



Commission on the  
Status of Women

## Commission on the Status of Women

Wednesday, April 17, 2024 – 7:00pm

North Berkeley Senior Center

1901 Hearst Ave, Berkeley, CA 94709

### AGENDA

**Mayor Arreguin:**  
Tiffany Boyd

**Rashi Kersarwani:**

**Terry Taplin:**  
Saanvi Arora

**Ben Bartlett:**  
Kameka Goodwin

**Kate Harrison**  
Shirley Posey

**Sophie Hahn**  
Vice-Chair Radha Seshagiri


**Susan Wengraf:**  
Chair-Carole Marasovic

**Rigel Robinson:**  
Keyanna Ortiz-Cedeno

**Mark Humbert**  
Linda Oliver

***All items are for discussion and possible action.***

1. Roll Call.
2. Land Acknowledgment.
3. Public Comments for Items not on the Agenda.
4. Approval of the Agenda.
5. Approval of the March 20, 2024 minutes.
6. Presenter, Simone Robenolt, from Policy Link on Women's Economic Uncertainty and Slow Economic Recovery Post-Pandemic; Q and A. Discussion and Possible Action.
7. Presentation on City of Berkeley plan for Addressing Gender-Based Violence, Gayle Sasha Schneider and Katie Hawn. Discussion and Possible Action.
8. Presentation on current Berkeley crime trends informing development of plan to implement crime prevention strategies for women, particularly older women per: COSOW recommendation submitted to Council, presented by Cari Arredondo, Reimagining Public Safety, City Manager's office and Arlo Malmberg, Berkeley Police Department.
9. Proposed Recommendation on City Enforcement of Legally Required Sexual Harassment Training for Employers. Discussion and possible action.
10. Chair Report. Discussion Only.
11. Proposed Recommendation on Establishing a Sex Trafficking Task Force. Discussion and Possible Action.

 **ADA Disclaimer** “This meeting is being held in a wheelchair accessible location. To request a disability-related accommodation(s) to participate in the meeting, including auxiliary aids or services, please contact the Disability Services Specialist at 981-6418 (V) or 981-6347 (TDD) at least five business days before the meeting date. Please refrain from wearing scented products to this meeting.”

### **Communications Disclaimer**

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### **SB 343 Disclaimer**

*Any writings or documents provided to a majority of the Commission regarding any item on this agenda will be made available for public inspection at the City Manager’s Office located at 2180 Milvia Street, 5th Floor.*

### **Commission Contact Information**

*Okeya Vance-Dozier, Secretary  
Commission on the Status of Women  
2180 Milvia Street, 5<sup>th</sup> Floor, Berkeley, CA 94704  
510/981-7239 (Office)  
510/529-5376 (Cell)  
[Ovance-dozier@berkeleyca.gov](mailto:Ovance-dozier@berkeleyca.gov) (email)*

## Land Acknowledgement Statement

*The City of Berkeley recognizes that the community we live in was built on the territory of xučyun (Huchiun (Hooch-yoon)), the ancestral and unceded land of the Chochenyo (Cho-chen-yo)-speaking Ohlone (Oh-low-nee) people, the ancestors and descendants of the sovereign Verona Band of Alameda County. This land was and continues to be of great importance to all of the Ohlone Tribes and descendants of the Verona Band. As we begin our meeting tonight, we acknowledge and honor the original inhabitants of Berkeley, the documented 5,000-year history of a vibrant community at the West Berkeley Shellmound, and the Ohlone people who continue to reside in the East Bay. We recognize that Berkeley's residents have and continue to benefit from the use and occupation of this unceded stolen land since the City of Berkeley's incorporation in 1878. As stewards of the laws regulating the City of Berkeley, it is not only vital that we recognize the history of this land, but also recognize that the Ohlone people are present members of Berkeley and other East Bay communities today. The City of Berkeley will continue to build relationships with the Lisjan Tribe and to create meaningful actions that uphold the intention of this land acknowledgement.*



Commission on the Status of Women

**Commission on the Status of Women  
Regular Meeting – March 20, 2024  
DRAFT MINUTES**

The meeting convened at 7:05pm with Chairperson Marasovic presiding.

**ROLL CALL**

**Present:** Marasovic, Posey, Ortiz-Cedeno, Goodwin, Seshagiri, Oliver, Boyd

**Absent:** Plese, Arora

**Leave of Absence:**

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**Comments from the Public**

- Public attendance: 0
- Public comments: 0

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**Action Items:**

**Item # 1:**

**Approval of Agenda. Discussion and Possible Action.**

***Agenda items 7 and 8 will be removed and deferred to another scheduled meeting when presenters are available.***

**M/S/C:** Seshagiri, Boyd

**Ayes:** Posey, Ortiz-Cedeno, Goodwin, Seshagiri, Oliver, Boyd, Marasovic

**Absent:** Plese, Arora

**Leave of Absence:**

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**Item # 2:**

**Approval of the Minutes from February 21, 2024 COSOW Meeting. Discussion and Possible Action.**

**M/S/C:** Seshagiri, Marasovic

**Ayes:** Posey, Ortiz-Cedeno, Goodwin, Seshagiri, Oliver, Boyd, Marasovic

**Absent:** Plese, Arora



**Abstain:**  
**Leave of Absence:**

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**Item # 3:**  
**Proposed Recommendation on City Enforcement of Legally Required Sexual Harassment Training for Employers. Discussion and possible action.**  
*Deferred to the next scheduled meeting.*

**M/S/C:**  
**Ayes:**  
**Absent:**  
**Leave of Absence:**

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**Item # 4:**  
**Proposed Recommendation on Sex Trafficking. Discussion and Possible Action.**  
*Deferred to the next scheduled meeting.*

**M/S/C:**  
**Ayes:**  
**Absent:**  
**Leave of Absence:**

The meeting was adjourned at 9:00pm

**Respectfully Submitted,**

**Okeya Vance-Dozier, Secretary**  
**Commission on the Status of Women**



## Bill Text: CA SB1343 | 2017-2018 | Regular Session | Chaptered California Senate Bill 1343 (***Prior Session Legislation***)

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**Bill Title:** Employers: sexual harassment training: requirements.

