



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

Thursday, June 24, 2021

Location: Electronic Methods

Meeting Procedure During Coronavirus (COVID-19) Outbreak:

Pursuant to the Governor's Executive Order N-29-20 (March 17, 2020), the City is authorized to hold public meetings via teleconferencing and to make public meetings accessible telephonically or otherwise electronically to all members of the public, without making available any physical location for the public. The Governor's Executive Order N-08-21 (June 11, 2021) has extended this provision regarding the conduct of public meetings through September 30, 2021.

- The meeting will be held remotely via Zoom Video Communications:
<https://dublinca.zoom.us/j/85325083459?pwd=dWNpRnFTVFVXaFpXZEhhZjh2cnNOdz09>
Passcode: 9hdQJ6CW
For audio only, you can join the meeting by telephone: (669) 900-9128
Webinar ID: 853 2508 3459
Passcode: 56858499
- Individuals wanting to make public comment may email John.Stefanski@dublin.ca.gov starting at 1:00 p.m. on Thursday, June 24, 2021. Public Comment request must be made by 4:30 p.m. 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.

I. 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 June 3, 2021 Community Task Force Special Meeting

The Task Force will consider the approval of the minutes from the June 3, 2021 Community Task Force special meeting.

3.2 Approval of Minutes from June 10, 2021 Community Task Force Meeting

The Task Force will consider the approval of the minutes from the June 10, 2021 Community Task Force meeting.

3.3 Review and Approval of the Task Force's Final Recommendations Report

Seed Collaborative will lead a review of the Task Force's Final Recommendations Report. The Task Force will make any final edits and will then consider the approval of the Report.

4. OTHER BUSINESS

5. ADJOURNMENT

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

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 Triplette 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.



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

REGULAR MEETING – June 10, 2021

A regular meeting of the Community Task Force on Equity, Diversity & Inclusion was held on June 10th, 2021, via Zoom telecommunications. The meeting commenced at 5:34 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 5:34 PM.

2. Public Comment

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

3. Action Items

3.1 Approval of Minutes from May 27, 2021 Community Task Force Meeting

Motioned by Member Aini to approve the minutes with an amendment to remove “Dyrell Foster” from the Roll Call section. Seconded by Member Tripplett. Minutes approved as amended.

Member David joined the meeting at 5:36 PM.

4. Reports

4.1 Review Draft Final Report of Policing Recommendations

Mr. Hudson reviewed draft Final Report of Policing Recommendations with the Task Force. Mr. Hudson asked for questions and edits.

Member Tripplett commented on TC-1, reiterating that her ad-hoc group expected these trainings would be mandatory and asked that clarifying language be added.

Member Kohli commented on P-1, asking that the word recurring be added to the community educational workshops. Member David asked if there were any other recommendations on training. Mr. Hudson mentioned there were recommendations that the City Attorney did not provide alternate language for, and the ad-hoc committees also did not provide alternate language.

Members David and Tripplett discussed adding the recommendation on asking DPS to be trained in the critical decision-making model. Mr. Hudson clarified that this would not be considered training, but rather a standard of performance for policing. Member

Jacobs asked if the recommendation could fall under P-2 Member David commented on the critical decision-making model to add more training. Mr. Hudson clarified who the Task Force wants to advocate to in making this change in the critical decision-making model. Member Brown confirmed agreement to make the recommendation to the Sherriff's oversight board and inspector general.

Member Jacobs commented on the name of the commission in P-1, the Police Reform Advisory Commission. It was determined that the name of this commission came from Member Aini. Member Jacobs asked the committee if they had any discussion around this. Member Tripplett recommended removing the word "reform." Member Jacobs also commented on the Sheriff Oversight Board and Inspector General under accountability and asked if the original recommendations to DPS and ACSO should remain in the event that the Sheriff's Oversight Board doesn't happen quickly. She asked if a recommendation should be added in the meantime to have this conversation with DPS. Member Kohli commented in agreement with Member Jacobs. Mr. Hudson commented on this and asked the Task Force members about the changes they made based on the City Attorneys comments. Member Tripplett commented on the recommendation in P-2 to add DPS, Sherriff's office, Sherriff's Oversight Board and Inspector General. Mr. Hudson reiterated the comments of Members Jacobs, Kohli, and Tripplett. Members Jacob and Kohli recommended adding language that says "in the time leading up to the creation of the Sheriff Oversight Board and Inspector General Position, the City recommend ACSO and DPS to study the items included in this recommendation for P-2."

Mr. Hudson called for any additional changes. Member Kohli mentioned that recommendations C-1 and C-2 were from another ad-hoc group. Member Orozco asked about the specificity of recommendation C-2. Mr. Hudson clarified the detail on this recommendation. Task Force members commented on C-2, providing "guidance on when the cards should be issued. Traffic Stops and other similar interactions with members of the public."

4.2 Review of Draft Other Recommendations

Mr. Hudson reviewed recommendations from the Task Force on the Dublin Inclusion Project recommendations. Member Tai discussed the DIP recommendation on Sanctuary City. Member Tai recommended adding a recommendation around requesting data on compliance with ACSO General Order 1.24. Member Jacobs asked about the collection of data for the recommendation on Sanctuary City. Mr. Hudson clarified if the City Council creates the commission, they should be able to direct the data collection. Member Jacobs asked how the commission is able to collect data on ACSO. Mr. Stefanski reported that staff would work with the Sherriff's office to collect this data and publish on a public facing platform. Member Jacobs asked if the City would have to request that this information be shared with the commission. Mr. Stefanski reported that this should be structured similarly to the data transparency recommendations.

Member Tai asked about defining advocacy in ancillary documents. Mr. Hudson clarified that if this is not already included in the documents, the ad-hoc groups would need to provide this language. Mr. Hudson and Mr. Stefanski discussed adding language to the recommendations that were not as clear.

Mr. Hudson reviewed the DIP Recommendations. Task Force members asked to remove the word Reform from Recommendation 1. Member Tripplett commented on Recommendation 2 clarifying about the non-police affiliated community-based organizations. Member Jacobs commented on the Independent Police Department wording and approach to public safety for the outcomes of Recommendation 3.

Member Brown asked Member Jacobs for clarification on the assumption of creating an Independent Dublin Police Department. Member Jacobs clarified that there are more than two options and wanting to study the recommendation around the future of policing in Dublin. Member Kohli suggested language around allowing for additional options to study. Member Tai suggested adding the advantages and disadvantages of ceasing the contract, by providing police services, either establishing an independent police department or exploring other public safety options.

Mr. Hudson discussed DIP Recommendation 5 and asked the Task Force to provide clarity on what they would like the recommendation to be. Member Brown commented on no decision being made around the hiring freeze. Member Orozco suggested adding more licensed clinical social workers who can handle trauma. Member Ballesteros-Kogan commented on recommendation 5 asking if there was a way to communicate using available funding for hiring public safety personnel that are unarmed, trauma workers. Member Tripplett commented on this recommendation being supported in the Task Force Recommendations and suggested not recommending a hiring freeze, but if there is a hiring freeze, this should be included in the advisory commission's purview. Member Kohli commented in agreement with Member Tripplett and suggested wording asking the advisory commission to conduct a study to evaluate if additional police is needed. Mr. Hudson asked Mr. Stefanski about the ACSO contracted number of Police. Mr. Stefanski reported that the number of police officers is based on the level of service determined by the City Manager and Chief of Police. Member Tai commented not feeling confident moving forward with this recommendation. Mr. Hudson asked if the Task Force feels strongly about not addressing this recommendation. Member Jacobs mentioned the discussion around sending tickets in the mail for minor traffic violations.

Mr. Hudson discussed the recommendation from Member Jacobs and discussed drafting a recommendation on the language she sent if the Task Force was in agreement with the recommendation. Mr. Hudson suggested reducing the number of interactions. Member Tripplett asked who would be using the technology and if citizens privacy would be violated. Member Tai commented on avoiding too much Closed Circuit Television monitoring around the city and suggested setting a goal and not explicitly saying how we get to the goal. Member Avanzino commented on the cost of creating cameras or having non-police personnel to issue these tickets. Mr. Hudson asked if Member Avanzino agreed with Member Tai's recommendation to set a goal and allow the commission to identify ways to reduce the number of interactions between the police and community. Member Orozco suggested minimizing the number of staff interaction. Mr. Hudson clarified that this recommendation suggests that the goal is to minimize the interaction with any police. Mr. Hudson called for consensus around Member Tai's recommendation.

