai commented on the California Department of Justice grant process and the use of the funds and that the City of Dublin has used these funds for the SRO and recommended an amendment to this recommendation. Member Aini commented on the consideration of DOJ and police relevant grants be items of discussion for the Advisory Commission prior to appropriation.

Mr. Hudson recommended the Task Force recommend the City Manager explore additional grant funds to support non-police alternatives to tobacco education, training, public education, parent engagement and outreach in and around Dublin.

Alt. Member Jacobs commented on creating an additional recommendation that preventions the City from securing of additional grant funding for the police department.

Mr. Hudson commented on the recommendation that allowed for transparency around grant programs. Member Tai asked about a limited window for the grant and that the Task Force could ask the City to return the money and reapply with a different scope. Member Aini commented on the recommendation to try and look for greater funding in terms on non-police tobacco prevention. Member Ballesteros-Kogan commented on supporting the recommendation that the City apply for alternative grants that support prevention. Member Avanzino commented on the active engagement and transparency of the funding and engaging other non-profits for tobacco education.

Member Tripplett asked what would happen if we asked the City to return the funds and reapply for the grant and the possibility that the City may be going into a larger budget deficit for the funding of a school resource officer that has already been promised. Mr. Hudson stated that the Task Force had consensus around not returning the funds for this grant.

Member Tai commented about the option to see the SRO be utilized in a publicly engaged way and remain useful for what it was intended for. Mr. Hudson recommended adding a recommendation that the City and City Manager explore additional grant fund resources to fund a non-police option for training, public education, outreach, parent

engagement for tobacco prevention. Mr. Hudson asked for consensus from the Task Force. The Task Force agreed.

Mr. Hudson discussed the Dublin Inclusion Project's recommendation on the hiring freeze and asked how the Task Force would like to address the recommendation. Mr. Stefanski clarified by stating that under the ACSO Contract, there is a set level of service in terms of the total number of police officers within Dublin Police Services. Mr. Hudson clarified about the contract renewal. Mr. Stefanski reported this is outside of the scope of the Task Force.

Mr. Hudson clarified that the City would need to wait for the contract renewal to make any changes. Alt. Member Jacobs commented on the mental health recommendations about the funding and if it added to the budget of the Police Department. Mr. Stefanski reported that it would depend on the program arrangement and whether it would be through the Alameda County Department of Public Health. Mr. Hudson asked if the Task Force wanted to pass on this recommendation as it was already in the recommendations for mental health.

Member Avanzino commented on the recommendations and allocation of funds to ACSO and how the number of officers was determined. Mr. Stefanski reported that there was no set formula used for determining level of service to the City of Dublin from ACSO.

Member David commented on the recommendation of crisis prevention teams. Member Ballesteros-Kogan commented on including resources for crisis. Alt. Member Jacobs commented on the introduction of the recommendations to the City Council and to include a broader vision to frame the recommendations. Mr. Hudson commented on Member Kohli and Alt. Member Jacobs comments around a preamble for the Task Force recommendations.

Member Tripplett asked about unarmed traffic officers. Member David commented on the unarmed trained civilians conducting traffic stops and offenses. Member Kohli commented on the risks of putting unarmed persons in situations like traffic stops. Member Aini commented on unarmed traffic personnel and recommendation four of the DIP recommendations on ending the ACSO contract. Mr. Hudson reviewed comments in the zoom chat, which are attached to these minutes, and discussed the option of automated tickets for traffic violations. Member Kohli commented on the use of technology in a recommendation.

. Member Tripplett asked a clarifying question about technology versus unarmed officers. Member Kohli commented on the reduction of officers and reallocating that funding to technology. Member Tripplett commented on adding technology to reduce unnecessary interaction with officers. Member Tai commented on funding allocation and the priorities for police. Mr. Hudson asked the Task Force to bring a consensus approach to this recommendation.

Mr. Hudson reviewed the recommendation on ending the ACSO contract. Member Kohli commented on this recommendation and the research that was done on it and the option to recommend not renewing the ACSO contract. Member Avanzino commented on the amount of money required to start and maintain a city-run police department. Member

Brown commented on the research done in regard to cost of starting a city-based police department and that it would be cost prohibitive. Member Aini commented on the savings annually by contracting with ACSO.

Alt. Member Jacobs commented on ending the ACSO contract and the possibility of changing what policing could look like in Dublin. Member Kohli commented and agreed with Alt. Member Jacobs comment. Mr. Hudson commented on the Task Force option to explore an independent Police Department and that independent police departments do not necessarily equate better police departments. Member Ballesteros-Kogan commented in agreement with Mr. Hudson's suggestion. Member Aini commented in agreement with Member Ballesteros-Kogan and Mr. Hudson's suggestions. Alt. Member Jacobs commented in disagreement and reiterated her previous comments on forming a city run police department. Mr. Hudson commented on the decision for the recommendation on ending the ACSO contract. Mr. Hudson asked the Task Force if they wanted to ask the City Council to explore or replace DPS. The consensus for the recommendation was to explore other options for policing after the expiration of the current contract.