**Spectrum:** Partisan Bill (Democrat 3-0)

**Status:** (*Passed*) 2018-09-30 - Chaptered by Secretary of State. Chapter 956, Statutes of 2018. [SB1343 Detail]

**Download:** California-2017-SB1343-Chaptered.html

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Senate Bill No. 1343

CHAPTER 956

An act to amend Sections 12950 and 12950.1 of the Government Code, relating to employment.

[ Approved by Governor September 30, 2018. Filed with Secretary of State September 30, 2018. ]

### LEGISLATIVE COUNSEL'S DIGEST

SB 1343, Mitchell. Employers: sexual harassment training: requirements.

The California Fair Employment and Housing Act makes specified employment practices unlawful, including the harassment of an employee directly by the employer or indirectly by agents of the employer with the employer's knowledge. The act requires employers with 50 or more employees to provide at least 2 hours of prescribed training and education regarding sexual harassment, abusive conduct, and harassment based upon gender, as specified, to all supervisory employees within 6 months of their assumption of a supervisory position and once every 2 years, as specified.

This bill would instead require an employer who employs 5 or more employees, including temporary or seasonal employees, to provide at least 2 hours of sexual harassment training to all supervisory employees and at least one hour of sexual harassment training to all nonsupervisory employees by January 1, 2020, and once every 2 years thereafter, as specified. The bill would require the Department of Fair Employment and Housing to develop or obtain 1-hour and 2-hour online training courses on the prevention of sexual harassment in the workplace, as specified, and to post the courses on the department's Internet Web site. The bill would also require the department to make existing informational posters and fact sheets, as well as the online training courses regarding sexual harassment prevention, available to employers and to members of the public in specified alternate languages on the department's Internet Web site.

### Digest Key

Vote: majority Appropriation: no Fiscal Committee: yes Local Program: no

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### Bill Text

## THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

**SECTION 1.** Section 12950 of the Government Code is amended to read:

**12950.** In addition to employer responsibilities set forth in subdivisions (j) and (k) of Section 12940 and in rules adopted by the department and the council, every employer shall act to ensure a workplace free of sexual harassment by implementing the following minimum requirements:

(a) (1) The department's poster on discrimination in employment shall include information relating to the illegality of sexual harassment. One copy of the poster shall be provided by the department to an employer or a member of the public upon request. The

poster shall be available at each office of the department, and shall be mailed if the request includes a self-addressed envelope with postage affixed. Each employer shall post the poster in a prominent and accessible location in the workplace.

(2) Post a poster developed by the department regarding transgender rights in a prominent and accessible location in the workplace.

(3) Provide sexual harassment training as required by Section 12950.1.

(b) Each employer shall obtain from the department its information sheet on sexual harassment, which the department shall make available to employers for reproduction and distribution to employees. One copy of the information sheet shall be provided by the department to an employer or a member of the public upon request. The information sheets shall be available at each office of the department, and shall be mailed if the request includes a self-addressed envelope with postage affixed. Each employer shall distribute this information sheet to its employees, unless the employer provides equivalent information to its employees that contains, at a minimum, components on the following:

(1) The illegality of sexual harassment.

(2) The definition of sexual harassment under applicable state and federal law.

(3) A description of sexual harassment, utilizing examples.

(4) The internal complaint process of the employer available to the employee.

(5) The legal remedies and complaint process available through the department.

(6) Directions on how to contact the department.

(7) The protection against retaliation provided by Title 2 of the California Code of Regulations for opposing the practices prohibited by this article or for filing a complaint with, or otherwise participating in an investigation, proceeding, or hearing conducted by, the department or the council.

(8) A link to, or the Internet Web site address for, the sexual harassment online training courses developed pursuant to Section 12950.1 and located on the Internet Web site of the Department of Fair Employment and Housing.

(c) The information sheet or information required to be distributed to employees pursuant to subdivision (b) shall be delivered in a manner that ensures distribution to each employee, such as including the information sheet or information with an employee's pay.

(d) The Department of Fair Employment and Housing shall make the poster, fact sheet, and online training courses available in English, Spanish, Simplified Chinese, Tagalog, Vietnamese, Korean, and any other language that is spoken by a "substantial number of non-English-speaking people," as that phrase is defined in Section 7296.2. The department shall make versions of the online training courses with subtitles in each language and shall orally dub the online training courses into each language other than English. Simplified Chinese shall be sufficient for subtitling purposes.

(e) The department shall make the poster, fact sheet, and online training courses required by this section, and the corresponding translations, available to employers and to the public through its Internet Web site in formats that may be streamed or downloaded.

(f) Notwithstanding subdivisions (j) and (k) of Section 12940, a claim that the information sheet or information required to be distributed pursuant to this section did not reach a particular individual or individuals shall not in and of itself result in the liability of any employer to any present or former employee or applicant in any action alleging sexual harassment. Conversely, an employer's compliance with this section does not insulate the employer from liability for sexual harassment of any current or former employee or applicant.

(g) If an employer violates the requirements of this section, the department may seek an order requiring the employer to comply with these requirements.

**SEC. 2.** Section 12950.1 of the Government Code is amended to read:

**12950.1.** (a) By January 1, 2020, an employer having five or more employees shall provide at least two hours of classroom or other effective interactive training and education regarding sexual harassment to all supervisory employees and at least one hour of classroom or other effective interactive training and education regarding sexual harassment to all nonsupervisory employees in California within six months of their assumption of a position. An employer may provide this training in conjunction with other training provided to the employees. The training may be completed by employees individually or as part of a group presentation, and may be completed in shorter segments, as long as the applicable hourly total requirement is met. An employer who has provided this training and education to an employee after January 1, 2019, is not required to provide training and education by the January 1, 2020, deadline. After January 1, 2020, each employer covered by this section shall provide sexual harassment training and education to each employee in California once every two years. The training and education required by this section shall include information and practical guidance regarding the federal and state statutory provisions concerning the prohibition against and the prevention and correction of sexual harassment and the remedies available to victims of sexual harassment in employment. The training and education shall also include practical examples aimed at instructing supervisors in the prevention of harassment, discrimination, and retaliation, and shall be presented by trainers or educators with knowledge and expertise in the prevention of harassment, discrimination, and retaliation. The department shall provide a method for employees who have completed the training to save electronically and print a certificate of completion.

