CAB Board Retreat 2021

Executive team – Norma Sandoval, Samantha Jenkins, Bob Ilko

Executive Director, Gerald Brown, PhD

Citizens Advisory Board On Police/Community Relations

Agenda

By-laws and Municipal Code Review	Vacancy fulfillment strategy	Survey of pressing issues re. policing within your district or constituency	Approving Minutes of previous meetings
Core Value Identification and SWOT Analysis	Consent Agenda Concept presentation • Member monthly reports • PD monthly reports	Calendaring and prep for meetings	Review , renew and re-introduce board • Expansion of represenation

Citizens Advisory Board On Police/Community Relations

Samantha Jenkins

CAB's History & Future

❖ Originally founded in 1990 and operated until 1999

❖ Reestablished in 2016 at the behest of Councilmember Cole in response to local policing studies showing problematic disparate impact on BIPOC

❖ AB953 2015 Racial Identity and Profiling Act (RIPA) passes

❖ Board starts meeting in 2017 and transitions through multiple EDs through 2019

❖ Board experiences multiple slow to fill vacancies

❖ 2019 Board releases first set of recommendations

❖ 2020 Board new executive team comes aboard

❖ 2021 board re-imagines its future in response to changes in local climate

Purpose and Intent of CAB

- ❑ **Study, consult, and advise** the Mayor, City Council, and community on Police/Community Relations
- ❑ **Support crime prevention efforts**
- ❑ **Foster community participation**
- ❑ **Recommending, reviewing policies, practices and programs**

- ❑ **Increase law enforcement sensitivity, effective and responsiveness**
- ❑ Promote and encourage open communication
- ❑ **Promote and support the shared responsibility** for improvements
- ❑ **Informing the community of rights and responsibilities**

Board Composition

Currently

- ❏ 1 appointed representative per District
- ❏ 1 Police Officer Association rep
- ❏ 1 Human relations expert
- ❏ 1 Youth advocate
- ❏ 2 from Social services, corrections, probation or related fields

Proposal (Additions)

- ❏ One additional representative per District
- ❏ One transition aged youth (TAY)
- ❏ Mental health professional