Mr. Hudson reviewed the recommendation from the DIP asking that the City of Dublin adopt sanctuary city status and restrict the sharing of information about Dublin residents with federal Immigrations and Customs Enforcement (ICE). Mr. Stefanski reported that the City of Dublin defaults to the Alameda County requirements and that the Sheriff's Office does not share any information with ICE per General Order 1.24.

Member Kohli asked if the City of Dublin has formally adopted Sanctuary status. Mr. Stefanski reported that the City Council has not formally done this. Member Aini asked about the General Order and when it was established. Mr. Stefanski reported that the General Order was put in place in 2014 and has been updated to mirror state policies over the years. Member David asked about policies in place regarding ICE involvement with the schools. Mr. Stefanski reported that the City of Dublin would not have any involvement regarding policies with the schools. Member David asked if the City of Dublin adopted sanctuary city status, would this prohibit schools from reporting information to ICE. Mr. Stefanski reiterated that the City would not have any authority over school district policies. Member Tripplett asked about the harm in adopting Sanctuary City status. Mr. Stefanski reported that a resolution would need to be passed and this would not have any material impact. Member Kohli commented on the label of sanctuary city status. Mr. Hudson recommended limiting the recommendations outside of the scope of the Task Force charge unless the Task Force felt the recommendation would make a substantial difference. Member Tai commented on adopting sanctuary city status in the City of Dublin and that it could be a distraction from the other recommendations. Member Ballesteros-Kogan commented on adopting sanctuary city status.

Mr. Hudson and Mr. Stefanski reviewed the recommendations from the Task Force on the recommendations presented from the Dublin Inclusion Project. Alt. Member Jacobs commented on working on the transparency piece of the recommendation to DIP's second recommendation.

3.2 Discussion of Diversity, Equity, and Inclusion (DEI) Commission

Member Kohli discussed the possibility and purpose of a permanent DEI commission. Member Avanzino asked what the difference of a committee and commission. Mr. Stefanski commented on the difference between a commission and committee and that it would depend on what capacity the body would be serving. Member Aini commented on the creation of a DEI commission. Mr. Hudson asked if there is consensus in the Task Force around a DEI commission. The Task Force reported consensus.

3.3 Discussion of July 20, 2021 City Council Meeting

Mr. Stefanski reviewed the next steps in presentation to the City Council on July 20. Each ad-hoc group will select a voting member to give a summary and review of presentations. The three speakers will be able to present quickly and answer any questions the City Council will have. Task Force members may be able to attend in person and on Zoom. The City Council meeting will be Tuesday, July 20 at 7pm. Mr. Stefanski asked the Task Force which members will be presenting. Task Force members asked about the process of presenting and voting on the recommendations.

3.4 Review and Comment on the Proposed Agenda Planning Calendar

Mr. Stefanski reviewed the upcoming dates on the proposed agenda planning calendar.

4. Other Business

Member Orozco asked to address the preamble at the next Task Force meeting. Members Tai, Jacobs, and Tripplett agreed to work on the preamble for the Task Force.

5. Adjournment

The meeting was adjourned at 8:01 PM.

Comments made through Zoom Meeting Chat:

17:32:19 From Paul Hudson to All panelists : [Redacted-Personal Information]
17:32:44 From Rameet Kohli : can you guys hear me?
17:32:47 From Rameet Kohli : rameet here
17:32:59 From Isabella David (she/her) to All panelists : nope can't hear you
17:33:42 From Paul Hudson to All panelists : Paul's mobile phone number -
[Redacted-Personal Information]
17:35:40 From Brittany Jacobs to All panelists : This is Brittany. I'm in the audience.
17:51:02 From Brittany Jacobs to All panelists : <https://dublin.ca.gov/125/School-Resource-Officer>
17:51:39 From Martha Orozco to All panelists : The purpose of the School Resource Officer (SRO) Program is to promote open lines of communication between students, school officials, and the Dublin Police Services, while providing a safe and secure environment for students and staff. Additionally, the SRO Program was established to provide an educational program to prevent or reduce drug abuse and violence among youth and to act as a resource for delinquency prevention.

The SRO Program is administered by the Crime Prevention Unit with input and direction from the assistant superintendent of education services. The SRO's primary function is to respond to the school's law enforcement needs. Additional services supported by or coordinated by Dublin's School Resource Officers include:

SARB Hearings
Youth Advisory Committee
Youth Court

17:52:16 From Martha Orozco to All panelists : From the city website
17:52:21 From Martha Orozco to All panelists :
<https://www.dublin.ca.gov/125/School-Resource-Officer>
17:52:52 From Paul Hudson to All panelists : Thanks Martha
17:56:05 From Isabella David (she/her) to All panelists : Although I do think Natasha had a really good point about school shootings
17:57:43 From Brittany Jacobs to All panelists : I think the problem is that police almost never stop crime from happening. They respond to crime after it happens.
18:08:36 From Brittany Jacobs to All panelists : It's just about funding.
18:16:26 From Brittany Jacobs to All panelists : DARE? That program doesn't work.
18:33:05 From Martha Orozco to All panelists : In case you want to look at the grant details.<https://oag.ca.gov/sites/all/files/agweb/pdfs/tobacco/prop-56-grant-tobacco-law-handbook.pdf>
18:33:09 From Matthew Aini to All panelists : The taskforce recommends that grant funding intending to be appropriated to DPS by the Dublin city council be first reviewed by the police advisory commission to have a public forum on the appropriation of funds
18:54:58 From Natasha Tripplett to All panelists : Great point Brittany