(b) An employer shall also include prevention of abusive conduct as a component of the training and education specified in subdivision (a).

(c) An employer shall also provide training inclusive of harassment based on gender identity, gender expression, and sexual orientation as a component of the training and education specified in subdivision (a). The training and education shall include practical examples inclusive of harassment based on gender identity, gender expression, and sexual orientation, and shall be presented by trainers or educators with knowledge and expertise in those areas.

(d) The state shall incorporate the training required by subdivisions (a) to (c), inclusive, into the 80 hours of training provided to all new employees pursuant to subdivision (b) of Section 19995.4, using existing resources.

(e) Notwithstanding subdivisions (j) and (k) of Section 12940, a claim that the training and education required by this section did not reach a particular individual or individuals shall not in and of itself result in the liability of any employer to any present or former employee or applicant in any action alleging sexual harassment. Conversely, an employer's compliance with this section does not insulate the employer from liability for sexual harassment of any current or former employee or applicant.

(f) If an employer violates this section, the department may seek an order requiring the employer to comply with these requirements.

(g) The training and education required by this section is intended to establish a minimum threshold and should not discourage or relieve any employer from providing for longer, more frequent, or more elaborate training and education regarding workplace harassment or other forms of unlawful discrimination in order to meet its obligations to take all reasonable steps necessary to prevent and correct harassment and discrimination. This section shall not be construed to override or supersede statutes, including, but not limited to, Section 1684 of the Labor Code, that meet or exceed the training for nonsupervisory employees required under this section.

(h) (1) Beginning January 1, 2020, for seasonal and temporary employees, or any employee that is hired to work for less than six months, an employer shall provide training within 30 calendar days after the hire date or within 100 hours worked, whichever occurs first. In the case of a temporary employee employed by a temporary services employer, as defined in Section 201.3 of the Labor Code, to perform services for clients, the training shall be provided by the temporary services employer, not the client.

(2) Beginning January 1, 2020, sexual harassment prevention training for migrant and seasonal agricultural workers, as defined in the federal Migrant and Seasonal Agricultural Worker Protection Act (29 U.S.C. 1801, et seq.), shall be consistent with training for nonsupervisory employees pursuant to paragraph (8) of subdivision (a) of Section 1684 of the Labor Code.

(i) (1) For purposes of this section only, "employer" means any person regularly employing five or more persons or regularly receiving the services of five or more persons providing services pursuant to a contract, or any person acting as an agent of an employer, directly or indirectly, the state, or any political or civil subdivision of the state, and cities.

(2) For purposes of this section, "abusive conduct" means conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person's work performance. A single act shall not constitute abusive conduct, unless especially severe and egregious.

(j) For purposes of providing training to employees as required by this section, an employer may develop his or her own training module or may direct employees to view the online training course referenced in subdivision (k) and this shall be deemed to have complied with and satisfied the employers' obligations as set forth in this section and Section 12950.

(k) The Department of Fair Employment and Housing shall develop or obtain two online training courses on the prevention of sexual harassment in the workplace in accordance with the provisions of this section. The course for nonsupervisory employees shall be one hour in length and the course for supervisory employees shall be two hours in length.

(l) The department shall make the online training courses available on its Internet Web site. The online training courses shall contain an interactive feature that requires the viewer to respond to a question periodically in order for the online training courses to continue to play. Any questions resulting from the online training course described in this subdivision shall be directed to the trainee's employer's Human Resources Department or equally qualified professional rather than the department.

# Sexual Harassment Prevention Training – Landing page

## **Before You Start: Technology**

- The training can be taken on a computer or mobile device.
- The training should be taken on the most up-to-date version of your operating system and browser. CRD cannot guarantee that the training will run successfully on operating systems or browsers that are not up to date and cannot offer technical support if the training is taken on out-of-date systems/browsers.
- The training is compatible with the newest version of the following systems:
  - Windows 10 or 11: Microsoft Edge, Google Chrome
  - Mac OS 14.X: Safari, Google Chrome
  - Mobile: Safari in Apple iOS/iPadOS, Google Chrome in Apple iOS/iPadOS, Google Chrome in Android OS 6 or later

## **Before You Start: How to Successfully Complete the Training**

- Some slides may take longer than others to load. If the training appears stuck on a slide or will not advance, it may be a temporary delay. You may also try refreshing or reloading the page.
- Obtaining your certificate of completion
  - At the end of the training, you will be prompted to enter information to generate a certificate of completion. Using computer/mobile device functions, you can choose to save, print, take a screenshot, or take a photo of the certificate. Before you begin the training, please consult your employer for direction on if/how they prefer to receive the certificate. CRD cannot email you a replacement certificate.
- Please report technical issues to [SHPT@calcivilrights.ca.gov](mailto:SHPT@calcivilrights.ca.gov).

## **Limitations on Use**

- CRD's trainings may not be duplicated, reproduced, distributed, or ingested into a third-party system such as employers' e-learning platforms. The trainings contain materials licensed only to CRD. CRD anticipates updating these trainings from time to time to account for legal and policy developments.

## **Accessibility**

- The trainings are available in English, Spanish, Korean, Chinese, Vietnamese, and Tagalog.
- You may choose to turn closed captioning on or off in any version.
- There is alt-text for the images and the icons.

