



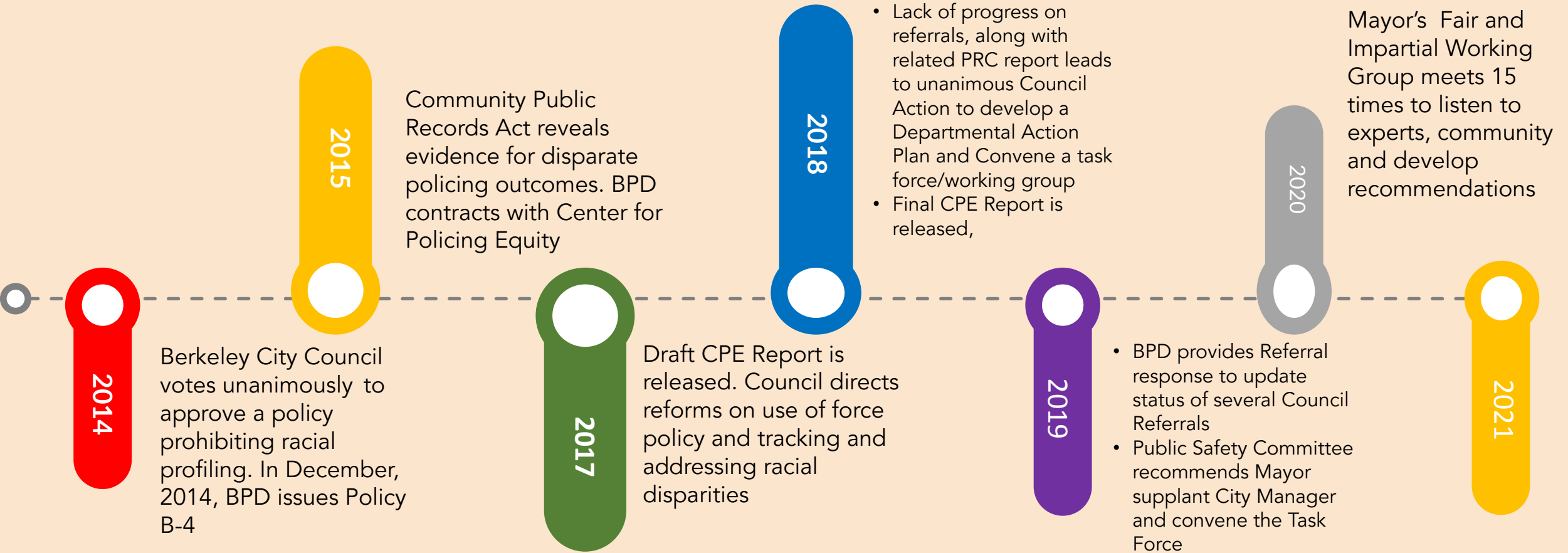
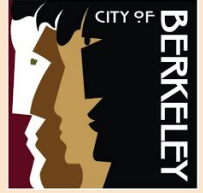
Fair & Impartial Policing Working Group

May 19, 2021



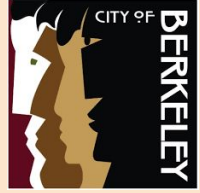
Background

History of Fair and Impartial Policing Actions Leading to Working Group Initiation



Composition of Working Group

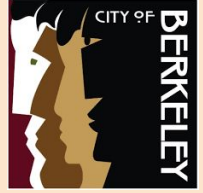
Membership developed based on initial Council Referral



- **Berkeley Police Department**, Chief Greenwood, Capt. Rolleri, Lt. Tate, Lt. Montgomery, Officer Matt Yee, Arlo Malmberg
- **Police Review Commission** Izzy Ramsey, Kitty Calavita, Nathan Mizell
- **ACLU Northern California, Berkeley Chapter** Elliot Halpern
- **Civil Rights Attorney** Jim Chanin
- **NAACP, Berkeley Chapter** Mansour Id-Deen
- **Latinxs Unidos de Berkeley** Héctor Malvido
- **Berkeley Community Safety Coalition** Moni Law
- **Associated Students of University of California**, Nathan Mizell
- **Academic Expert, PhD Candidate, UC Berkeley** Perfecta Oxholm

Process

Year long, five-phase process



Phase 1

Phase 2

Phase 3

Phase 4

Phase 5

Reviewing Objectives, Developing a Workplan

Working Group focused on building a common understanding of past work surrounding this issue and progress that has been made in this field.