4.3 Review of Draft Introductory Language for the Final Report

Mr. Hudson reviewed the draft introductory language for the Final Report and asked the Task Force Members to review the language. Member Jacobs discussed the pre-ambule and the goals, values, and key points the Task Force would like to communicate. Member Jacobs asked for agreement and discussion around the goals of the preamble. Mr. Hudson discussed adding city staff and everybody to the values and priorities of the Task Force. Member Ballesteros-Kogan suggested changing wording from reducing police to reducing police interactions. Member David suggested changing the language to redistributing instead of reducing. Member Brown commented on supporting increasing supports and services, but not in support of reducing police. Member Aini suggested changing the wording to reevaluating and rethinking policing. Member Jacobs suggested an option of taking out reducing police wording. Member Tripplett commented on finding ways to celebrate the community's diversity. Mr. Hudson commented that it sounds like the Task Force values diversity and suggested adding language to say finding ways to celebrate the City's diversity, advance equity and belonging in Dublin. Member Orozco commented on adding transparency and communication as a value. Member Tai commented on adding increasing community support and services and rethinking and re-evaluating policing. Member Kohli commented in agreement with Members Tai and Aini. Member Aini suggested adding police transparency and accountability. Member Jacobs discussed the key points in the preamble. Mr. Hudson discussed the points listed. Member Jacobs added the goal of aligning with updated mission/vision/values that the City of Dublin operates under. Member Jacobs discussed the ways of operating and a need to adapt. Mr. Hudson suggested adding language addressing the short time frame to do this work. Member Jacobs discussed the public safety points, the ACSO contract with short term recommendations and long-term recommendations. Mr. Hudson asked for discussion and thoughts from the Task Force. Member Orozco commented on adding the understanding that currently the data is limited regarding policing, traffic stops, ethnic backgrounds of organizations that received funding and current staff. Member Tai mentioned there was not any metrics for preventative measures. Mr. Hudson recommended not wordsmithing the whole preamble, but the key points. Mr. Hudson, Mr. Stefanski, and Ms. Hailu discussed addressing scope and limitations and recommendations from the ad-hoc groups.

4.4 Review and Comment on the Proposed Agenda Planning Calendar

Mr. Stefanski reviewed the upcoming dates on the proposed agenda planning calendar. The next Task Force meeting would include approval of outstanding minutes and review of the final draft. Member Kohli commented on potentially having a conflict on the June 24 meeting date. Member David mentioned she may have a conflict on the June 24 meeting as well. Member Kohli asked about each ad-hoc group having a presenter as representative at the City Council meeting on July 20.

5. Other Business

Mr. Hudson asked about guidance on expectations for the presentations on July 20. Mr. Stefanski reported that the ad-hoc groups should provide a high-level overview and give a summary of the high-level items. Once presenters are decided, Mr. Stefanski reported that they could do a prep session prior to the City Council meeting. Member Brown asked if the meeting will be live. Mr. Stefanski reported that the meeting will be a hybrid meeting with Zoom and in-person option available. Member Tai asked about presenters

and if they should be in-person or via Zoom. Mr. Stefanski reported that presenters should plan to be in-person.

Mr. Hudson suggested reviewing the details around the drafted recommendations and provide any recommended edits. Member Kohli asked about coordination between the presenters. Mr. Stefanski reported creating an ad-hoc group for the presenters. Member Kohli asked about Q&A and if the presenters should be the only ones addressing the Q&A. Mr. Stefanski reported that the presenters should be the only ones addressing Q&A, but that Seed and Mr. Stefanski would be available. Member Tripplett asked about Q&A and if the Councilmembers would be the only ones asking questions. Mr. Stefanski reported the City Council would ask questions and there would be some circumstances that public comment questions are addressed by the City Council.

6. Adjournment

The meeting was adjourned at 7:33 PM.

City of Dublin
Community Task Force on Equity, Diversity, and Inclusion Report

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1. Acknowledgments

The Task Force is grateful to present this Report to the Dublin City Council. For over 6 months, the Task Force has been dedicated to discussing recommendations on policing and citywide DEI practices, and is appreciative that the City Council has given the members the platform to do so by approving the creation of this body.

The Task Force additionally extends its immense gratitude to the City Manager's Office, City Attorney's Office, Dublin Police Services and Seed Collaborative for their insight, guidance, and assistance during this process.

This Report reflects the Task Force's commitment to the City Council's assigned scope, and to the wellbeing of all Dublin residents. The Task Force committed many volunteer hours throughout the engagement to understand City operations and identify avenues to advance belonging and inclusion within the Dublin community. The Task Force is honored to have been selected for this opportunity and is eager to see these recommendations be approved and implemented to create a flourishing and safer community for all.

2. Preamble

Since the beginning of 2021, the Community Task Force on Equity, Diversity, and Inclusion (Task Force) has been diligently committed to discussing and developing recommendations that will help shape Dublin to become a more safe, equitable and inclusive City for all. Following the City Council's directed scope, the Task Force has strategized on policing and citywide DEI recommendations that would reflect the values of the City of Dublin (City).

As Dublin grows and becomes increasingly more diverse, the Task Force believes that current policies and structures, both within Dublin Police Services and City operations, must be further improved to recognize, promote, and sustain diversity, equity, and inclusion. The recommendations in this Report work to address these challenges and push the City in a direction that wholly embodies its Mission Statement: a Dublin that "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."¹ As the recommendations strive to bring about inclusion and belonging for all members of the Dublin community, and to help the City make policy choices that center and prioritize equity, the Task Force asks that the City Council keep this Mission front and center as they review the Report.

¹ See Appendix A (pg. 34) to view the City of Dublin's Mission and Vision statements

Through their extensive due diligence process, the Task Force discovered opportunities for change and adaptation, and areas of limitation. As it pertains to policing, the Task Force believes that Dublin’s policing contract with the Alameda County Sheriff’s Office (ACSO) is restricting and challenging to navigate. The contract was perhaps the most significant hurdle in drafting recommendations; it limited the Task Force’s ability to make proposals that would address their policing concerns directly in the City, whereas the contract requires input and approval first from the Sheriff’s office. Furthermore, the Task Force noticed that there were limitations on accessible data, such as de-escalation and metrics on preventative measures utilized by police, due to there not being suitable techniques widely in place to collect and report this information. The Task Force also encountered a similar issue when discussing recommendations on citywide DEI, including a lack of racial data of staff from organizations requesting funding, as these statistics are not currently being documented. Ultimately, the Task Force drafted recommendations with these barriers and considerations in mind.

Some of the recommendations in the Report fall outside of the City Council’s identified scope for the Task Force. Through discussions at meetings amongst members, as well as suggestions and input from the public, including the Dublin Inclusion Project, the Task Force has included proposals such as providing ongoing DEI training for all city staff and considering potentially ceasing to contract with ACSO and instead exploring alternative approaches to public safety. As the Task Force prioritizes equity and belonging, these additional proposals help center other topics of concern to the City’s attention.

The Task Force believes that the recommendations in this Report will help place the City on a different trajectory towards prioritizing diversity, equity and inclusion that will create a more inclusive community for all to live and thrive in. These recommendations are the first step in this bridging—an opportunity “to connect and explicitly work with other groups and seek ways to build common ground” —and the Task Force hopes that they prompt conversations and action from the City and community. ²

3. Executive Summary

This Report provides a number of recommendations and strategies developed by the Task Force regarding City Council-designated focus areas of policing and citywide diversity, equity and inclusion initiatives. A summary of key Task Force findings and recommendations are provided below.

Policing

- **Accountability**: A critical structure to police accountability is the formation of a Dublin Police Advisory Commission to monitor implementation of approved recommendations,

² <https://belonging.berkeley.edu/bridgingandbreaking>

advocate for greater transparency, evaluate data, and receive public input and comment.

- **Alternatives to Police**: Key to smart policing is creation of multidisciplinary mobile crisis teams to respond and address non-violent situations and connect individuals experiencing mental health disorders to supportive services.
- **Transparency**: Reliable and comprehensive data is critical to developing solutions to reduce biases, improve policies and enhance community police relations.
- **Hiring**: Community police relations and understanding, reduction in violent responses, and police reform are enhanced by hiring police officers that reflect the diversity of the City.

Citywide DEI Initiatives

- **Equity**: The City must develop processes and policies that make City programs, events, and resources more accessible and facilitate more diversity of thought, culture, perspective, and that create a City where everyone belongs.
- **Data**: The City should identify various touch points/opportunities to obtain demographic data from Dublin residents. Data informs strategies and supports accountability.
- **Diversity**: The City needs to continue to identify opportunities and develop tools and strategies to make participation on commissions, boards and task forces, and involvement with programs and events more diverse to reflect the many cultures, ethnicities and backgrounds present in Dublin.

The key findings and recommendations are further expanded, explained, and detailed in the Task Force's final recommendations included in sections 6 and 7 below.

4. Background

During a July 9, 2020 special meeting, the City Council conducted a study session to discuss policing and services in the City. Prompted by the national discourse around police brutality, the study session provided a forum to discuss the various public comments requesting a review of policing policies and procedures within Dublin. The City Council discussion resulted in the formation of an Ad-Hoc Committee, consisting of Councilmembers Josey and Kumagai, to explore and develop the scope and mechanics for a Community Task Force on Equity, Diversity and Inclusion.

At its September 1, 2020, meeting, the City Council approved the formation of the Task Force based on recommendations from the Ad-Hoc Committee that included an inclusive process for selecting members to the Task Force. The City Council agreed that the Task Force should represent the demographic diversity of Dublin (i.e., gender, race, age, sexual orientation, etc.) and include homeowners, renters, business owners, property managers, students, and seniors.

The City received 70 applications to serve on the Task Force. The subcommittee reviewed the applications and interviewed 28 applicants via Zoom. Following interviews of the applicants, the subcommittee prepared a list of finalists for review by the Mayor. The Mayor reviewed the recommendations and concurred with the subcommittee's recommendations.