## **Additional Information**

- For more information about the requirements of the law, please see Government Code section 12950.1.
- CRD has created Frequently Asked Questions for both employees and employers about their responsibilities under the law. Please visit the following pages to learn more:
  - [Employee FAQ](#)
  - [Employer FAQ](#)

Continue



# Recommendations for the City of Berkeley's Domestic, Intimate Partner and Gender-Based Violence Response

Sasha Gayle-Schneider (they/them)

Social Systems Assessment Specialist

Office of the Director - Department of Health, Housing & Community Services



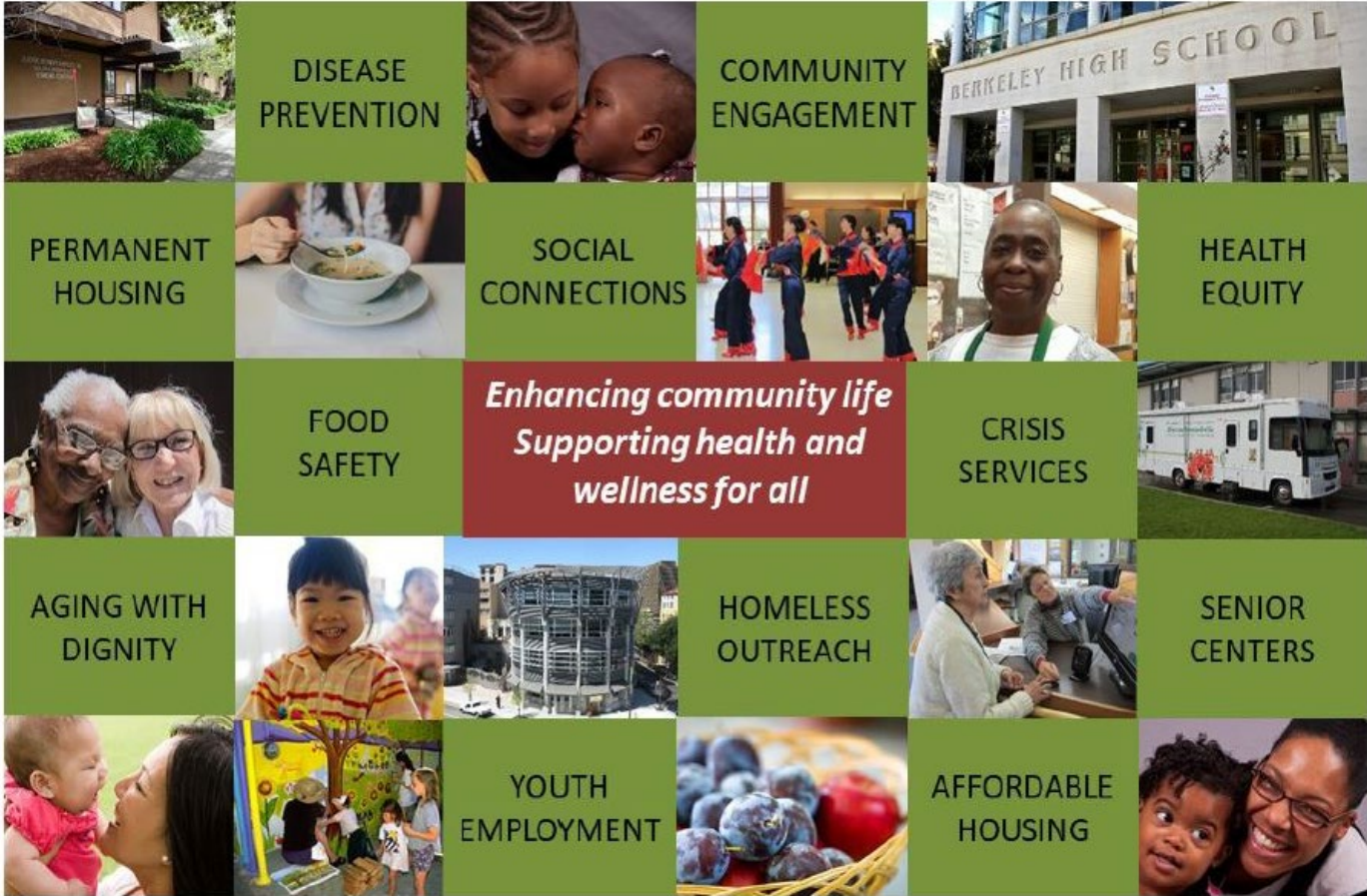


# Agenda

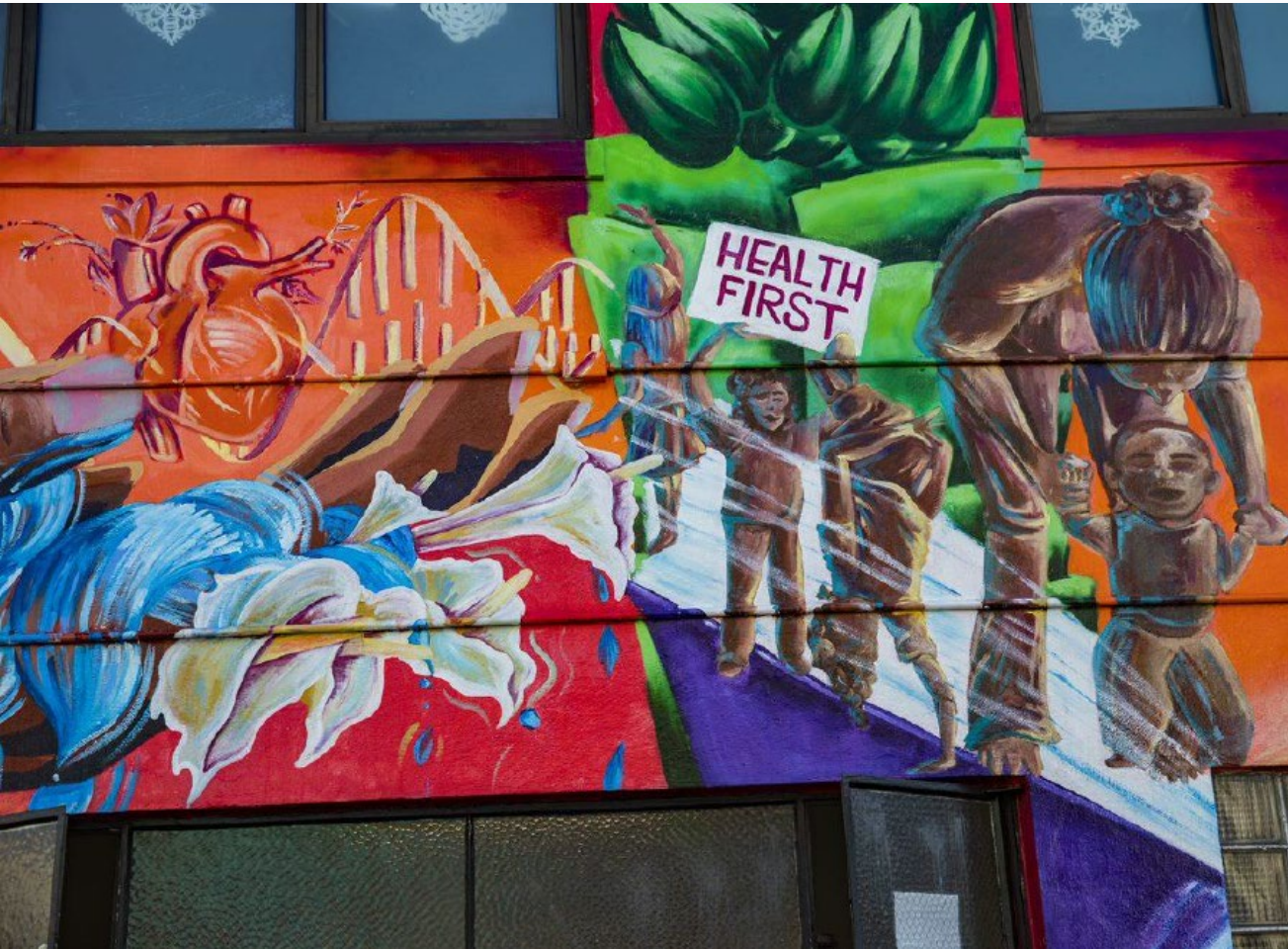
High-Level Background

Recommendations & Progress Updates

Next Steps



# Background



## Background

- Budget referral from May 2022, as a component of the City of Berkeley's Reimagining Public Safety process.
- Domestic Violence recommendations dovetail with the Care First Jails Last recommendations on Crisis Stabilization and broad-based best practices.
- Identifying gaps in service and policy integration, in order to address needs long-term and stay sustainable

## Process

- Stakeholder engagement. The Alternatives to Incarceration workgroup compiled recommendations.
- Engagement of community leaders, service utilizers, public officials and people who have survived incidence of intimate partner or gender-based violence.



# Evaluative Criteria

**Harm Reduction:** Does this recommendation reduce the number of people who cycle through crisis & carceral systems? Does this recommendation reduce the harm and trauma caused by those systems, to the individual?

**Transformation:** Does this recommendation reinforce the status quo, or would its implementation meaningfully create new pathways/investments in public safety (crisis diversion & stabilization)? Does this recommendation support healing and long-term positive change for everyone involved in the incidents of violence?

**Political feasibility:** Is this recommendation responsive to the needs and priorities of service utilizers?

**Financial feasibility:** Is the implementation of this recommendation financially possible given budgetary constraints?







# Recommendation 1

## Trauma Informed, Non-Carceral Crisis Response

**Expand the Specialized Care Unit scope of work to include domestic violence calls for service.**

Expand, diversify and strengthen non-crisis mobile response teams to address gaps, including assisting people who identify as TGI, LGBTQ+, and/or cisgender women who are in an emerging crisis and/or need community-based conflict resolution.