Quantitative Analysis

Working Group focused on analysis of possible drivers of disparity as well as the appropriate and available metrics to analyze them

Qualitative Analysis

COVID-19 and limited resources complicated this effort.

Formulating Recommendations Based on Expert Input Including:

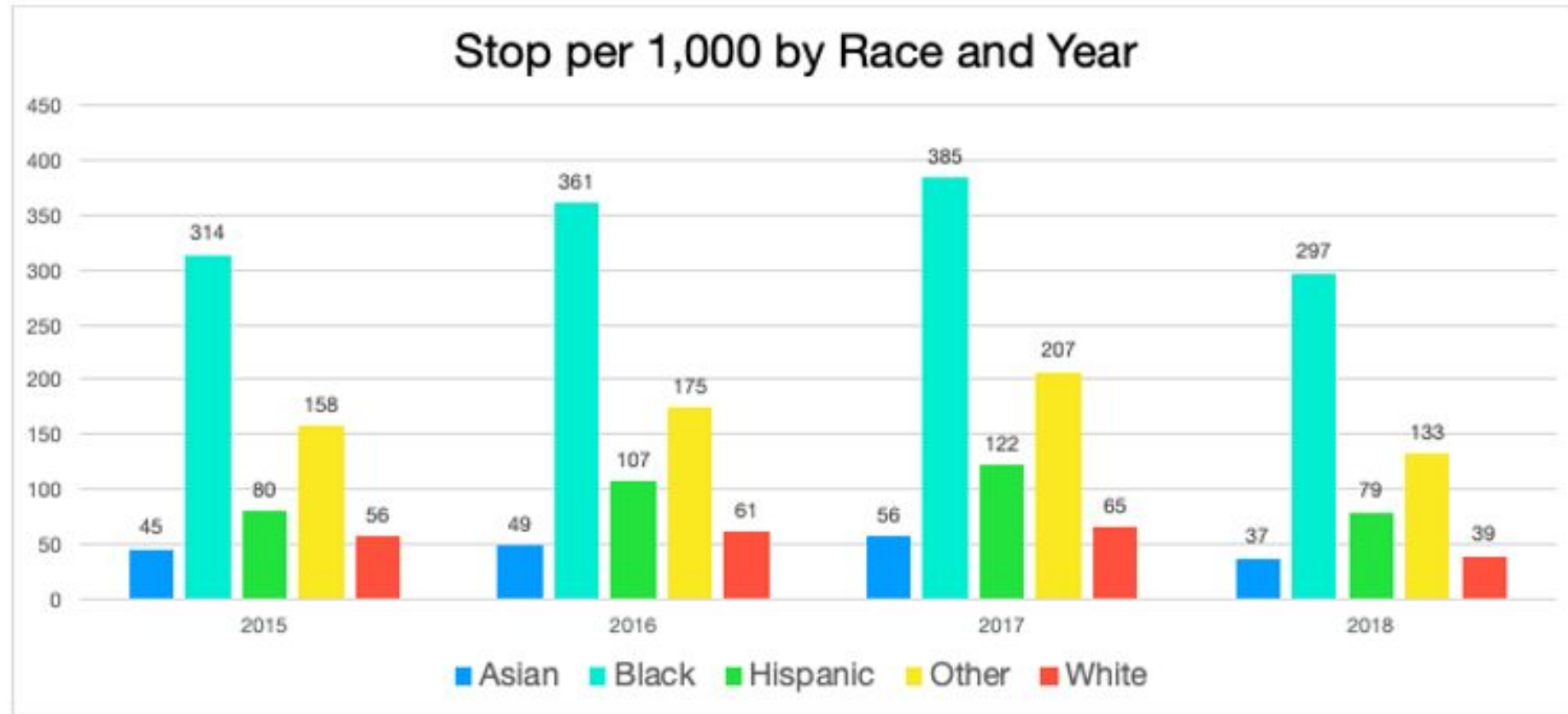
- Dr. Frank Baumgartner
- OPD Captain Chris Bolton
- Scott Meadors, Stockton PD
- Brandon Anderson, Raheem