On November 17, 2020, the City Council approved the Staff recommendation to appoint nine members and three alternates to a Community Task Force on Equity, Diversity and Inclusion, as recommended by the Mayor. The individuals appointed to the Task Force include:

Members

Matthew Aini
Kathy Avanzino
Beatriz Ballesteros-Kogan
Clifford Brown, Jr.
Martha Orozco

Isabella Helene David
Rameet Kohli
Eman Tai
Natasha Tripplett

Alternate

Brittany Jacobs

The City Council directed the Task Force to review policing and select City activities through a Diversity, Equity, and Inclusion (DEI) lens and framework. The Task Force was charged with developing recommendations on the following scope:

1. Policing

- a. Training Curriculum
- b. Policies and Procedures
- c. Data Transparency and Context
- d. Communications
- e. Public Engagement and Community Relations

2. Citywide DEI Initiatives

- a. Boards and Commission Recruitment
- b. Inclusive, Equitable, and Accessible Programming and Events
- c. Community Agency Funding and Support
- d. Communications

The Task Force met from January to June 2021 to draft these recommendations and come to consensus as a group to finalize their most salient proposals. The recommendations listed in this Report are suggested ways the Task Force believes the City can promote and enhance belonging within Dublin through an addition, refinement, and adjustment of current policing and citywide policies and procedures.

5. Task Force Meeting Overview

The Task Force met, with a few exceptions, on a bi-weekly basis during the evenings from January to June 2021.³ Listed below are the recommendations agreed upon by the Task Force over the course of their 6-month process. All recommendations were first developed in topic-specific, ad-hoc groups and were then presented to the full Task Force for review, comment, and approval.

The Ad Hoc Groups were organized around the following topic areas for each section of work and consisted of the following Task Force members:

Ad Hoc Group 1

Policing: Staff, Management, and Accountability

Citywide DEI: Boards & Commission Recruitment/Communications

Members: Avanzino, Brown, Kohli

Ad Hoc Group 2

Policing: Mental Health, Training, and Budget

Citywide DEI: Events and Programming/Communications

Members: Ballesteros-Kogan, David, Tripplett

Ad Hoc Group 3

Policing: Policies and Procedures

Citywide DEI: Community Agency Support/Communications

Members: Aini, Jacobs (Alt.), Orozco, Tai

All recommendations were approved by the Task Force unanimously through a consensus-decision making process. Over the course of this engagement, the Task Force was assisted by the City Manager's Office, Dublin Police Services, the City Attorney's Office, and a team of consultants from Seed Collaborative, LLC (Seed).

6. Final Recommendations – Policing

From January to March 2021, the Task Force prioritized the development of policing recommendations. The group began their initial meetings in conversation with Dublin Chief of Police Garrett Holmes. Chief Holmes responded to Task Force's questions, presented data and information on Dublin Police Services (DPS), and provided documents and resources. At the conclusion of exploratory discussions with Chief Holmes, the Task Force agreed to create ad-hoc working groups to divide up the scope of the work and drafting of recommendations.

³ This timeline does not include the Task Force Orientation, which was conducted in December 2020.

Below are the Task Force policing recommendations grouped according to the parameters set by the City Council.

Ref. #	Recommendation
Training Curriculum (TC)	
TC-1	<p>Training: DPS should identify ways to expand training offerings for officers, either through muster room briefings, independent study/self-paced trainings, additional training days or other appropriate methods of training.</p> <p>These mandatory trainings should cover (1) Implicit bias, (2) Understanding languages and cultural responsiveness, (3) Understanding people with disabilities, (4) Community policing, (5) Use of Force/De-escalation, (6) Leadership, professionalism, and ethics.</p> <p><i>(TF Ref. #18) Members: Ballesteros-Kogan, David, Tripplett</i></p>
Policies and Procedures (P)	
P-1	<p>Accountability: The City Council should create a Police Advisory Commission. This Commission would support the City in monitoring the implementation of the Task Force’s Recommendations, as well as play an ongoing role in advising the City on ways to enhance police-community relations in Dublin.⁴<i>(TF Ref. #1) Members: Aini, Jacobs (Alt), Orozco, Tai</i></p> <p>The Commission should host a facilitated, recurring community educational workshop on 21st century policy and community relations best practices. <i>(TF Ref. #10) Members: Avanzino, Brown, Kohli</i></p>
P-2	<p>Accountability: The City should advocate for the creation of an Alameda County Sheriff Oversight Board and Inspector General and that Dublin to have a permanent seat on the Board. Additionally, the City should create a Liaison Committee between the City Council and the Sheriff Oversight Board.</p> <p>The City should also advocate for the Sheriff Oversight Board and Inspector General study harm reduction and procedural justice framework for policing and develop recommendations for the implementation of best practices identified from said study and conduct a public study session to discuss policing best practices and develop a public report which includes findings, recommendations, and actions for the Sheriff’s Office.</p> <p>In the time leading up to the creation of the Sheriff Oversight Board and Inspector General Position, the City should advocate for ACSO and DPS to study the items included in this recommendation.</p> <p><i>(TF Ref. #1) Members: Aini, Jacobs (Alt), Orozco, Tai</i></p> <p>The City should advocate for the Sheriff Oversight Board and Inspector General to amend the Critical Decision-Making Model (CDM) to include self-evaluation and procedural justice during</p>

⁴ [Sample Bylaws and Procedures for Advisory Commission](#)

	<p>police response, including the assessment of the proportionalism, accountability, necessity, and ethics of police actions. Prompts pertaining to proportionalism can be added for further consideration in the CDM. <i>(TF Ref. #17) Members: Ballesteros-Kogan, David, Tripplett</i></p>
P-3	<p>Hiring: The City Manager should request that the Police Chief consider the following additional unweighted criteria when hiring law enforcement personnel:</p> <ul style="list-style-type: none"> • Residents of Dublin. • Race/gender/ethnicity/sexual orientation reflective of the City’s demographics. • Community policing experience. • Experience working in diverse communities and/or on diverse teams. <p>The City Manager should meet with the Police Chief to review the hiring criteria and DPS demographic data on an annual basis.</p> <p><i>(TF Ref. #6, #7) Members: Avanzino, Brown, Kohli</i></p>
P-4	<p>Non-Violent Response: The City should implement a multidisciplinary mobile crisis team for non-violent situations. The team should consist of a licensed behavioral health provider, an emergency medical technician, and a social worker, who would be dispatched through 911 calls and would attend to non-violent situations. <i>(TF Ref. #15) Members: Ballesteros-Kogan, David, Tripplett</i></p>
P-5	<p>Non-Violent Response: The City, in collaboration with ACSO, should implement Co-Responder Teams consisting of one police officer and one Mental Health Professional (licensed LMFT or LCSW) to respond to situations where people are experiencing a severe mental health crisis that could pose a threat to safety. <i>(TF Ref. #16) Members: Ballesteros-Kogan, David, Tripplett</i></p>
P-6	<p>Ticketing: The City should explore with DPS a policy to provide tickets for minor traffic violations via mail similar to parking or toll violations to reduce police/citizen interactions.</p> <p><i>(TF Ref. N/A) Alt. Member Jacobs</i></p>
<p>Data Transparency and Context (DT)</p>	
DT-1	<p>Data Transparency: All Racial and Identity Profiling Act of 2015 (RIPA)-required stop data should be published on the City’s Data Transparency Platform on an annual basis to help establish benchmarks in reducing non-violent police interactions. This will include stop data in the following areas:</p> <ul style="list-style-type: none"> • Perceived race/ethnicity • Primary basis for the stop • Whether consent was given or if there was probable cause <p><i>(TF Ref. #3) Members: Aini, Jacobs (Alt), Orozco, Tai</i></p>
DT-2	<p>Data Transparency: In instances where there is a DPS officer involved shooting or use of force resulting in great bodily injury or death, DPS will make the AB71 and SB1421 data publicly available on the City’s Data Transparency Platform.</p>

	<i>(TF Ref. #5) Members: Aini, Jacobs (Alt), Orozco, Tai</i>
DT-3	Data Transparency: The City should publish information regarding DPS complaints and commendations data on the City’s Data Transparency Portal. <i>(TF Ref. #12, #14) Members: Avanzino, Brown, Kohli</i>
DT-4	Data Transparency: The City publish the demographic data of DPS officers on an annual basis on the City’s Data Transparency Portal. <i>(TF Ref. #8) Members: Avanzino, Brown, Kohli</i>
DT-5	Data Collection: The City and ACSO explore ways to collect and report data regarding de-escalation annually to monitor the effectiveness of current de-escalation practices, as well as identify when new practices may be necessary. <i>(TF Ref. #4) Members: Aini, Jacobs (Alt), Orozco, Tai</i>
Communications (C)	
C-1	Press Releases: The City should enact an Administrative Policy which states that the City will issue a press release within 72 hours after every incident involving use of lethal force by DPS. <i>(TF Ref. #9) Members: Aini, Jacobs (Alt), Orozco, Tai</i>
C-2	Filing Complaints & Commendations: The City should develop cards for DPS to provide with information on how to make a complaint or commendation and develop additional methods for residents to file DPS complaints and commendations either through electronic means or voicemail. <i>(TF Ref. #11, #13) Members: Avanzino, Brown, Kohli; Aini, Jacobs (Alt), Orozco, Tai</i>
Public Relations and Community Engagement (PR)	
PR-1	Community Engagement: The City should hire a police/community liaison to enhance collaboration between the Dublin Community, City Council, Staff, Dublin Police Services, and the Alameda County Sheriff’s Office. The liaison would also work with advocacy groups, including but not limited to Las Positas College, NAMI, NAACP, and ACLU. <i>(TF Ref. #2, #19) Members: Avanzino, Brown, Kohli; Ballesteros-Kogan, David, Tripplett</i>

The following section provides additional context to the above recommendations. Recommendations shown below are bolded and italicized, followed by additional information.