### Internal Planning

- Liaising with the SCU on triage possibilities & best practices learned from other crisis programs
- Liaising with Berkeley Police Department for data analysis & policy evaluation



# Recommendation 2

## Restorative Justice & Circle Work Interventions

**Establish effective restorative justice programs, crisis mediation and violence prevention programs to mediate incidence of Intimate Partner/Gender-Based/Domestic Violence.**

### Internal Planning

- Pursuing grant opportunities to explore possible funding streams



# Recommendation 3

## Crisis Response & Stabilization Shelter Beds

**Establish a 24/7 shelter bed facility**, with short/medium term housing stabilization options, for survivors of domestic violence. This service would be operated by a contracted community-based organization, overseeing implementation (day-to-day operations, hiring & staffing, referrals, case management).

### Internal Planning

- Pursuing grant opportunities to explore possible funding streams





# Recommendation 4

## Financial Stabilization and Independence for Survivors of Violence

**Incubate new innovative employment programs** for people who identify as survivors of domestic, intimate partner or gender-based violence – specifically LGBTQ+, TGI and/or cisgender women. **Utilize tax credits, stipends, vouchers** (housing, transit or otherwise), **motel conversions and/or cash benefit programs to address the costs incurred** when cisgender women, LGBTQ+ people and TGI people seeking safety away from abusive or violent relationships.

### Internal Planning

- Liaising with Mental Health Division to identify pre-existing cash benefit programs
- Publish multi-lingual resources for survivors to access a wide range of financial support services





# What's Next?



## **COSOW Commission Feedback**

Discussion and feedback from the Commission on the Status of Women



## **Data & Criteria Analysis**

Data inquiry for Alameda County Department of Public Health, internal BPD data on calls for service, literature review, and budgetary analysis.