Developing Final Report and Next Steps

Draft recommendations developed by a subcommittee and discussed in detail

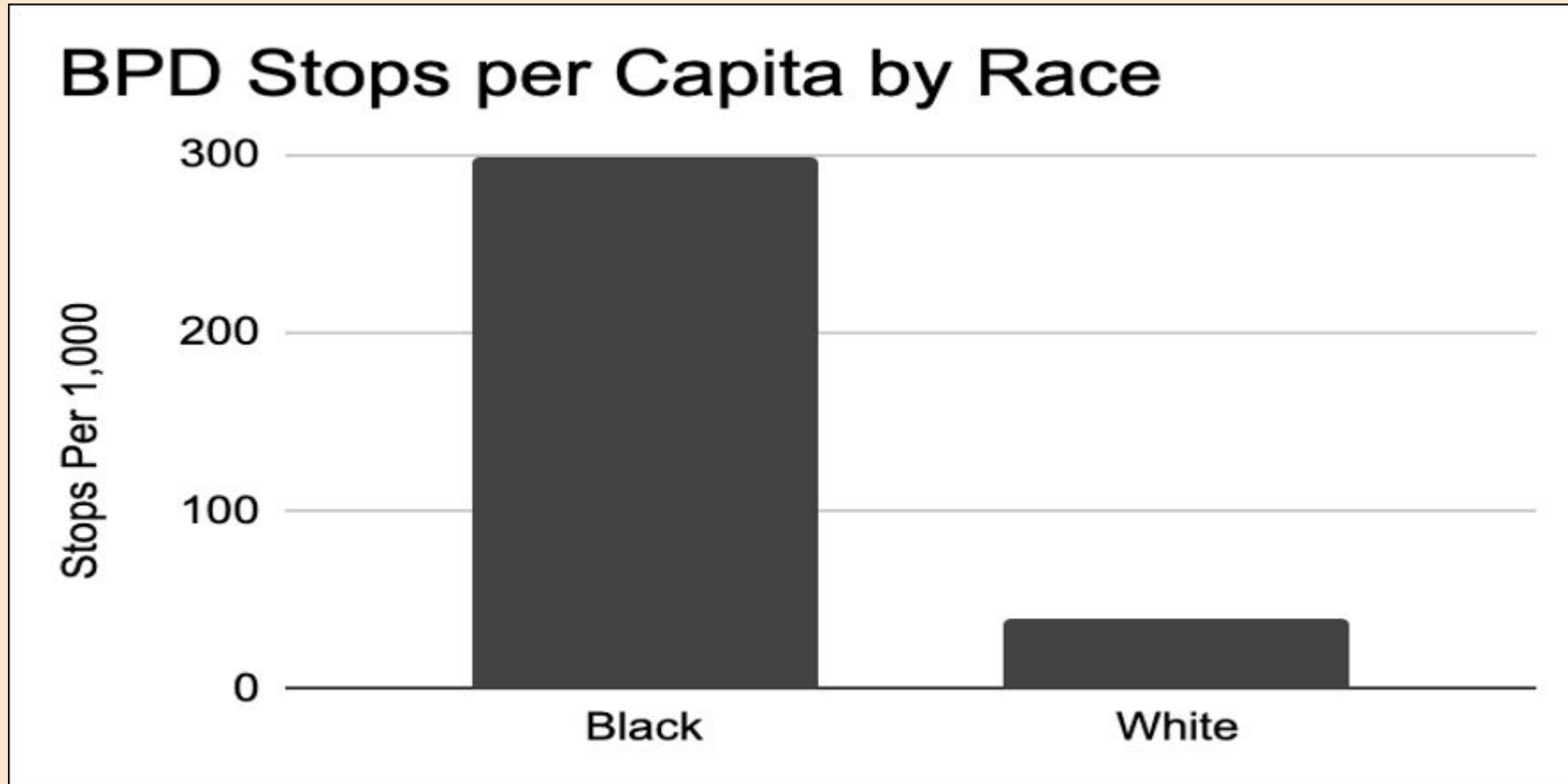
Recommendations finalized through a consensus process