- **Training Curriculum**

TC-1: Training

DPS should identify ways to expand training offerings for officers, either through muster room briefings, independent study/self-paced trainings, additional training days or other appropriate methods of training.

These mandatory trainings should cover (1) Implicit bias, (2) Understanding languages and cultural responsiveness, (3) Understanding people with disabilities, (4) Community policing, (5) Use of Force/De-escalation, (6) Leadership, professionalism, and ethics.

The Task Force encourages DPS to consider expanding training offerings that provide more comprehensive educational opportunities for officers to improve their interactions with civilians. Through their due diligence work, the Task Force discovered that currently, training hours for officers throughout the country are skewed to focus more heavily on firearms training by “training [officers] how to shoot a gun” rather than “discussing the importance of de-escalation tactics and Crisis Intervention strategies.”⁵ The Task Force recommends that the suggested curriculum topics be included in the officers’ continued training to emphasize de-escalation tactics, address issues of discrimination and bias, enhance cultural awareness, and build greater trust in the Dublin community.

- **Policies and Procedures**

P-1: Accountability

The City Council should create a Police Advisory Commission. This Commission would support the City in monitoring the implementation of the Task Force’s Recommendations, as well as play an ongoing role in advising the City on ways to enhance police-community relations in Dublin.⁶

The Commission should host a facilitated, recurring community educational workshop on 21st century policy and community relations best practices.

The Task Force recommends that City Council establish a permanent Police Advisory Commission (Commission) to monitor implementation of policing reforms and provide ongoing review and attention to law enforcement and community safety in Dublin. The Task Force believes that an oversight body is a beneficial resource for the City and community at large, as it helps create transparency on department policies and procedures, provides an opportunity for community input and comment, and facilitates greater accountability to address police misconduct.⁷ The Task Force is aware of the City’s contractual limitations with ACSO as the City cannot dictate performance requirements for Dublin Police Services, but the Task Force strongly believes an advisory body would be a beneficial addition to address the monitoring of public safety within the community.

The Task Force recommends the following guidelines for establishing the Commission.

⁵ <https://www.policeforum.org/assets/reengineeringtraining1.pdf>, pg. 4

⁶ [Sample Bylaws and Procedures for Advisory Commission](#)

⁷ <https://www.nacole.org/benefits>

- a) The Commission be selected by the City Council using a similar appointment process as that used to select Task Force members.
- b) The Commission be independent of Dublin Police Services and the Alameda County Sheriff's Office.
- c) The Commission's responsibility would be to support the City with oversight and monitoring of implementation of approved Task Force recommendations, as well as play an ongoing role to enhance police-community relations in Dublin.
- d) The Commission consider evaluating a harm reduction and/or procedural justice framework for policing. The Task Force recommends the use of this framework to focus on community experiences with police, not just the final outcomes.
- e) The Commission utilize DPS and other data to set benchmarks in reducing traffic stops, minor crimes and traffic violations, and other minor infractions.

In addition to monitoring implementation of the policing recommendations as laid out in the Report, the Task Force recommends that the Commission also host regular community education workshops to share best practices on policing. The workshops could cover topics such as community policing, police policies and procedures, and would provide a forum to discuss national trends on policing.

The Task Force recommends that the Commission exist and operate in addition to the Sheriff's Civilian Oversight Board and that the Commission liaison with the Civilian Oversight Board.

P-2: Accountability

The City should advocate for the creation of an Alameda County Sheriff Oversight Board and Inspector General and that Dublin to have a permanent seat on the Board. Additionally, the City should create a Liaison Committee between the City Council and the Sheriff Oversight Board.

The City should also advocate for the Sheriff Oversight Board and Inspector General study harm reduction and procedural justice framework for policing and develop recommendations for the implementation of best practices identified from said study and conduct a public study session to discuss policing best practices and develop a public report which includes findings, recommendations, and actions for the Sheriff's Office. In the time leading up to the creation of the Sheriff Oversight Board and Inspector General Position, the City should advocate for ACSO and DPS to study the items included in this recommendation.

The City should advocate for the Sheriff Oversight Board and Inspector General to amend the Critical Decision-Making Model (CDM) to include self-evaluation and procedural justice during police response, including the assessment of the proportionalism, accountability, necessity, and ethics of police actions. Prompts pertaining to proportionalism can be added for further consideration in the CDM.

The Task Force is aware of the potential creation of a Sheriff Oversight Board and Inspector General by the Alameda County Board of Supervisors and recommends that the City support the creation of the Board, position and advocate for a permanent seat on the Board for the City of Dublin and use their seat (if approved) to make recommendations on harm reduction and police accountability to the Board.

Creation of the Oversight Board is consistent with the Task Force's belief that there needs to be increased accountability, transparency, and oversight of DPS and ACSO.

P-3: Hiring

The City Manager should request that the Police Chief consider the following additional criteria when hiring law enforcement personnel:

- ***Residents of Dublin.***
- ***Race/gender/ethnicity/sexual orientation reflective of the City's demographics.***
- ***Community policing experience.***
- ***Experience working in diverse communities and/or on diverse teams.***

The City Manager should meet with the Police Chief to review the hiring criteria and DPS demographic data on an annual basis.

The Task Force asks that the City Manager encourage the Police Chief to consider incorporating unweighted diversity criteria (i.e., race/ethnicity, gender, sexual orientation, relationship to Dublin community, etc.) in hiring processes. Through due diligence research, the Task Force has found that hiring officers that better reflect the diversity of the communities they serve produce better community relations and make police agencies "more open to reform, more willing to initiate cultural and systemic changes, and more responsive to the residents they serve."⁸

Additionally, the Task Force recommends that the City Manager meet at least annually with the Police Chief to review police hiring processes and selections and discuss adjustments to hiring criteria as needed to ensure that Dublin police officers reflect the demographics, Mission and Vision of the City.⁹

P-4: Non-Violent Response

The City should implement a multidisciplinary mobile crisis team for non-violent situations. The team should consist of a licensed behavioral health provider, an emergency medical technician, and a social worker, who would be dispatched through 911 calls and would attend to non-violent situations.

⁸ <https://www.eeoc.gov/advancing-diversity-law-enforcement>

⁹ Visit Appendix A (pg. 34) to view the City of Dublin's Mission and Vision statements

The Task Force concurs with trending best practices nationwide towards creation of a multidisciplinary mobile crisis team (without police) to address instances of nonviolent mental health situations. The Task Force has researched numerous programs throughout the state and country that have successfully mirrored this approach, such as CAHOOTS in Eugene, Oregon, and believe that a similar project would be a beneficial resource for maintaining the health of Dublin residents.¹⁰

The Task Force proposes the following suggested implementation approach¹¹:

- a) The team would consist of a licensed behavioral health provider, an Emergency Medical Technician, and a Social Worker.
- b) The team would be dispatched through 911 calls and would attend to non-violent situations such as: individuals undergoing a mental health crisis who do not pose a threat to others, non-criminal homeless activity, community dispute resolutions, youth intervention, and welfare checks.
- c) This team would begin by operating Monday through Sunday 11am to 9pm. The hours could expand as deemed necessary and as funding allows.
- d) The purpose of the mobile crisis would be to assess the situation, provide brief supportive interventions, help stabilize crisis matters and assist in connecting individuals to services as well as resources.
- e) Additionally, the mobile crisis team would be available to provide scenario-based training and consultation to law enforcement, first responders, schools, community providers, families, and other community members.

The benefits of implementing a multidisciplinary crisis team include providing appropriate support services to those in need, reducing instances of police interactions, and promoting greater trust in the City's willingness to supply holistic approaches to community care.

P-5: Non-Violent Response

The City, in collaboration with ACSO, should implement Co-Responder Teams consisting of one police officer and one Mental Health Professional (licensed LMFT or LCSW) to respond to situations where people are experiencing a severe mental health crisis that could pose a threat to safety.

In instances where a person may be experiencing a severe mental health crisis that could pose a threat to themselves and/or others, the Task Force recommends that the City and ACSO jointly

¹⁰ <https://dublin.ca.gov/DocumentCenter/View/26095/Mental-Health-Training-and-Budget-Ad-Hoc-Update-1?bidId=>

¹¹ For more information on how to successfully implement a mobile crisis team: https://www.trinityservices.org/docs/default-source/public/field-notes_mobile-crisis-team_508final34.pdf?sfvrsn=236986b_2

explore implementing co-responder teams within DPS. The teams, consisting of one police officer and one licensed mental health professional, would provide immediate help to individuals experiencing a severe mental health crisis, provide accurate on-the-scene mental health assessments, include family and/or friends in crucial information gathering process if necessary, connect individuals to resources, and assist with transportation to care facilities for services needed in 5150 cases.

