



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

### MEETING – January 14, 2021

A regular meeting of the Community Task Force on Equity, Diversity & Inclusion was held on January 14, 2021 via Zoom Telecommunications. The meeting commenced at 5:33 PM.

#### Roll Call

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

ABSENT: Denel McMahan (alt.)

#### 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 December 14, 2020

Matthew Aini requested his name be corrected in Roll Call section of the Minutes. The Task Force Members unanimously approved the minutes with the correction.

#### 4. Presentation – Dublin Police Services, Chief Garrett Holmes

Chief Holmes gave an overview of Dublin Police Services, which covered the history of DPS, departmental budget, staffing levels, and organizational structure. Chief Holmes then presented on Dublin's crime statistics and racial demographics, department policies and procedures, and officer training. Chief Holmes then discussed the variety of training courses that officers take and the number of crime prevention and community outreach programs DPS organizes.

Chief Holmes provided some information on how the Police Services handle people in mental health or drug abuse crises. He indicated that it is common for the same people to be dealt with by police repeatedly. Chief Holmes stated that DPS would prefer to help with substance abuse treatment and mental health counseling. Mr. Stefanski added that the City is working with other cities in the Tri-Valley area to establish a mental health urgent care facility open to all people regardless of type of insurance they hold. Mr. Stefanski also discussed that the City is exploring an on-call program that would enable therapists to respond, in partnership with DPS, to calls for service for mental health related incidents. Chief Holmes then reviewed current legislation on both the Federal and State levels that are impacting policing at the local level.

Mr. Hudson facilitated a question-and-answer period for the Task Force and Chief Holmes.

## **5. Discussion on Document/Data Requests**

Mr. Hudson proposed that the Task Force compile a list of all their questions and provide Mr. Stefanski, Mr. Hudson, and Chief Holmes the opportunity to research answers to the questions and find the data the group has requested. Mr. Stefanski created a list of the questions as the Task Force Members asked, which is *attached* to these minutes for reference.

Chief Holmes provided answers to smaller questions intermittently.

Task Force Members Avanzino, Jacobs, David, Aini, Foster, Brown, Orozco, Kohli, Tai, Ballesteros-Kogan, Tripplett, listed their questions and requests for information and data.

Following this, Mr. Hudson proposed that Seed and Mr. Stefanski work to categorize the list of questions the Task Force provided and bring the information back over the course of the next two meetings.

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

Mr. Stefanski discussed the potential timeline for responses to the list of questions the Task Force compiled for Police Services.

Mr. Hudson reviewed the overall timeline of the Task Force and when their recommendations would be due to City Council. Task Force Member Kohli asked about the level of flexibility of discussions as the topics may overlap when focusing on different subjects assigned to each meeting. Task Force Member Aini asked if there will be more police presentations or if the group will be diving into the data themselves. Task Force Member Kohli asked a clarifying question about the Brown Act and how to submit more of their questions in between meetings. Mr. Stefanski clarified that questions and requests for information need to be made during the public meetings of the Task Force.

Task Force Member Avanzino asked if the Police Department has learned more about the last officer involved shooting and the victim since the incident occurred. Chief Holmes described the incident in more detail, including discussing the numerous times DPS interacted with the individual trying to connect the individual to support services which the individual was unwilling to take advantage of.

## **7. Other Business**

Mr. Stefanski provided a brief overview of AB 992 and its implications on the Brown Act and the activities Task Force Members can engage in on Social Media.

Task Force Members Jacobs, David, Kohli, and Tripplett asked clarifying questions about the Brown Act Requirements.

## **8. Adjournment**

The meeting was adjourned at 7:32 p.m.

**City of Dublin**  
**Community Task Force on Equity, Diversity, and Inclusion**  
**January 14, 2020 Meeting**  
**Item 5: Discussion on Document/Data Requests**  
**List of Task Force Member Questions and Data Requests.**

**Data Requests**

1. Demographics of the Officers and the Staff in DPS. How does it compare with the Dublin community and those arrested in the Community.
2. Instances of Weapons being pulled.
3. Instances of officers threatening the use of force.
4. Community feedback collected to date, and what that has told us.
5. Dublin Officers that are Dublin residents.
6. Breakdown of prioritization for Calls for Service.
7. Residency Data and Arrest Data (crosstabulation).
8. UOF resulting in injury.
9. Mental Health Interactions. Mental Health Issues/Substance Abuse Instances.
10. How does City police reporting compare to the County reporting and is it possible to go further at the City level?
11. Further breakdown on the residency of the use of force. Within each ethnicity. (Cross-Tabulation).
12. Police interactions with people who do not speak English.
13. Discrepancies for stops/moving violations and demographic breakdown?

**Information, by category (roughly)**

**Training**

1. Address the reasoning behind having 1,000 hours of Training.
2. How much time is dedicated to topics in training?
3. How often are ongoing trainings taking place? Which ones are they and how frequent.
4. Share examples of what type of curriculum. That is use of force training. What is being taught in that training program.
5. Way to evaluate the training is being implemented and having the desired effect.

**Budget**

1. Detailed breakdown on Budget (Supplies and Services). What is this buying?
2. Department establish annual goals and how is progress monitored.
3. Are there still Dublin police who are in the school districts as School Resources Officers? Who pays for that? City/DUSD?
4. Pulsepoint--Similar platform for ACSO/DPS?
5. Public Liability budget line item. If there have not been complaints on DPS, why has that increased significantly?
6. Where are the funds coming from for Crime Prevention? How is the budget broken down between those programs? Rate of usage for crime prevention programs.
7. Ongoing training requirements after completing training program.
8. Future of adding crime prevention programs to include topics like unconscious bias for Dublin teens, communicating with police officers.

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**Staffing, Management, and Accountability**

1. Staffing process, replacing DPS Staff?
2. Effectiveness and Impact on increases in staffing, training. Evidence/Data and outcomes.
3. Recruitment/Selection/Hiring and Performance Management of Officers. Complaint driven or other proactive management.
4. What does City oversight entail?
5. Process for internal complaints and is this record disclosed now. Where can this information be found publicly.
6. Different Ways Civilians can file complaints.
7. Disciplinary action: is that shared across the city, county, state. Ways to know if a police officer has had disciplinary action from another jurisdiction.
8. How internal investigations with police officers are conducted. Process and procedure, what are they looking for to figure out if misconduct happened. What are the consequences, disciplinary actions?

**Policies and Procedures**

1. De-escalation process and procedure?
2. Enforcement of Police Policies when Contracting for Police.
3. Ramifications of failure—use of force judiciously, duty to intercede.
  - a. What does intercede mean?
4. Body Cams: When do they come on and when do they go off. Procedures.
5. Chief Opinion: Take on discrepancy on racial makeup and stop data.
6. Calls for Service: Definition, when are bodycam's used.

**Mental Health**

1. Learn more about: Axis Mental Health Facility: In Patient, how long.
2. 70-80% of arrests are of folks from outside the area. Would the Axis facility be for residents of the area?
  - a. How to ensure it is impacting/supporting our community members verses people who are coming in from outside the area.
3. Are other communities using social workers who are going out with police officers. What has been the outcome of that?
4. Any collaborative meetings taking place across disciplines (Social Workers, Mental Health Providers) to brainstorm ways to address situations that keep arising (mental health issues, etc.).