Stops per 1,000 by Race and Year 2015-2018



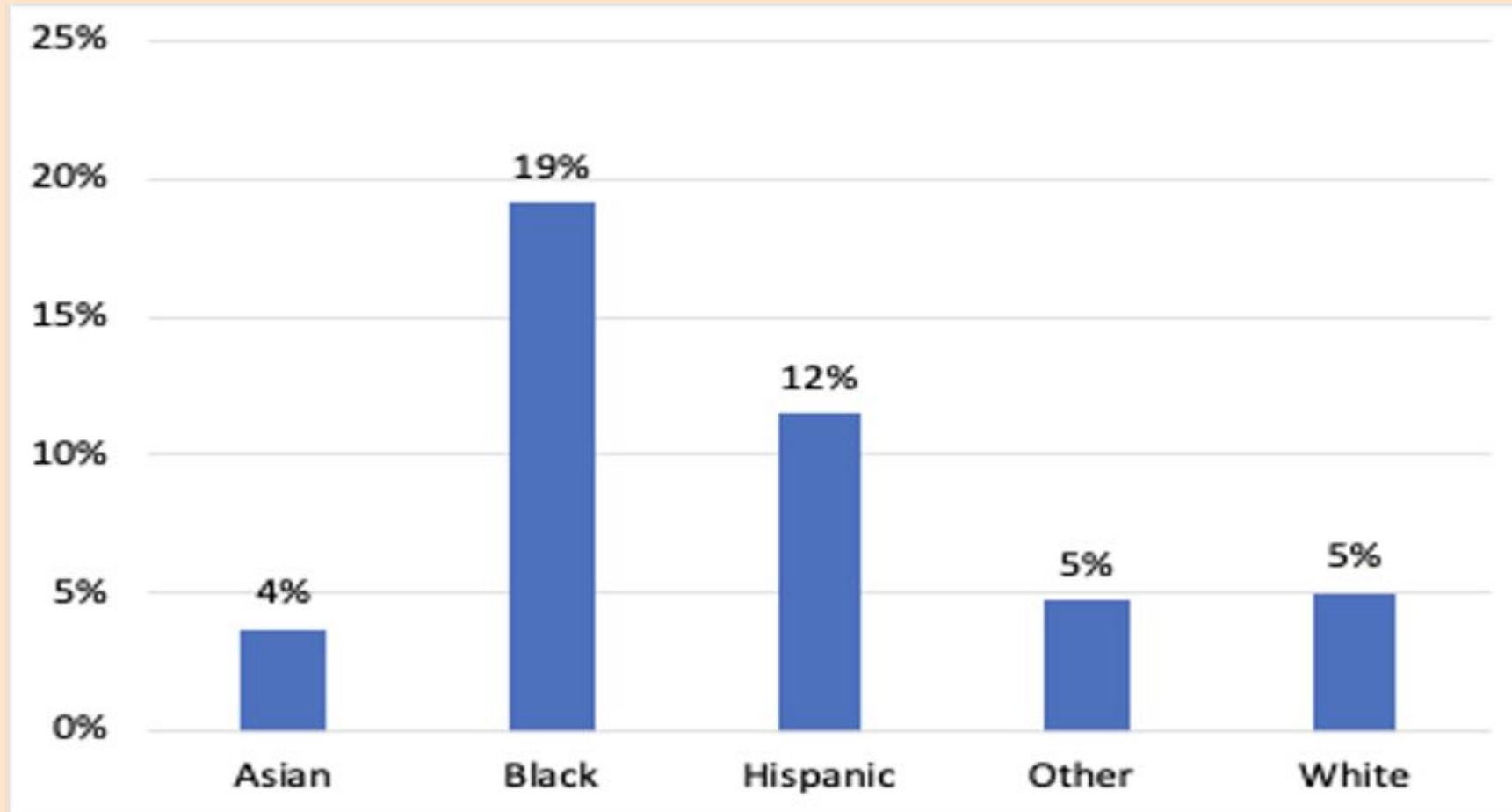
Source: BPD data; analysis provided by Perfecta Oxholm, Goldman School of Public Policy, UC Berkeley