The suggested components of this co-responder team, as laid out by the Task Force would be the following¹²:

- a) Co-responder team would either be first on the scene as dispatched through 911 or be called in by other first responders after initial assessments indicate a necessity of mental health services where there is a threat to safety.
- b) Co-responder team would provide immediate help to individuals experiencing a severe mental health crisis, de-escalate intense situations, provide accurate on-the-scene mental health assessments, if necessary, include family and/or friends in crucial information gathering process, connect individuals to resources, and assist with transportation to care facilities for services needed in 5150 cases.
- c) Co-responder team should drive an unmarked police car and wear civilian clothing to intentionally and proactively diffuse tense situations.

The Task Force has discovered that this approach has shown to provide increased connections to resources to those in need, reduce repeat encounters with law enforcement, minimize arrests, and reduce use of force.¹³

P-6: Ticketing

The City should explore with DPS a policy to provide tickets for minor traffic violations via mail similar to parking or toll violations to reduce police/citizen interactions.

The intent of this recommendation is to reduce the number of interactions between police and community. The Task Force recommends that the City Council direct the Police Advisory Commission to identify ways to reduce the number of interactions between the police and community.

- **Data Transparency and Context**

DT-1: Data Transparency

¹² For more information on developing and implementing a co-responder program:

https://csgjusticecenter.org/wp-content/uploads/2021/02/CSGJC_Field-Notes_Law-Enforcement_Co-Responder-Program.pdf

¹³ <https://csgjusticecenter.org/wp-content/uploads/2020/02/Police-Mental-Health-Collaborations-Framework.pdf>

All Racial and Identity Profiling Act of 2015 (RIPA)-required stop data should be published on the City's Data Transparency Platform on an annual basis to help establish benchmarks in reducing non-violent police interactions. This will include stop data in the following areas:

- ***Perceived race/ethnicity***
- ***Primary basis for the stop***
- ***Whether consent was given or if there was probable cause***

The Task Force recommends that stop data be collected and released, as required by RIPA, to monitor for racial bias in DPS stops and help address criminalization and over-policing for minor crimes/infractions.

There is extensive evidence and research showing that, nationally, police stops occur more frequently for Black and Latino drivers and that suspicion of criminality is informed through racial bias.¹⁴ The Task Force believes that this data collection is a necessary step to inaugurate a system that establishes metrics for future data reporting, create transparency on how policing is conducted in the City, and reduce the number of stops.

DT-2: Data Transparency

In instances where there is a DPS officer involved shooting or use of force resulting in great bodily injury or death, DPS will make the AB71 and SB1421 data publicly available on the City's Data Transparency Platform.

The Task Force recommends that the City Manager request DPS to provide comprehensive reporting for incidents involving Use of Force as required by AB 71 and SB 1421. Information in this report should include the following:

- a) The gender, race and age of each individual who was shot, injured, or killed.
- b) The date, time, and location of the incident.
- c) Whether the civilian was armed, and if so, the type of weapon.
- d) The type of force used against the officer, the civilian, or both, including the types of weapons used.
- e) The number of officers involved in the incident.
- f) Number of officers using force in the incident.
- g) The number of civilians involved in the incident.
- h) A brief description regarding the circumstances surrounding the incident, which may include the nature of injuries to officers and civilians and perceptions on behavior or mental disorders.

DT-3: Data Transparency

The City should publish information regarding DPS complaints and commendations data on the City's Data Transparency Portal.

¹⁴ <https://Sharad.com/papers/100M-stops.pdf>

The Task Force recommends that the City advance conversations with ACSO to ensure that filed complaints and/or commendations are accessible through the City's Data Transparency Portal. The Task Force understands that aggregate complaint data is collected and then reported by ACSO to the California Department of Justice, and that commendation data can be released publicly. The Task Force believes that releasing both data sets annually will provide the community more oversight and transparency on police behavior and misconduct, and guide future policing reforms.

DT-4: Data Transparency

The City publish the demographic data of DPS officers on an annual basis on the City's Data Transparency Portal.

To create more awareness and reduce ambiguity on the hiring demographics and trends of DPS officers, the Task Force recommends the annual publishing of DPS hiring information on the City's Data Transparency Portal.

DT-5: Data Collection

The City and ACSO explore ways to collect and report data regarding de-escalation annually to monitor the effectiveness of current de-escalation practices, as well as identify when new practices may be necessary.

The Task Force is aware that currently, de-escalation data is not collected in a format suitable for analysis and publication. The Task Force believes that the public release of this information can monitor instances of use of force and help measure the success and failures of implementing de-escalation strategies within DPS. The Task Force recommends that DPS and ACSO collaborate to develop data collection standards and metrics to monitor for de-escalation. This data would help identify potential patterns of individual bias and performance concerns from police officers.

- **Communications**

C-1: Press Release

The City should enact an Administrative Policy which states that the City will issue a press release within 72 hours after every incident involving use of lethal force by DPS.

The Task Force recognizes the importance of releasing transparent, accurate and timely reports in policing altercations, particularly those in which lethal force was used. Transparency and timely reporting reinforce community trust and support bridging the divide between community and DPS.

C-2: Filing Complaints and Commendations

The City should develop cards for DPS to provide with information on how to make a complaint or commendation, and develop additional methods for residents to file DPS complaints and commendations either through electronic means or voicemail.

The Task Force supports creating and promoting accessible tools and resources that facilitate civilian’s ability to make complaints and/or commendations regarding DPS performance. The Task Force recommends that the City collaborate with the Sheriff’s Office to expand filing options and methods, as current filing methods are limited¹⁵.

- **Public Relations and Community Engagement**

PR-1: Community Engagement

The City should hire a police/community liaison to enhance collaboration between the Dublin Community, City Council, Staff, Dublin Police Services, and the Alameda County Sheriff’s Office. The liaison would also work with advocacy groups, including but not limited to Las Positas College, NAMI, NAACP, and ACLU.

The Task Force recommends that a liaison position be created to facilitate stronger collaboration amongst the various government entities that serve Dublin (i.e., DPS, ACSO, City Council, etc.) and the overall community (including CBOs, nonprofits, advocacy groups, etc.). The liaison would function as a point-person to better assess community needs, create an outlet for residents to share concerns, and strategize ways to improve public safety conditions.

- **Additional Recommendations**

The following recommendations resulted from public comment and testimony that referenced demands formulated by the Dublin Inclusion Project. Several of the Other recommendations presented below are driven by the need for additional information and due diligence to make informed decisions.

School Resource Officers

The Task Force recommends that the City Council direct the Police Advisory Commission to initiate public hearings, to include the Dublin Unified School District, Dublin Police Services, parents, and community members, to evaluate and discuss the purpose and success of School Resource Officers (SROs) and the appropriate allocation of SROs.

Tobacco Enforcement Grant

¹⁵ <https://dublin.ca.gov/Faq.aspx?TID=25>, #15

The Task Force recommends that the City of Dublin explore grant opportunities and apply for grant funding from the California Department of Justice (DOJ) Tobacco Grant Program and other funders for non-police community-based organizations to provide services and programs to reduce tobacco use, including retailer training programs, public education outreach, parent engagement and education, or tobacco retail license inspections.

ACSO Contract

The Task Force recommends that the City Council direct the Police Advisory Commission to conduct a study to evaluate the advantages and disadvantages of the City of Dublin ceasing to contract with the Alameda County Sheriff’s Office (ACSO) for police services, establishing an independent Dublin Police Department, or exploring other public safety options.

Sanctuary City Data

The Task Force recommends that the City request and publish data on ACSO’s compliance with GO 1.24, which relates to ASCO’s policy to not report immigrants to Immigration and Customs Enforcement (ICE).

7. Final Recommendations – Citywide DEI Initiatives

In the months of April and May of 2021, the Task Force considered, discussed, and developed recommendations for citywide DEI policies, procedures, and practices based on the scope of work identified by the City Council. Similarly to the process for the Policing scope, the Task Force split into ad-hoc working groups to formulate their recommendations. The agreed-upon Task Force recommendations are provided below.

Board and Commissions Recruitment (BC)	
BC -1	<p>Recruitment: The City Manager ensure that all Board, Commission, Committee and Task Force (collectively referred to as Commissions or Commission) vacancies are posted on the City’s monthly newsletter, "Backyard Brief", as well as all other City publications and communication vehicles, and that Council members, City Staff, and commissioners, as well as local nonprofits, faith-based organizations, and DUSD are notified of such vacancies and encouraged to promote participation by City residents.</p> <p><i>(TF Ref. #1-3) Members: Avanzino, Brown, Kohli</i></p>
BC-2	<p>Data: Commission applications request demographic information (e.g., race, gender, age, income level, etc.,) as well as include DEI focused questions.</p> <p><i>(TF Ref. #4) Members: Avanzino, Brown, Kohli</i></p>