SWOT Analysis

Strengths	Weaknesses
Opportunities	**Threats**

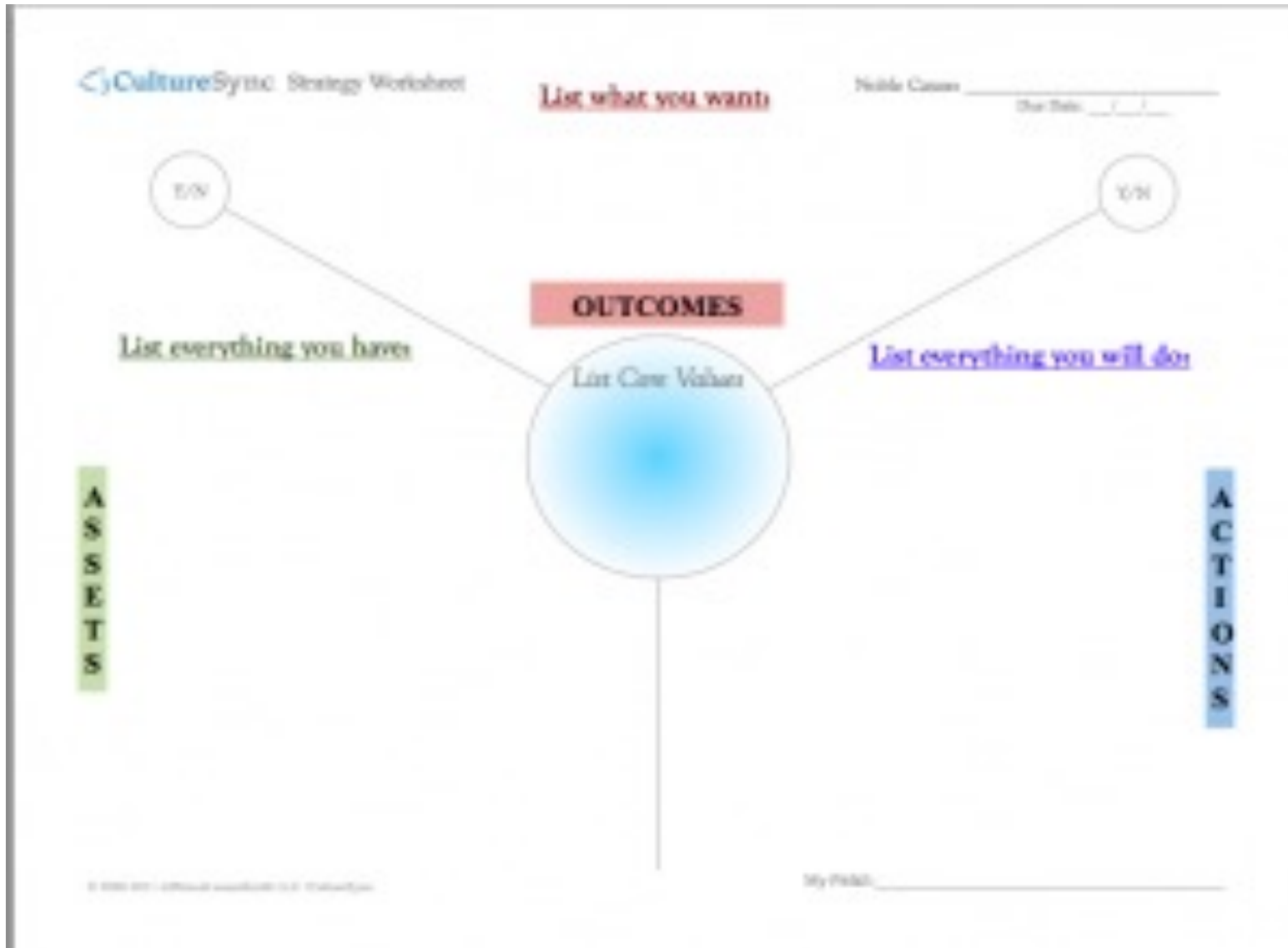# Executive Team's SWOT Analysis

Strengths	Weakness
• City charter • Existing framework of prior recommendation • Vocalized mayoral support • Recent police reform • Committed leadership? • Multi-disciplinary composition • Diversity • Connection to marginalized communities •	• Unclear commitment of late • Lack of community support for CAB • Communication challenges with community and membership • Lack of introspection around personal bias • Lack of focus around issues and actions • Inability to narrow recommendations • Struggles to establish quorum • Lack of municipally granted power over policy
Opportunity	**Threat**
• Vacancies • New city council • New mayoral administration • Development of new communication protocol • Propose new recommendations in response to recent developments locally and nationally • Leveraging community centered and political power	• Community calling for dissolution of CAB • Pushback from SDPD • Emergence of CPP • Lack of real commitment of council members to recommend slots

Core Values

- ❏ Service
- ❏ Integrity
- ❏ Competence
- ❏ Commitment
- ❏ Transparency
- ❏ Strategic

- ❏ Accountability
- ❏ Collaboration
- ❏ Empathy
- ❏ Empowerment
- ❏ Education
- ❏ Justice

- ❏ Trust
- ❏ Legitimacy
- ❏ Responsibility
- ❏ Responsiveness
- ❏ Informative
- ❏ Authenticity

- ❏ Engagement
- ❏ Intersectionality
- ❏ Cultural Competence
- ❏ Accuracy
- ❏ Thoroughness
- ❏ Focus

Exec Team -Core Values Selections

- ❑ Service
- ❑ Integrity
- ❑ Competence
- ❑ Commitment
- ✓ Transparency
- ✓ Strategic

- ✓ Accountability
- ✓ Collaboration
- ❑ Empathy
- ❑ Empowerment
- ❑ Education
- ❑ Justice

- ❑ Trust
- ❑ Legitimacy
- ❑ Responsibility
- ❑ Responsiveness
- ❑ Informative
- ❑ Authenticity

- ❑ Engagement
- ❑ Intersectionality
- ❑ Cultural Competence
- ❑ Accuracy
- ❑ Thoroughness
- ❑ Focus

90-Day Micro-strategy

#1 Write your outcome at the top.

#2 Brainstorm the assets you have to help you accomplish your strategy.

#3 Brainstorm the actions that you will take, based on your assets, to accomplish your outcome.

Pressing Issues

❑ Board vacancies

❑ Racial Profiling & Ongoing Disparate Impact

❑ Lack of community understanding of policing policies

❑ Lack of community support for the board

❑ Social Unrest

Vacancy fulfillment strategy

❑ Written request for report from Mayor's office on efforts to fill vacancies

❑ Direct engagement with Councilmembers

❑ Board member community outreach

❑ Media campaign (print and social)

❑ Charter amendment for expansion

❑ Request for city support with outreach efforts

❑ Request for outreach budget

Role of the Executive Director

Board Member Job Description

Consent Agenda

A **consent agenda** is a board meeting practice that groups routine business and reports into one **agenda** item. The **consent agenda** can be approved in one action, rather than filing motions on each item separately. Using a **consent agenda** can save boards anywhere from a few minutes to a half hour.

https://www.boardeffect.com/blog/what-is-a-consent-agenda-for-a-board-meeting/#:~:text=A%20consent%20agenda%20is%20a,minutes%20to%20a%20half%20hour.

Proposed consent agenda content

- ❑ PD report
  - ❑ Crime stats per district
  - ❑ Chief's advisory groups reports
  - ❑ Captains' advisory groups reports
  - ❑ Community engagement actions
  - ❑ Policy revisions
- ❑ Board Member reports
  - ❑ Councilmember engagement read-outs
  - ❑ Community group engagements
  - ❑ District policing concerns and successes
- ❑ Executive Director report
- ❑ Chairman's report

Review , renew and re-introduce board

- ❑ Develop a board member job description with qualifications and requirements
- ❑ Fill vacancies
- ❑ Reestablished community relationships
- ❑ Regular review of best practices and trends in community policing and crime prevention
- ❑ Semi-annual policy recommendations
- ❑ Reviews of existing policies and introduction to the public
- ❑ Increased board member and PD accountability
- ❑ Increased transparency in communications and requests made to Mayor's office, council and PD
- ❑ Review of crime trends
- ❑ Quarterly community organization presentations
- ❑ Quarterly councilmember meetings for maintaining support and engagement
- ❑ Quarterly community trainings on various policing matters
- ❑ Conflict resolution role? Training with NCRC (seek funding potentially)