BPD Stops per Capita by Race 2018



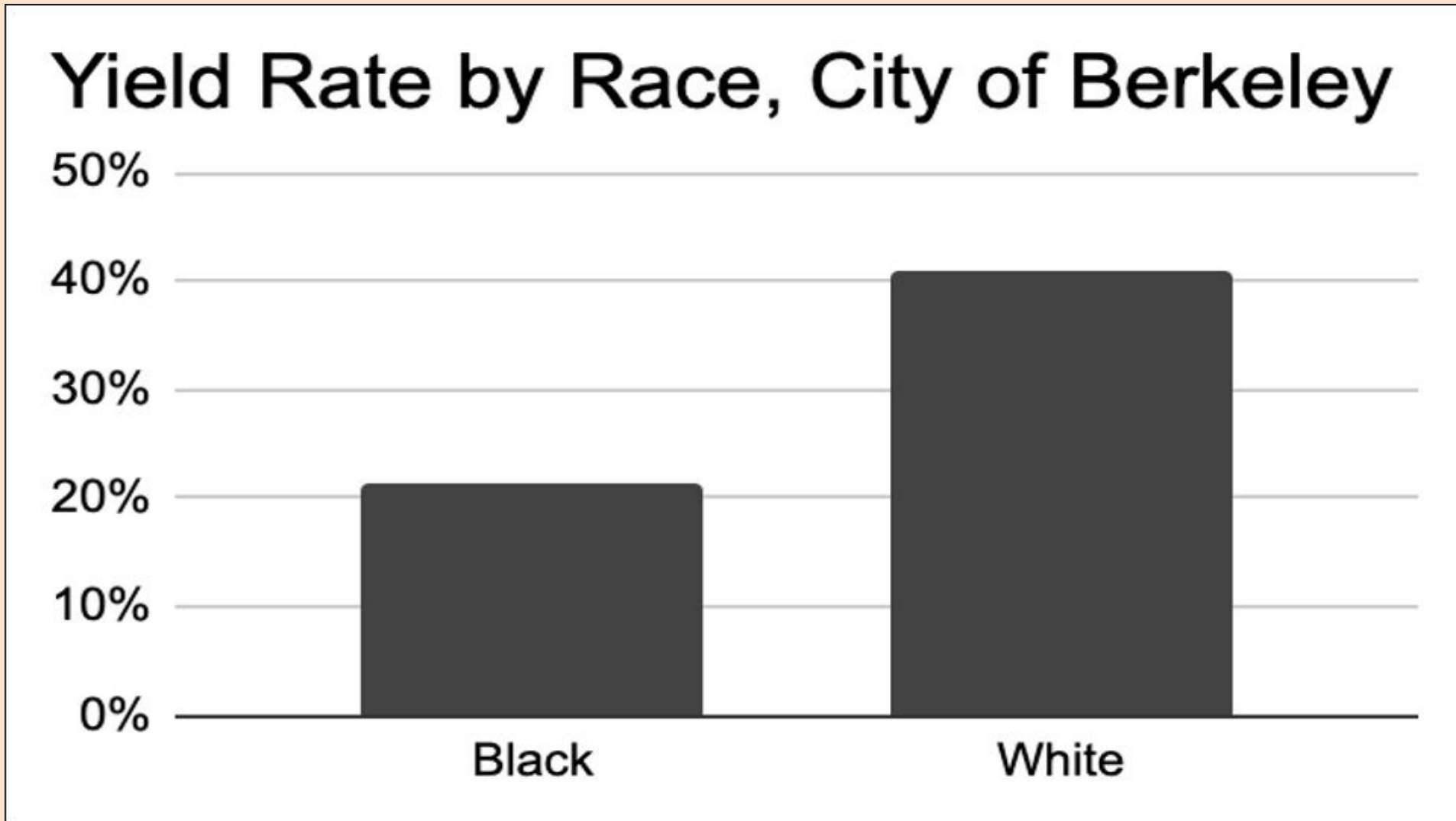
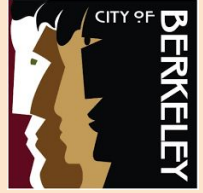
Source: BPD data; analysis provided by George Lippman