BC-3	<p>Policy: The Mayor utilize a DEI weighted scoring system when evaluating Commission applications (e.g., demographics, underserved communities, etc.) to ensure an inclusive and equitable selection process.</p> <p><i>(TF Ref. #5) Members: Avanzino, Brown, Kohli</i></p>
BC-4	<p>Policy: City Council expand membership on all commissions to no less than seven members to allow for more opportunities for residents to serve on commissions.</p> <p><i>(TF Ref. #6) Members: Avanzino, Brown, Kohli</i></p>
BC-5	<p>Process: The City Manager review and evaluate the procedures and processes for collection and retention of information regarding commission applicants, as well as Inside Dublin graduates, and determine if the processes and procedures need to be amended to ensure that opportunities to serve on Commissions are being shared with Commission applicants and Inside Dublin graduates.</p> <p><i>(TF Ref. #7) Members: Avanzino, Brown, Kohli</i></p>
BC-6	<p>Policy: The City Manager create a formal certification and mentor program that prepares Dublin residents to serve on Commissions.</p> <p><i>(TF Ref. #8) Members: Avanzino, Brown, Kohli</i></p>
BC-7	<p>Policy: City Council limit the duration of a term that a commissioner can serve on a Commission to a period of four years. This term limit policy to include:</p> <ul style="list-style-type: none"> ● Commissioners would not be allowed to serve successive terms on the same Commission but could reapply for non-successive terms. ● Commissioners would be allowed to apply to be placed on another commission once their term ends. <p><i>(TF Ref. #9) Members: Avanzino, Brown, Kohli</i></p>
Inclusive Equitable and Accessible Programming and Events (IP)	
IP-1	<p>Events: The City of Dublin host monthly Town Hall meetings designed to amplify the voices and concerns of diverse groups represented in the City of Dublin.</p> <p><i>(TF Ref. #10) Members: Ballesteros-Kogan, David, Tripplett</i></p>
IP-2	<p>Data: The City collect data on artists and artistic diversity represented in Dublin and include the data in the annual report.</p>

	<i>(TF Ref. #15) Members: Ballesteros-Kogan, David, Tripplett</i>
IP-3	<p>Policy: The City of Dublin translate local government and City information into multiple languages and post paper copies to be displayed at strategic locations and commonly used spaces and venues identified by the City.</p> <p><i>(TF Ref. #12) Members: Ballesteros-Kogan, David, Tripplett</i></p>
IP-4	<p>Events: The Splatter festival be renamed and rebranded to reflect a multicultural festival that highlights the diverse cultures represented in Dublin through entertainment, food, and interactive activities.</p> <p><i>(TF Ref. #13) Members: Ballesteros-Kogan, David, Tripplett</i></p>
IP-5	<p>Events: The City of Dublin to promote local restaurants and small businesses that are owned and operated by under-represented groups through new and existing local events.</p> <p><i>(TF Ref. #14) Members: Ballesteros-Kogan, David, Tripplett</i></p>
IP-6	<p>Art: The City of Dublin displays public art that represents the City’s diversity and utilizes the public art fund in an equitable manner that encourages creation of art that represents diverse perspectives.</p> <p><i>(TF Ref. #15) Members: Ballesteros-Kogan, David, Tripplett</i></p>
IP-7	<p>Programming: The City of Dublin proactively recruit instructors and intentionally seek class offerings that represent the diverse cultures and ethnicities in Dublin.</p> <p><i>(TF Ref. #16) Members: Ballesteros-Kogan, David, Tripplett</i></p>
IP-8	<p>Programming: The City of Dublin enhance efforts to inform Dublin residents how to submit requests for additional classes that are reflective of the City’s diversity.</p> <p><i>(TF Ref. #17) Members: Ballesteros-Kogan, David, Tripplett</i></p>
IP-9	<p>Library: The City of Dublin collaborate with the Alameda County Public Library to increase the selection of books by authors and illustrators who represent the diversity of Dublin (i.e., language, culture, ability, gender, etc.).</p> <p><i>(TF Ref. #18) Members: Ballesteros-Kogan, David, Tripplett</i></p>

Community Agency Funding and Support (CF)

CF-1	<p>Data: The City of Dublin collect demographic and experiential data to identify barriers and challenges to help inform development of an equitable Human Services Grant application and funding process.</p> <p><i>(TF Ref. #19) Members: Aini, Jacobs (Alt), Orozco, Tai</i></p>
CF-2	<p>Application: The City of Dublin amend the Human Services Grant application to gather more demographic data and include DEI considerations.</p> <p><i>(TF Ref. #20) Members: Aini, Jacobs (Alt), Orozco, Tai</i></p>
CF-3	<p>Process: The City Manager ensure equitable procedures and practices in the selection of grantees and the allocation of funding.</p> <p><i>(TF Ref. #21 &22) Members: Aini, Jacobs (Alt), Orozco, Tai</i></p>
Communications (CO)	
CO-1	<p>Communications: The City Manager establish regular touchpoints and communications with a diverse group of community leaders and local organizations.</p> <p><i>(TF Ref. #23) Members: Aini, Jacobs (Alt), Orozco, Tai</i></p>
CO-2	<p>Communications: The City of Dublin establish additional channels for two-way communication with all City residents.</p> <p><i>(TF Ref. #24) Members: Aini, Jacobs (Alt), Orozco, Tai</i></p>
CO-3	<p>Social Media: The City Manager review social media policies and initiate social media campaigns to boost followers of the City’s official social media accounts, as well as establish criteria and policies for posting content with a DEI lens.</p> <p><i>(TF Ref. #25) Members: Aini, Jacobs (Alt), Orozco, Tai</i></p>
CO-4	<p>Social Media: The City engage with the Dublin community to revise the City calendar to include:</p> <ul style="list-style-type: none"> ○ Lunar New Year: Change wording from “Chinese”. ○ Remove Cinco De Mayo, and/or use the opportunity to inform about its true history and discourage stereotyping. ○ Explore adding another holiday that is meaningful to Dublin Latino/a community, e.g., Latin American Independence September 15-16 ○ Larry Itliong Day, October 25

	<i>(TF Ref. #25) Members: Aini, Jacobs (Alt), Orozco, Tai</i>
Other (O)	
O-1	Data: The City of Dublin collect the following data sets: disaggregated data on specific languages spoken at home, and disaggregated ancestry data on Asian Americans in Dublin. <i>(TF Ref. #11) Members: Ballesteros-Kogan, David, Tripplett</i>
O-2	Training: The City provide ongoing DEI training for <u>all</u> City staff. This should include training specific to work roles, e.g., Communications Manager and Communications Analyst. <i>(TF Ref. #26) Members: Aini, Jacobs (Alt), Orozco, Tai</i>
O-3	DEI: The City Manager embed DEI into the work and culture of the City, to include development of a Dublin City DEI process and decision-making checklist. <i>(TF Ref. #27) Members: Aini, Jacobs (Alt), Orozco, Tai</i>
O-4	Transparency: The City ensure greater transparency regarding grants for which the City applies to allow for community input and comment. <i>(TF Ref. N/A) Members: Jacobs (Alt)</i>
O-5	Oversight: The City create a Diversity, Equity, and Inclusion (DEI) Commission to make the work of the Community Task Force a permanent body of the City.

The following section expands on the Citywide DEI recommendations (in bold and italics) by providing additional context and framing.

- **Board and Commissions Recruitment**

BC-1: Recruitment

The City Manager ensure that all Board, Commission, Committee and Task Force (collectively referred to as Commissions or Commission) vacancies are posted on the City's monthly newsletter, "Backyard Brief", as well as all other City publications and communication vehicles, and that Council members, City Staff, and commissioners, as well as local nonprofits, faith-based organizations, and DUSD are notified of such vacancies and encouraged to promote participation by City residents.

The Task Force believes that a key factor in commission recruitment is sufficient notification of vacancies. This recommendation addresses the ways that the City can expand outreach, awareness, and notice of commission vacancies and opportunities. The Task Force also

recommends that the City conduct intentional outreach to current and past commissioners with the hope that they will share information on commission vacancies and their experiences serving on commissions via their social media accounts. The Task Force's recommendation regarding outreach efforts and notification vehicles is not intended to be exhaustive. The Task Force encourages the City to explore additional outreach and notification methods in collaboration with diverse community stakeholders.

BC-2: Data

Commission applications request demographic information (e.g., race, gender, age, income level, etc.) as well as include DEI focused questions.

Several Task Force recommendations are focused on soliciting additional demographic data in Boards/Commissions Applications, based on the assumption that comprehensive demographic data helps identify representation gaps, barriers to participation and access, and inequities with respect to othering and belonging. One purpose for requesting additional demographic information is to determine if there are disparities based on race, age, income, education, etc.

BC-3: Policy

The Mayor utilize a DEI weighted scoring system when evaluating Commission applications (e.g., demographics, underserved communities, etc.) to ensure an inclusive and equitable selection process.

In addition to gathering demographic data, the Task Force recommends that the Mayor analyze commission applications through a DEI lens to uncover potential bias. The Task Force suggests that the Mayor consider a DEI scoring/weighting system to better inform her selection of commissioners, and that the Mayor consider creating an independent DEI Commission to perform the DEI scoring prior to her final selections.

BC-4: Policy

City Council expand membership on all commissions to no less than seven members to allow for more opportunities for residents to serve on commissions.

The Task Force encourages that the City Council expand commissions to no less than seven members to develop more diversity of representation and thought and encourage a broader reflection of the City's diversity.

BC-5: Process

The City Manager review and evaluate the procedures and processes for collection and retention of information regarding commission applicants, as well as Inside Dublin graduates, and determine if the processes and procedures need to be amended to ensure that

opportunities to serve on Commissions are being shared with Commission applicants and Inside Dublin graduates.

The Task Force believes that current and former commissioners, as well as unsuccessful commission applicants, are a fertile source for future participation and service. The Task Force recommends that the City create a database of all those who apply for commissions and that regular updates, notices, commission opportunities and other relevant communications be shared with the commissioner pool.

BC-6: Policy

The City Manager create a formal certification and mentor program that prepares Dublin residents to serve on Commissions.

