Ad-Hoc Committee	Recommendation Topic/Scope	Description of Recommendation	Jusitification for Recommendation	Anecdotal Evidence for Recommendations	Key Decision Making Party	Implementation Steps
	Oversight: Establish a permanent community safety, criminal justice and law enforcement commission	Establish a permanent body for ongoing review and attention to law enforcement and community safety in Dublin. This commission would be selected by the city council using a similar process to the selection of this Task Force and recommendations will be made to the city council. The commission will not be overseen by or have members chosen by Dublin Police Services, the Alameda County Sheriff's Office, or Dublin city staff. This body would support the city in taking action and ongoing oversight on implementation of approved recommendations of this Task Force, as well as playing an ongoing role to enhance police-community relations in Dublin. This commission is not replaced by the Civilian Oversight body being discussed at the county level.	Civilian oversight brings benefits to communities, police departments, and elected officials. (https://www.nacole.org/benefits)	Civilian oversight boards have been around since the 1950s and many cities across the country have them in place today. Bay Area cities with police oversight bodies include: Berkeley, Davis, Novato, Oakland, Palo Alto, Richmond, Santa Cruz, San Francisco, BART, San Jose, and Sausalito. Police accountability measures have recently drawn strong support from the Bay Area public. (https://www.kqed.org/news/11844487/bay-area-police-accountability-measures-draw-strong-support-across-the-board)	City Council	1. Finalize the commission model 2. Recruit and select a knowledgeable, dedicated group of volunteers whose diversity reflects the city to serve two year terms 3. City council establishes an ongoing communication structure between the commission and the council 4. The commission launches
	Oversight: Hire a consultant to support city staff in enacting the commission's work	Hire a consultant in a permanently funded role that can provide capacity and expertise in supporting enhanced collaboration between the Dublin community, Dublin City Council, Dublin city staff, and Dublin Police Services. This consultant should bring expertise in law enforcement-community relations and serve as an outside support to the city.	Working toward the city's 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.* requires excellent and equitable community services and resources. Dublin Police Services will need time and support to bring their operations and impact on our community more in line with community expectations.	Currently, accountability is within the department. The city manager also oversees the chief in theory but the Task Force was presented with no evidence of real accountability. There are many reasons that police do not hold other police accountable, and civilian oversight is a way to provide an appropriate level of accountability. As an example, civilian oversight bodies are 78% more likely to sustain complaints than police departments. (https://static1.squarespace.com/static/55ad38b1e4b0185f0285195f/t/5b7ecbda1ae6cf17cbe248a8/1535036379266/TerrillIngramPQ+Civilian+Oversight+Study.pdf)	City Council	1. Develop Request for Proposals (RFP), budget and selection process for consultant 2. Advertise RFP broadly and complete selection process, which should include input from community volunteers and not from Dublin Police Services or the Alameda County Sheriff's Office 3. Hire consultant into a permanent role and establish communication structures with the commission, the City Council, city staff, and Dublin Police Services.
