



## 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, 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. 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.