## **Implementation**

Present referral response recommendations to Mayor and City Council





**Thank you!**

Department of Health,  
Housing & Community  
Services





# CITY OF BERKELEY

## Reimagining Public Safety



***Status Update and Report Out***

January 23, 2024



# Reimagining Public Safety Status Update Presentation

- Reimagining Public Safety Framework
  - Background
  - Leadership Team
  - Guiding Principles
  - Reimagining with Purpose
  - Phased Approach
- Status of Reimagining Public Safety Initiatives
  - Reimagine
  - Improve
  - Reinvest
- Considerations and Next Steps
  - Considerations/Challenges
  - Next Steps
- Comments from the City Council

## Transition to GVP Presentation

# Gun Violence Prevention Program Presentation

- Background
- Shooting Trends in Berkeley
- Gun Violence Prevention Program Design
- Ongoing Work and Next Steps

## Closing Remarks & Thank You

# Overview

An aerial photograph of a city, likely Berkeley, California, showing a dense residential area with many houses and trees. In the background, there is a large body of water (the San Francisco Bay) and a range of mountains under a cloudy sky. The image is overlaid with a semi-transparent orange filter.



# The Team



*Dee Williams-Ridley  
City Manager*



*LaTanya Bellow  
Deputy City Manager*



*Anne Cardwell  
Deputy City Manager*



*Farimah Brown  
City Attorney*



*Jennifer Louis  
Police Chief*



*David Sprague  
Fire Chief*



*Dr. Lisa Warhuus  
Health, Housing, and  
Community Services Director*



*Sharon Friedrichsen  
Budget Manager*

# The Team (Continued)



*Rex Brown  
Diversity, Equity, and  
Inclusion (DEI) Officer*



*Carianna "Cari" Arredondo  
Assistant to the City Manager  
Reimagining Public Safety*



*Emile Durette  
Assistant to the City Attorney*



*Brendan Darrow  
Assistant City Attorney*



*Matthew McGee  
Lieutenant, BPD*



*Keith May  
Deputy Fire Chief, BFD*



*Shanalee Gallagher  
Program Manager, BFD*



*Katherine Hawn  
Senior Management  
Analyst, HHCS*



*Hamid Mostowfi  
Transportation Manager,  
Public Works*



*Eric Anderson  
Principal Transportation  
Planner, Public Works*

- ***Review and discuss the provided status report*** from the City Manager with the goal of demonstrating transparency and facilitating informed council discussion towards the advancement of the Reimagining Public Safety initiative in Berkeley.
- ***Provide comments on the Gun Violence Prevention program model report*** for Berkeley with the goal of facilitating informed council discussion.

# Recommended Actions





An aerial, grayscale photograph of a university campus. In the foreground, there are several large, multi-story buildings with classical architectural features, surrounded by dense trees. In the background, a range of mountains stretches across the horizon under a sky filled with scattered clouds. A white rectangular box with a black border is centered over the middle of the image, containing the title text.

# REIMAGINE PUBLIC SAFETY FRAMEWORK


# Background

On **July 14, 2020**, City Council voted to progress on public safety reform with the *omnibus motion*, committing to:

*a transformative and equitable approach to community-centered safety that includes a broad and inclusive process.*



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Office of the Mayor  
Jesse Arreguin

ACTION CALENDAR  
July 14, 2020

To: Honorable Members of the City Council  
From: Mayor Jesse Arreguin, Vice-Mayor Sophie Hahn, Councilmember Ben Bartlett, Councilmember Kate Harrison  
Subject: Transform Community Safety and Initiate a Robust Community Engagement Process

**RECOMMENDATIONS**

1. Adopt a Resolution expressing the City Council's commitment to:
  - a. A transformative approach to community-centered safety and reducing the scope of policing,
  - b. Equitable investment in the essential conditions of a safe and healthy community, especially for those who have been historically marginalized and have experienced disinvestment, and
  - c. A broad, inclusive community process that will result in deep and lasting change to support safety and wellbeing for all Berkeley residents.
2. Direct the City Manager to track and report progress on actions to implement this initiative, and other actions that may be identified by the Coalition and referred by Council to the City Manager. Updates shall be provided by written and verbal reports to Council and posted on a regularly updated and dedicated page on the City website.
3. Direct the City Manager to collaborate with Mayor and select Councilmembers to complete the following work, to inform investments and reallocations to be incorporated into future Budget processes:
  - a. Contract with independent subject matter experts to:
    - i. Analyze the scope of work of, and community needs addressed by, the Berkeley Police Department, to identify a more limited role for law enforcement, and identify elements of police work that could be achieved through alternative programs, policies, systems, and community