BPD Traffic Stops that Included a Search, by Race: 2015-2020



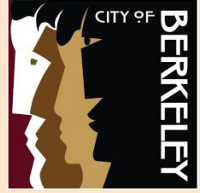
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Yield Rate in Traffic Stops, by Race: 2015-2020



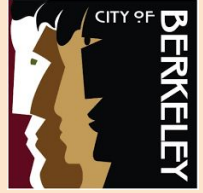
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Key Recommendations



1. **Focus traffic stops on safety**
2. **Use a clear, evidence-based definition for stops of criminal suspects**
3. **Use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria**
4. **Eliminate stops for low-level offenses**
5. **Implement an Early Intervention System (EIS) and a risk-management structure**
6. Immediately release stop, arrest, calls for service and use of force data from 2012 to present to the Working Group
7. Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation, or parole
8. **Require written consent for all consent searches**
9. For any individual detained, BPD officers shall provide a business card with info on a website similar to RAHEEM and info on complaint process with PAB
10. Address Profiling by Proxy (PAB Policy Development, Dispatcher Training)
11. Fire racist police officers identified through social media and other media screens
12. Address Profiling by Proxy (Council develop & pass CAREN policy)
13. Require regular analysis of BPD stop, search, and use of force data
14. Make resources on police-civilian encounters more publicly available such as RAHEEM.org
15. Adopt Compliance and Accountability Mechanisms
 - Hire consultant to develop implementation plan

City Council Approved Motion, February 23 2021



Summarized Below - Full Annotated Agenda Attached in Packet

1. Accept and acknowledge the report from the Mayor's Fair and Impartial Policing Working Group
2. Acknowledge and appreciate work already underway by the City Manager's Office and Police Department
3. Refer to the City Manager to implement the following recommendations with quarterly progress updates to the Police Accountability Board (PAB)
 - **Implement a new evidence-based Traffic Enforcement Model** (Including focusing traffic stops on safety and not low-level offenses)
 - **Implement Procedural Justice Reforms**
 - Early Intervention System
 - Require written consent for all vehicle and residence searches and update form with best practices
 - Limit warrantless searches of individuals on Post Release Community Supervision (PRCS), probation, or parole
 - Address Profiling by Proxy (PAB develop a city policy, Dispatcher Training)
 - Fire racist officers identified through social media and other media screens
 - Require regular analysis of BPD stop, search and Use of Force data
 - Make resources on police-civilian encounters publicly available such as through RAHEEM.org
 - BPD officers shall provide a business card with info on the commendation and complaint process with PAB and the Berkeley Police Department
4. **Compliance and Accountability Mechanisms**
 - City Manager to return in three months with short term and long term plan for implementation, legal and operational constraints, and budget estimates for implementation.
 - Long term oversight is the responsibility of the Police Accountability Board

Questions