The recommended certification and mentor programs are intended to create “fast track” opportunities for certified and mentored residents to serve on commissions. The goal is to have candidates that are ready to serve upon appointment.

The certification program could include satisfactory completion of the Dublin 101 course and similar trainings.

The mentor program would be structured to be voluntary and would pair residents interested in serving on commissions with current and/or former commissioner(s) to share their experiences, educate mentees, and respond to questions.

The certification and mentor programs are designed to create continuity of service, ensure that future commission members stay engaged and are prepared if they are selected to serve. The Task Force recommends that the City focus recruitment efforts on former applicants and residents from underserved and underrepresented communities to participate in the mentor program.

The Task Force recommends hybrid certification and mentor meetings that allow both in-person and virtual options to participate, and thereby make access more equitable for residents.

BC-7: Policy

City Council limit the duration of a term that a commissioner can serve on a Commission to a period of four years. This term limit policy to include:

- ***Commissioners would not be allowed to serve successive terms on the same Commission but could reapply for non-successive terms.***
- ***Commissioners would be allowed to apply to be placed on another commission once their term ends.***

The Task Force recommends that commissioners not be allowed to serve successive terms on the same Commission but will have the opportunity to reapply for non-successive terms. The Task Force also recommends that commissioners have the opportunity to apply to be placed on another commission once their term ends. This term limit policy allows for more equity by providing an opportunity for more residents to be placed on commissions.

- **Inclusive, Equitable and Accessible Programming and Events**

IP-1: Events

The City of Dublin host monthly Town Hall meetings designed to amplify the voices and concerns of diverse groups represented in the City of Dublin.

With respect to uplifting the voices of diverse groups, the Task Force provides the following examples of diverse groups: LGBT+ community, Black Community, Latino Community, 1st gen immigrants/ESL residents, Muslim Community, Asian Americans, residents with disabilities, etc. The City should consider aligning Town Hall meetings with cultural heritage months.

The Task Force recommends hybrid meetings with both in person and virtual options to attend, and thereby make access to town hall meetings more equitable for residents. The meetings should be held at various locations based on what best serves the needs of the targeted group participants.

The City should also provide accommodations for English as a second language residents at these events to include: providing translated questions ahead of time for 1st gen/ESL residents, recording meeting in foreign language so residents can talk freely, translating recordings with subtitles, providing translators at the meeting, and include comprehensive Zoom registration to include an option to select preferred language.

The multicultural town hall meetings will allow for more targeted outreach that will promote increased citizen participation in local affairs. Information from the meetings will also provide the City Council with a more informed sense of constituents' concerns.

IP-2: Data

The City collect data on artists and artistic diversity represented in Dublin and include the data in the annual report.

The Task Force believes that collecting and including data on artists in Dublin's annual report is an opportunity to monitor and showcase the City's artistic diversity.

IP-3: Policy

The City of Dublin translate local government and City information into multiple languages and post paper copies to be displayed at strategic locations and commonly used spaces and venues identified by the City.

The Task Force recommends that City-managed bulletin boxes, as well as other commonly used public spaces, be used to display translated bulletins and other resources. The Task Force suggests specifically that bulletins be built as standalone outdoor structures with a lockable display case, maintained, and accessed solely by City staff. The City should ensure that bulletins are translated into the predominant languages spoken in the community of the box location (i.e., Mandarin, Chinese, Tagalog, Hindi, Farsi, Korean, Spanish, etc.). The Task Force offers the following possible box locations:

- | | |
|----------------|--------------------------|
| Ulferts Center | Senior Centers |
| Dublin High | Emerald High |
| Sahara Market | Ranch 99 |
| Sodam | Churches/Mosques/Temples |
| Local parks | Library |

IP-4: Events

The Splatter festival be renamed and rebranded to reflect a multicultural festival that highlights the diverse cultures represented in Dublin through entertainment, food, and interactive activities.

With respect to the rebranding of the Splatter festival, the Task Force offers the following guidance:

Be mindful of the date of the festival (i.e., conflicting dates with national/local holidays)	Give everyone an opportunity to showcase diversity
Explore subsidies for booth fees for local businesses and school clubs	Work with DHS cultural clubs and other Dublin schools
Conduct art contest to represent theme each year	Conduct public contest to decide name and logo for Splatter Festival
Celebrate residents with disabilities, work with Best Buddies club	Celebrate LGBTQ+ community, work with GSA club at DHS
Have interactive teaching events	Have poetry/picture book readings

The Task Force recommends that the City send post-event surveys that ask about inclusion and accessibility to the event. Post-event survey sample questions could include:

- a. Did the event include a diversity of thought?
- b. Were the event speakers/moderators diverse and representative of different thoughts/perspectives?

- c. Did the event expand your capacity to think about diversity, equity, and inclusion-related topics?
- d. Were your accessibility needs met during the event?

IP-5: Events

The City of Dublin to promote local restaurants and small businesses that are owned and operated by under-represented groups through new and existing local events.

The Task Force recommends supporting and promoting minority-owned businesses and restaurants at Farmers Markets and other food events. The Task Force offers the following guidance for such events:

Feature local restaurants	Donate a portion of funds from sales to food bank
Food focused (i.e., no alcohol)	“Taste of Small Business” food vendors
Lower booth fees for Dublin businesses	Highlight a different culture, business, or restaurant monthly

IP-6: Art

The City of Dublin displays public art that represents the City’s diversity and utilizes the public art fund in an equitable manner that encourages creation of art that represents diverse perspectives.

The Task Force believes that the City utilizes public art to further a sense of belonging within the Dublin community. The Task Force recommends that a diversity of cultures, abilities, gender diversity, mediums, styles, and artistic theories be reflected in the art forms. The Task Force offers the following guidance:

Highlight a Dublin resident in an article or social media post (à la Humans of New York style)	Approve public art and murals through a DEI lens
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IP-7: Programming

The City of Dublin proactively recruit instructors and intentionally seek class offerings that represent the diverse cultures and ethnicities in Dublin.

The Task Force agrees that citywide programming for residents, from the hiring of instructors and to the approval of course materials and themes, reflect the diversity of the constituents Dublin serves and are in alignment with the city’s mission of advancing equity and inclusion for all.

IP-8: Programming

The City of Dublin enhance efforts to inform Dublin residents how to submit requests for additional classes that are reflective of the City's diversity.

As part of the Task Force's recommendation to proactively recruit instructors and intentionally seek class offerings that represent the diversity of Dublin, the Task Force recommends that the City enhance efforts to inform Dublin residents how to submit requests for new class offerings.

The Task Force suggests that the City research best practices employed by other cities and agencies to revise recruitment processes, enhance the diversity of instructors and classes, and look for activities that are authentic to traditional cultures practiced and celebrated by Dublin residents (i.e. Punjabi Pakhi hand fans, Indigenous beading, etc.).

IP-9: Library

The City of Dublin collaborate with the Alameda County Public Library to increase the selection of books by authors and illustrators who represent the diversity of Dublin (i.e. language, culture, ability, gender, etc.).

The Task Force believes that the Dublin Public Library is an appropriate forum to highlight and promote a diverse selection of authors and speakers.

- **Community Agency Funding and Support**

CF-1: Data

The City of Dublin collect demographic and experiential data to identify barriers and challenges to help inform development of an equitable Human Services Grant application and funding process.

The Task Force recommends that the City increase data collection using surveys to help inform a more equitable Human Services grant application and funding process. The surveys are intended to uplift experiential differences, identify opportunities for change and revision, and give applicants a forum to express their feedback on the process. The surveys can be administered via a question on the grant application, separate email, or short online survey. It is recommended that surveys be conducted after the application workshop and after the grant application process. Sample survey questions may include:

- How many hours were required to complete the application?
- What suggestions do you have for improving the application process?
- What is your opinion regarding the amount of data requested?
- What is your opinion of the assistance you received from City staff?
- Were instructions clear and helpful?
- Was the application workshop helpful?

- How did you find out about the grant?

Furthermore, the Task Force recommends that the City allocate additional resources, such as conducting focus groups and implementing pilot solutions, determine barriers to the grant process and to assist applicants with improving their success with receiving grants.

CF-2: Application

The City of Dublin amend the Human Services Grant application to gather more demographic data and include DEI considerations.

The Task Force offers the following suggested edits to the current grant application from a DEI perspective.¹⁶

- a. Request demographics of organization’s beneficiaries, board members, and staff members
- b. Clarity on Information regarding who the organization serves
- c. #7 - Add a request for staff demographics, and number of staff within each job levels (Entry-level, Intermediate, Mid-level, Senior or executive level).
- d. #8 - Remove word limit for summary of project
- e. # 18 - Inquire how agency is working to ensure hard to reach clients are aware of their services
- f. Ask targeted DEI questions in the application:
 - i. For applicant organizations that have staff with limited English proficiency, consider providing language and cultural translation technical assistance with their grant applications. Additionally, resource permitting, consider having at least one grant reviewer who is familiar with that language and/or culture.
 - ii. Give smaller organizations additional time to submit their applications (e.g., two additional weeks.)
 - iii. Offer to review drafts of grant applications from smaller organizations to provide feedback before the submission deadline.
 - iv. Inquire about organization’s DEI lens and training
 - v. Ask about cultural competency of staff, where appropriate.