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# Reimagining Public Safety

## Guiding Principles

### **REIMAGINE**

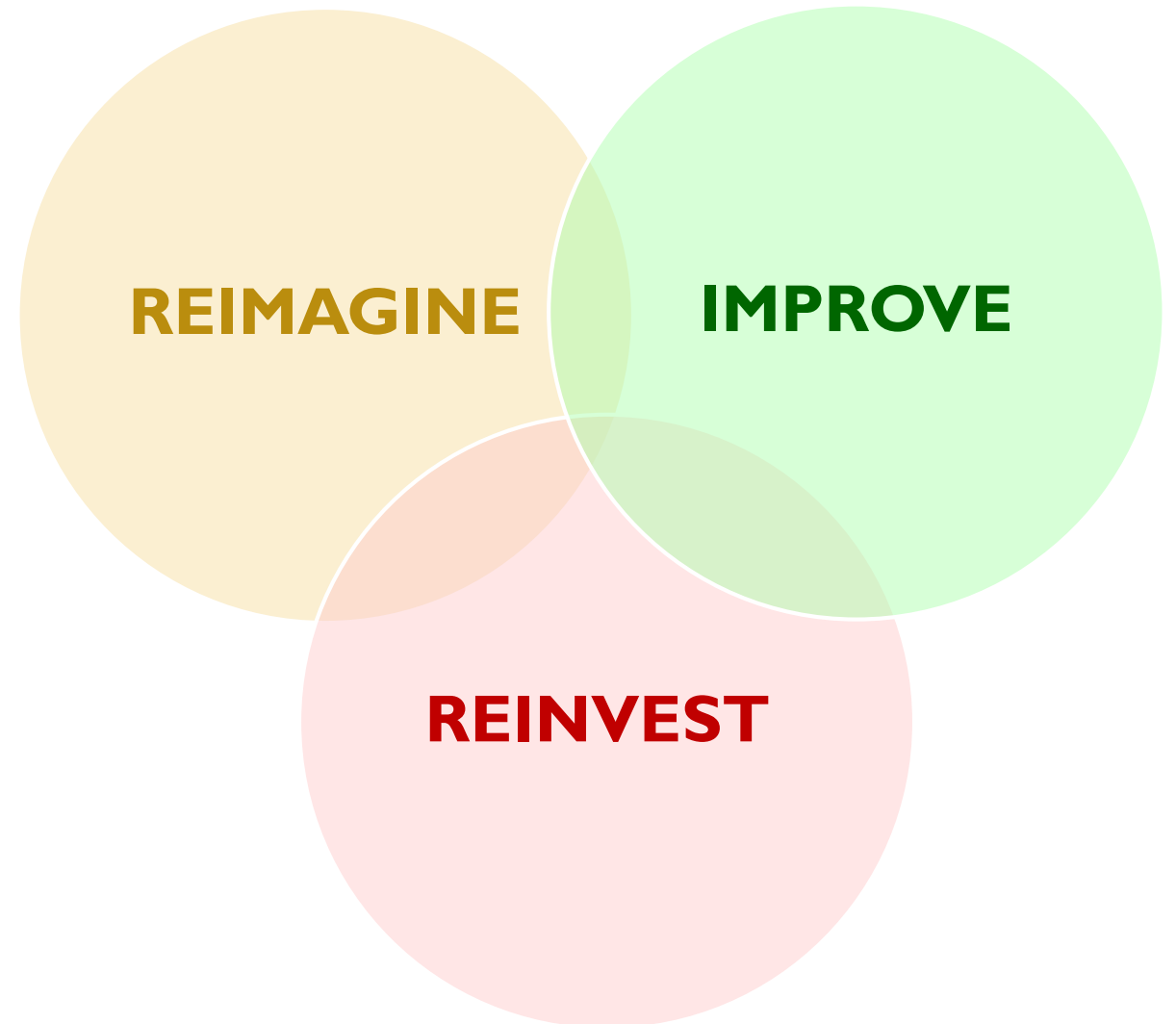
Redesign public safety from a traditional Police-Centered Model (Police Department) to one that is focused on the diverse needs of the community it serves.

### **IMPROVE**

Improve the City of Berkeley's public safety system for residents and communities that have experienced the greatest harm from the existing public safety model.

### **REINVEST**

Increase equitable investment in vulnerable communities and for those who have been historically marginalized.



# Reimagining Public Safety

## Reimagining with Purpose

### INPUTS

- Partnerships
- Advisory Services
- Thought Leadership
- Financial Resources
- Grantmaking
- Training and Education

### ACTIVITIES

- Community Engagement and Consultation
- Policy and Infrastructure Development
- Specialized Recruitment and Training
- Comprehensive Public Safety Programs
- Technological and Operational Innovation

### OUTPUTS

- Implemented Public Safety Initiatives
  - Gun Violence Prevention
  - Mental Health Crisis Response (SCU)
- Community-Centric Measures
  - Community Investments
- Strategic Organizational Development
  - BerkDOT
  - Office of Equity

### OUTCOMES

- Strengthened Community Relations
- Enhanced Public Safety Metrics
- Accessible and Equitable Support Services
- Community Empowerment and Safety Infrastructure

### IMPACT

- A resilient, safe, connected, and prepared city.

# Reimagining Public Safety

## Phased Timeline

### PHASE 1

July 2020 – July 2022

Community Process &  
Research

### PHASE 2

July 2022 – July 2024

Continued Analysis &  
Implementation

### PHASE 3

July 2024 – July 2026

Continued Implementation  
& Expansion

# Phase I Deliverables

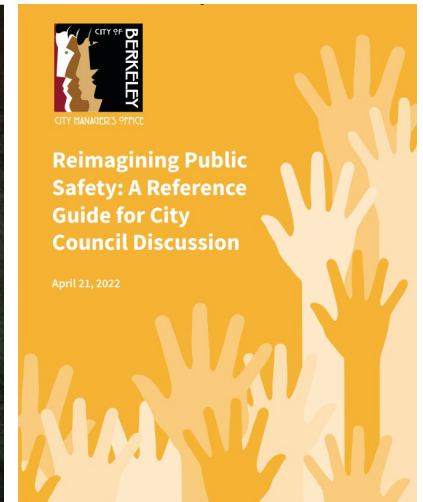
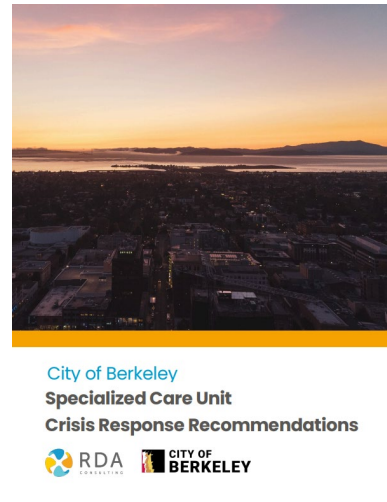
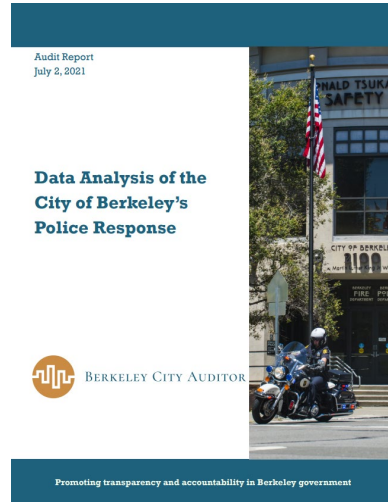
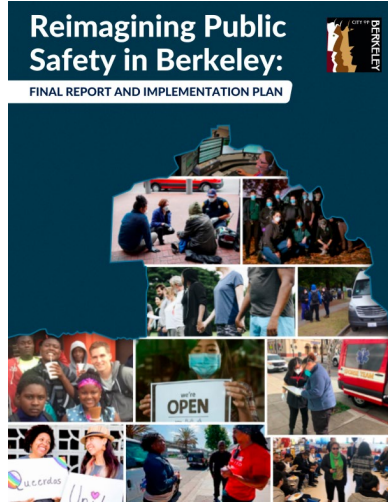
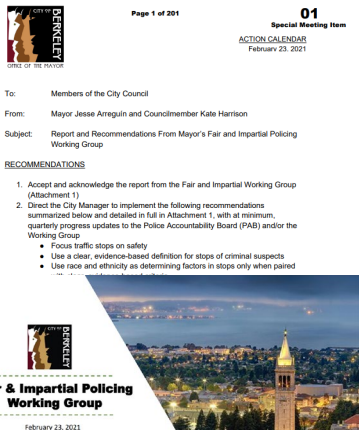
2020-2022 | Community Process & Research