Policies and Procedures	Oversight: Establish multiple in-person and online ways to submit complaints for review by the commission	Create additional structures run by the Commission for reporting complaints, including online form and voicemail, to make complaints easier and safer to report. Make these new structures known to the public by posting on city websites and requiring police to provide a card with information about how to make a complaint, along with the officer's name and badge number, to all people who they stop.	We currently have evidence of inequitable interactions and outcomes between Dublin Police Services and those that live, work, and visit Dublin. If Dublin is truly committed to changing that, we must regularly hear about experiences with the police from those who they engage so that we can learn from and remedy the current inequities being perpetuated using our tax dollars.	Currently, all complaints must go directly to DPS or Sheriff and can be made in person, by phone, email, or USPS. From 2016-18, 153 civilian complaints of police misconduct were filed and, of those, 4 out of 5 were ruled in favor of the police.	City Council; DPS must hand out the cards and collaborate to investigate complaints	1. Establish an online form and voicemail. 2. Advertise these methods, including printing cards for officers and providing training and accountability for handing them out. 3. Establish a way to check that the cards are being handed out 4. The commission, in partnership with the consultant and city manager, will receive complaints and share them directly with Dublin Police Services through an established process that provides for discussion, investigation, learning, and satisfactory closure 5. Publish information related to complaints regularly

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	Oversight: All city collaboration with Dublin Police Services will be conducted in support of a policing philosophy rooted in Dublin's core values	Adopt a harm reduction and/or procedural justice framework for policing. Use this framework to focus on the community experience with police, not just the final outcomes. Procedural Justice: https://law.yale.edu/justice-collaboratory/procedural-justice	For decades, Yale Law School's Justice Collaboratory's research has demonstrated that procedural justice is critical for building trust and increasing the legitimacy of law enforcement authorities within communities. As such, it has paramount implications for both public safety and officer efficacy. While highly publicized abuses of authority by police officers fuel distrust and erode legitimacy, less publicized, day-to-day interactions between community members and law enforcement are also influential in shaping people's long-term attitudes toward the police.	Based on Task Force presentations by Chief Holmes, the focus of Dublin Police Services is deterrence and the perceived safety (often better described as comfort) of parts of the community. We regularly observed fear-based language used when describing the daily practices and need for DPS. This philosophy often accompanies proactive policing practices. There is evidence that reducing proactive policing can actually reduce major crime. (https://www.latimes.com/science/sciencenow/la-sci-sn-proactive-policing-crime-20170925-story.html; https://www.nature.com/articles/s41562-017-0211-5?utm_medium=affiliate&utm_source=commission_junction&utm_campaign=3_nsn6445_deeplink_PID100045715&utm_content=deeplink) A community-centered approach would prioritize human security over property, protect civil and human rights, demonstrate respect for all people, and purposefully develop a guardian mindset rather than a warrior mindset.	Dublin City Council	1. Learn about and formally adopt a procedural justice framework 2. Invest in training for Dublin City Council, Dublin city staff, the Commission and consultant, and Dublin Police Services in procedural justice. 3. The Commission will continue to provide review and make recommendations for how DPS can align its approach with a procedural justice framework in order to achieve other goals that have been set.

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Policies and Procedures	Stops -- Traffic and Terry Stops	1) 20% reduction in consent searches by end of 2023 -- collect data on number of consent vs. PC searches	Probable Cause requires well adjudicated "reasonable person" standard while consent searches are often conducted after a citizen's ability to give consent is compromised	Critical questions asked by law enforcement executives can be answered only if the right data are collected.Stop data can be used to examine and improve law enforcement policies and practices, as well as help assess whether resources can be directed in more fruitful ways. Stop data can allow agencies to assess the existence of racial disparities and use findings to acknowledge and respond to what is and is not within their control. Law enforcement should be proactive and engage researchers to examine agency operations and officer behavior prior to any high-profile, officer-involved incidents. Doing so shows good faith in fostering positive community relationships.	City Council	Data Collection - work with DPS and ACSO Data Collection services to add additional steps and procedures for collecting these data points; especially with the purchase of new electronic system DPS in implementing now.
	De prioritze Enforcment of Minor Crimes and Traffic Violations	2) 20% reduction in the charges brought for minor crimes and minor traffic violations that do not threaten public safety by end of 2023 -- collect data on the amount of time DPS spends on responding to non criminal activity v. minor crime activity vs. violent crime. -- capture pre-stop perception of race of suspect prior to them being charged with minor crime or misdemeanor.	Minor infractions should not become a basis for over surveillance of people of color.	A focus on policing minor crimes and activities has led to the criminalization and over-policing of communities of color and use of excessive force in otherwise harmless situations. Nationwide, only 5% of all arrests made in 2018 involved alleged violent crimes and only 4% of what police spend their time doing overall involves enforcing violent crime. Meanwhile, the vast majority of arrests are for low-level, non-violent activities in encounters that can and have escalated to use of force.	City Council	Determine List of minor crimes and traffic violations whose enforcment will be reduced Data Collection - work with DPS and ACSO Data Collection services to add additional steps and procedures for collecting these data points.