CF-3: Process

¹⁶The Task Force refers to the following grant application questions for their recommendation:
<https://dublin.ca.gov/DocumentCenter/View/28045/Example-Grant-Application>

The City Manager ensure equitable procedures and practices in the selection of grantees and the allocation of funding.

The Task Force provides the following recommended edits to the policies and procedures in the selection of grantees:

- a) Apply a DEI lens to each component of the grant process¹⁷
- b) As the City evaluates decisions about grants to award, review grant portfolio and identify where there might be “gaps” in terms of diversity.
 - a. For example, the Task Force suggests creating a dashboard of charts with different characteristics of the current grantee portfolio and keep the portfolio composition in mind as the City make decisions.
 - b. Portfolio characteristics could include percent of grantees by race/ethnic group, by age, by traumas experienced, by type of intervention, by geography, by income level, by sexual orientation, by gender, etc. The Task Force recommends not over-relying on a scorecard.
- c) Be aware about how City’s due diligence process may be biased towards well-resourced organizations with greater capacity (e.g., financial stability, greater evaluation capability, etc.). Considering allocating a certain amount of funding to smaller organizations and avoid reviewing their applications against larger, more resourced organizations.
- d) Give honest feedback to organizations on their applications, out of deference for the time they invested in applying. This will help build their grant-writing capacity for future grant applications.
- e) Provide stipends to applicants who do not receive grants to compensate them for the time they spent on the application process (e.g., \$1,000 for a 10-hour process).
- f) Ask applicants how many hours they spent on the application.
- g) Provide funding for applicants to work with their communities in a deeper way to develop community-driven project proposals.
- h) There should be a consideration to waive the following requirement in the application if the program helps an underserved group in Dublin: “The organization charges a fee and/or produces other income that may be used to support this program”
- i) Have Human Services staff conduct a post grant application workshop survey of attendees to determine intent/interest of grant applicants to apply for future grant opportunities and to understand if the application process detours applicants.

¹⁷ Sample checklist for incorporating DEI in grant-making process: <https://www.ncfp.org/wp-content/uploads/2018/09/Incorporating-Diversity-Equity-and-Inclusion-in-your-Grantmaking-Process-A-Checklist-of-Potential-Actions-Arabella-Advisors-2016-a-checklist-of-potential-actions-incorporating-dei-into-your-grantmaking-process-arabella-advisors-1.pdf>

- **Communications**

CO-1 :Communications

The City Manager establish regular touchpoints and communications with a diverse group of community leaders and local organizations.

The Task Force believes it is imperative that the City provide community leaders and local organizations the platform to discuss pertinent issues and topics that are meaningful to Dublin residents.

CO-2: Communications

The City of Dublin establish additional channels for two-way communication with all City residents.

To establish two-way communication channels, the Task Force recommends that the City further collaboration with community organizations and leaders to enhance outreach efforts for all Dublin residents by identifying additional channels of communication, collecting information for persons who register and respond to City webinars, trainings, conferences, and workshops, and regularly gathering demographic and contact details.

CO-3: Social Media

The City Manager review social media policies and initiate social media campaigns to boost followers of the City's official social media accounts, as well as establish criteria and policies for posting content with a DEI lens.

The Task Force encourages the City Manager to request an audit of Dublin's social media policies and identify opportunities for growth and improvement. Furthermore, the City Manager should equip the social media team with the appropriate resources, training, and guidelines to ensure that the published posts on Dublin's accounts reflect the diversity of its residents.

CO-4: Social Media

The City engage with the Dublin community to revise the City calendar to include:

- ***Lunar New Year: Change wording from "Chinese".***
- ***Remove Cinco De Mayo, and/or use the opportunity to inform about its true history and discourage stereotyping.***
- ***Explore adding another holiday that is meaningful to Dublin Latino/a community, e.g., Latin American Independence September 15-16***

○ **Larry Itliong Day, October 25**

The Task Force believes that the City should recognize additional holidays on their social media accounts that are meaningful to the wide array of Dublin residents. The Task Force recommends the City engage with Dublin residents to discuss ways to update and revise the City's Guidelines for Recognizing Culturally Significant Events to acknowledge the diverse cultural practices and traditions of the Dublin community.

▪ **Other**

O-1: Data

The City of Dublin collect the following data sets: disaggregated data on specific languages spoken at home, and disaggregated ancestry data on Asian Americans in Dublin.

The Task Force understands that the collection of disaggregated data is important because most of the Dublin population that does not speak English well are Asian Americans. The category "Asian" comprises many different languages and ethnicities. Without disaggregated data on languages spoken, the City is unable to provide multilingual resources that are best suited for the targeted community.

The evidence that supports this recommendation is:

- 15.5% of Dublin population (or 8,766 people) speak English *less than very well*
- 65% of those that speak English less than very well are Asian Americans (5,660 people out of 8,766)
- Of the 39% of Dublin residents that are foreign born, 82.4% are Asian
- Foreign born population: 23,865 (51.1% citizens, 48.9% non-US citizen, or 11,676 people)
- Total Dublin population: 61,240

O-2: Training

The City provide ongoing DEI training for all City staff. This should include training specific to work roles, e.g., Communications Manager and Communications Analyst.

To ensure that practices of inclusion and belonging are maintained throughout Dublin, the Task Force recommends the City to provide ongoing DEI training for all staff.

O-3: DEI

The City Manager embed DEI into the work and culture of the City, to include development of a Dublin City DEI process and decision-making checklist.

The Task Force encourages the City Manager to develop a checklist to ensure that practices and procedures that foster DEI are maintained throughout the City's operations.¹⁸

O-4: Transparency

The City ensure greater transparency regarding grants for which the City applies to allow for community input and comment.

The Task Force views Dublin residents and community members as important voices to be included in the City's grant application process. This encourages greater transparency and provides residents platforms to raise comments on how potential grant opportunities may or may not create greater inequities in the City.

O-5: Oversight

The City create a Diversity, Equity, and Inclusion (DEI) Commission to make the work of the Community Task Force a permanent body of the City.

The Task Force strongly recommends that the City consider developing a permanent DEI commission to not only oversee and implement the aforementioned recommendations, but to also provide Dublin with the appropriate governance and structure to continue advancing equity and belonging and ensure that "underrepresented communities have the access and power to make their voices heard and their needs and priorities known."¹⁹

8. Conclusion

The experience of serving on the Task Force reaffirmed the members' belief in the value of community engagement, the process of consensus building and the significance of bridging. It is important to note that the above recommendations and corresponding detail were achieved through respectful dialogue, rigorous research and investigation, a commitment to the process, and in an environment of trust, consensus building and bridging of diverse opinions and perspectives.

The Task Force understands that implementing police reform, collecting and analyzing data, and incorporating diversity, equity and inclusion in City policies, procedures and structures is not an overnight proposition, and requires the commitment and collaboration of the City Council, City staff, DPS and the community. The Task Force urges the City Council to give the recommendations a home, allocate appropriate resources, monitor progress, and ensure accountability.

¹⁸Although this resource is an event planning checklist, it provides a sample outlining of how to incorporate DEI on a procedural level: https://www8.gsb.columbia.edu/sites/default/files/files/Dean_DEI%20Checklist_FY21.pdf

¹⁹ https://bend.granicus.com/MetaViewer.php?view_id=9&event_id=487&meta_id=41298, pg. 16

The Task Force appreciates the opportunity to serve and stands ready to assist the City with advancing reforms necessary to create a City where everyone belongs.²⁰

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²⁰ The City of Dublin’s Community Task Force web page includes various resources the Task Force has reviewed, discussed, and accumulated during this engagement: <https://dublin.ca.gov/2226/Community-Task-Force-on-Equity-Diversity>

9. Appendix

▪ Appendix A: City of Dublin Mission & Vision Statement

Ensuring the Prosperity & Well-Being of Our Community²¹

The City Council adopted Dublin's Mission and Vision statements as part of the City's Strategic Plan. These statements are intended to serve as guidance for the City Council and commissions in their deliberations on various proposals presented to them, and to ensure that our developing community remains happy, healthy, and well-balanced. These statements were updated and modified in August 2020.

Our 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.

Our Vision

Dublin is a great community to live, work, and raise a family. Dublin values:

- **Safety** - We are dedicated to excellent public safety resources, including police and fire.
- **Finances** - We will strive to be fiscally transparent and balance our budgets annually.
- **Inclusivity** - We will advocate for programs and policies that support inclusive access to housing and cultural opportunities.
- **Diversity** - We will support a wide range of programs and events that reflect and cater to the diversity of our residents.
- **Equity** - We will deliver our services in a way that ensures equitable access to all.
- **Innovation** - We will continue to innovate in every aspect of government and promote innovation within the business community.
- **Customer Service** - We will provide welcoming, excellent customer services to our residents and businesses at all times.

²¹ <https://dublin.ca.gov/72/Mission-Vision#:~:text=Our%20Mission,culture%20of%20diversity%20and%20inclusion>

- **Living an Active Lifestyle** - We will continuously promote an active lifestyle through our parks and facilities and encourage participation in local sports.
- **History** - We will honor our history through places and programs that remind people of our beginnings.
- **Business** - We will provide a full spectrum of opportunity by supporting current and prospective businesses through ongoing economic development efforts and helping them grow and thrive locally.
- **Environmental Sustainability** - We will continue to lead in building a well-planned sustainable community and protecting our natural resources.

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