18:55:22 From Martha Orozco to All panelists : Yes. thank you Brittany
18:55:52 From Clifford Brown Jr to All panelists : Makes sense Brittany. Thank you
18:59:49 From Eman Tai to All panelists : It sounds like we want to share some thoughts with the city council that are beyond the scope of what they asked us to make recommendations on. in this introduction that Brittany mentioned maybe we talk about some themes or value priorities that we all agree on that we would recommend that are beyond the scope of the specific recommendations.
19:00:19 From Brittany Jacobs to All panelists : people are very mad about parking tickets too
19:00:28 From Brittany Jacobs to All panelists : they are unarmed
19:00:42 From Paul Hudson to All panelists : Eman, I would agree with your framing.
19:02:31 From Natasha Tripplett to All panelists : cameras that automate tickets for minor violations?
19:04:52 From Eman Tai to All panelists : couldn't we just not have police officers stop people who have minor equipment violations and go the automated tickets route?
19:07:15 From Brittany Jacobs to All panelists : Which reduces community-police interaction- great
19:08:37 From Martha Orozco to All panelists : I'm think leaving unarmed traffic enforcement officials out and state "more trauma informed personnel on staff to handle situations with home visits concerned with mental health issues." in our statement.
19:10:31 From Matthew Aini to All panelists : Dublin has a red light camera system setup on the intersection of Dublin blvd and Dougherty. expanding this to more intersections could be a potential proposition
19:10:39 From Rameet Kohli : what about arming officers with "non-lethal" weapons?
19:25:51 From Clifford Brown Jr to All panelists : Point well made
19:26:13 From Brittany Jacobs to All panelists : And remember, ACSO has a horrible record as an agency. It's not neutral.
19:26:46 From Eman Tai to All panelists : the task force recommend exploring what the city of dublin could do with public safety if we didn't renew the contract ACSO
19:26:59 From Eman Tai to All panelists : Paul you read my mind
19:27:48 From Rameet Kohli : i like using "exploring" to start
19:27:58 From Rameet Kohli : it at least starts a discussion
19:30:42 From Eman Tai to All panelists : If we would rather see resources put into non policing public safety options then that's what we should recommend
19:30:59 From Brittany Jacobs to All panelists : ^yes
19:32:14 From Eman Tai to All panelists : right now we have people calling for defund the police and if we recommend creating a local DPD we lose the opportunity to say lets create non police public safety options
19:32:33 From Rameet Kohli : explore
19:32:34 From Beatriz Ballesteros Kogan to All panelists : explore
19:32:36 From Brittany Jacobs to All panelists : end the contract. explore new options.
19:32:36 From Clifford Brown Jr to All panelists : Explore

19:32:38 From Matthew Aini to All panelists : explore
19:32:41 From Natasha Tripplett to All panelists : explore
19:32:44 From Martha Orozco to All panelists : explore Looks like recommendation 4 can tie into our recommendations 15 & 16.
19:32:48 From Isabella David (she/her) to All panelists : explore
19:32:59 From Kathy Avanzino to All panelists : explore
19:34:17 From Natasha Tripplett to All panelists : What other benefits are there to being a sanctuary city?
19:34:29 From Brittany Jacobs to All panelists : Alameda is a sanctuary county but Dublin is not a sanctuary city
19:34:58 From Eman Tai to All panelists : explore non policing options to public safety
19:36:15 From Brittany Jacobs to All panelists :
<https://www.eastbaytimes.com/2017/03/07/dublin-city-council-says-no-to-sanctuary-city-policy/>
19:36:53 From Brittany Jacobs to All panelists :
<https://www.eastbaytimes.com/2017/01/27/dublin-district-names-schools-safe-place-for-immigrants/>
19:39:33 From Natasha Tripplett to All panelists : It has DEI implications because it sends a message about what is important and what our values are.
19:43:25 From Brittany Jacobs to All panelists : And I'm adding one to two
19:46:48 From Eman Tai to All panelists : I'm with you Rameet! You've convinced me :)
19:48:14 From Rameet Kohli : :)
19:50:21 From Natasha Tripplett to All panelists : It's really good
19:50:33 From Rameet Kohli : <https://www.lynnwoodwa.gov/Government/Boards-and-Commissions/Diversity-Equity-Inclusion-Commission>
19:54:18 From Eman Tai to All panelists : john the automaton
19:54:22 From Martha Orozco to All panelists : We add recommendation 4 to our recommendation 16 The city of Dublin , in collaboration with DPS development and implementation co-responder teams consisting of one police officer and one mental health professional (licensed LMFT and LSCW) to respond to situations where people are experience a severe mental health crisis and situations with home visits that could pose a threat to safety.

d) higher more trauma informed personnel staff or (licensed LMFT and LSCW) to handle situations with home visits concerned with mental health issues.