	Stops and Deprioritization of Minor Crimes and Traffic Violations	3) 20% reduction in number of stops that lead to no findings of criminal activity or only minor infractions by end of 2023 -- capture police officers' pre-stop perception of the race of individuals they stop -- capture police officers' basis for reasonable suspicion leading to a stop	To increase trust btw DPS and the community because an increased number of stops are leading to minor infraction or no criminal activity. This is often viewed as harrassment and erodes trust with community.	Citizens' views of the police strongly contribute to their willingness to cooperate with and empower law enforcement. Therefore, minimizing the negative effects of stops that do not lead to actual findings of crime or minor infractions is crucial for overall police effectiveness and is especially important for improving relations with communities of color.	City Council	Data Collection - work with DPS and ACSO Data Collection services to add additional steps and procedures for collecting these data points; especially with the purchase of new electronic system DPS in implementing now. Identify more accurate data points to base RS through assistance from experts on policing and from officers with a track record of not using race as factor for RS comend officers who do not use race as a factor in their reasonable suspicion

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Policies and Procedures	Enhance de-escalation data collection and reporting; use this data to increase de-escalation	20% decrease in the Use of Force by end of 2023 -- collect data on the number of times weapon are drawn by police officers -- collect stop data and use of force data by individual office	To decrease the tension that arises when weapons are drawn and to identify possible patterns of individual bias	Presence of a gun already increases the chance that an interaction will turn deadly, drawn the gun increases the chance the interaction will be violent, including deadly violence increases dramatically. (Harvard Injury Control Research Center)	City Council	increase descalation training and identify metrics to measure its use incentivize not drawing a weapon provide letters of comendation for officers who don't draw their weapons
	Use of Force Transparency	-Proclamation of intent that DPS should issue a press release within 72 hours for every incident in which lethal force is applied --https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180SB1421 -Proclamation of intent that DPS and the county should mandate full reporting for incidents of Use of Force Analysis: --The type of force --The types and degree of injury to suspect and officer --Date and time --Location of the incident --Officer's assignment --Number of officers using force in the incident --Officer's activity when force was used (ex. Handcuffing, search warrant,pursuit) --Subject's activity allegedly requiring the officer to use force --Officer's demographics (age, gender, race/ethnicity, rank, number of years with [Insert Jurisdiction], number of years as a police officer) --Subject demographics including race/ethnicity, age, gender, gender identity, primary language and other factors such as mental illness, cognitive impairment, developmental disability, drug and alcohol use/addiction and homeless. --Outcome of any investigation regarding the use of force including any disciplinary actions that were taken as a result. -De-escalation reduction targets -recommendations (Eman)	Deadly Force used 28 times (which is out of every 10k arrests)-- a very high statistical propotion. Lots of missing data points compared to the FBI's structure for homocide reporting. Furthermore, the County Sherriff's general orders surrounding the reporting of Use of Force for the Annual Use of Force Review only mandates certain details to be reported if there's a "pattern" present which leaves the supervisor of said personnel with the control over how much is reported in the Use of Force Review. https://fivethirtyeight.com/features/how-many-americans-the-police-kill-each-year/	DPS and the county sherriff's office have touted compliance with Campaign Zero's proposed Use of Force reforms into the department policies, yet in spite of this the fact still remains that the Alameda County Sherriff's Office still holds an F rating from the Campaign Zero Police Report Card. The Use of Force levels are yet to diminish to the levels hoped for, bringing in the need for greater reporting to help identify such factors in need of behavior within the department. Comprehensive Reporting for the Use of Force has been described to decrease the Use of Force by 25%(http://useofforceproject.org/#analysis). The SFPD Use of Force Policy has a framework for collecting such comprehensive data, and there's agreement that there's lots of constructive data to be explored as a result of it (https://www.sanfranciscopolice.org/sites/default/files/Documents/PoliceDocuments/DepartmentGeneralOrders/DGO%205.01%20Use%20of%20Force%20%28Rev.%2012-21-16%29.pdf), in there case right now, they're at a point where there's a need for more analysis (which could potentially be conducted by civilian oversight commissions at the county and city level).	City Council/ County Sherriff	The City Council Approve the Proclamation and subsequently, the City Manager work with the Sherriff to honor the City Council's view in the decision to approve the proclamation. With the Use of Force Analysis Data Collection in particular, the City Manager should encourage the implementation of the recommended data points into the Use of Force Data Entry System that is set to replace "Blue Team" - the outdated system which DPS currently uses.