## Completed

- Community/Consultant Engagement Process
- SCU *Development*
- City Auditor Analysis
- Crossing Guards Transition

## In Progress

- Community Crisis Response (CCR) Bridge Services
- Gender Violence Recommendations
- BerkDOT *Development*
- Gun Violence Intervention Program
- Fair and Impartial Policing Recommendations
- Dispatch Needs Assessment



# Phase 2 *Deliverables*

2022-2024 | Continued Analysis & Implementation

## Completed

### Key City Staffing Hires:

- Reimagining Public Safety Project Coordinator
- Vision Zero Coordinator
- Diversity, Equity, and Inclusion Officer
- Community Services Specialist II

### Key Milestones:

- Dispatch Needs Assessment (Phase I)

## In Progress

- Specialized Care Unit *Implementation* (Phase I)
- Bridge Services (Phase I)
- Dispatch Needs Assessment *Validation*
- Crisis Needs Assessment
- Respite from Gender Violence
- Violence Prevention and Youth Services
- Youth Peers Mental Health Response
- Fair and Impartial Policing (Phase I)
- Police Staffing Assessment
- Staffing (Community Service Officers & Dispatchers)
- Wellness Funding
- BerkDOT *Development and Continued Assessment* (Phase I)
- Collision Analysis
- Office of Equity
- Grant Assistance
- Gun Violence Prevention Program *Implementation*

## To Be Initiated/Pending Funding

- Language Equity
- Transportation Fines/Fees Analysis
- Department of Community Safety
- Expand Downtown Streets Teams
- Alternatives to Sanctions/Fines

REIMAGINING PUBLIC SAFETY



Status Update and Report Out  
City Manager's Office  
Fall 2023

An aerial photograph of a university campus, likely the University of Georgia, showing various academic buildings, green spaces, and a large mountain range in the distance under a cloudy sky. The image is in grayscale and serves as a background for the title.

# STATUS OF KEY RPS INITIATIVES



# REIMAGINE

Pilot Units /  
Staffing

Specialized Care Unit

Community Service Officer Unit

Departments /  
Divisions

Berkeley Department of  
Transportation

Office of Equity

Project  
Coordination

Reimagining Public Safety Assistant  
to the City Manager

***Redesign  
public safety from  
a traditional Police-  
Centered Model  
(Police Department)  
to one that is  
focused on the  
diverse needs of the  
community it serves.***

# Specialized Care Unit

## Overview & Implementation Progress

### Deliverable/Recommendation:

Implement the Specialized Care Unit --Berkeley's first independent crisis response team (See pp. 29-30 of the RPS Status Report).

### Goals/Outcomes:

Ensure responsive crisis intervention, promoting community well-being, and enhancing public safety.

Milestone	Status
SCU Design Process (Phase I)	<b>Complete</b>
Hiring and Training of SCU Staff.	<b>In Progress</b> January 2023 – ongoing
Community Engagement.	<b>In Progress</b> February 2023 – ongoing
Soft launch of SCU with alternative number.	<b>In Progress</b> September 2023
Ongoing Staff Recruitment for 24/7 Operations.	<b>In Progress</b> Fall 2023 – ongoing
Accessibility through 911 and alternative number.	<b>In Progress</b>



# Staffing (CSO and Dispatch Pilot Positions)

## Overview & Implementation Progress

### Deliverable/Recommendation:

Launch a pilot (2 year) Community Services Officer unit.

### Goals/Outcomes:

Evaluate pilot and determine the appropriate location of the CSO unit within a new Public Safety Department.

Milestone	Status
Summer/Fall 2022 BPD Recruitment Cycle.	<b>Complete</b>
Recruiting and Retention Incentive Program <i>Initiated.</i>	<b>Complete</b>
Contract with Citygate for BPD Staffing Assessment <i>Initiated.</i>	<b>Complete</b>
Summer/Fall 2023 Recruitment Cycle.	<b>Complete</b>
Assessing applicants and next steps.	<b>In Progress</b> Fall 2023 – ongoing

# Berkeley Department of Transportation

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Continue BerkDOT *Development* process.

### **Goals/Outcomes:**

Advance BerkDOT's role in Reimagining Public Safety through the development of alternative enforcement options in traffic safety.

Milestone	Status
Berkeley Department of Transportation (BerkDOT) <i>Development</i> process.	<b>In Progress</b>
Continued preliminary efforts and research.	<b>In Progress</b> <b>Fall 2023 – ongoing</b>

# Office of Equity (DEI Officer)

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Establish an Office of Equity.

### **Goals/Outcomes:**

Execute initiatives in alignment with Berkeley's mission for inclusivity and equity.

Milestone	Status
DEI Officer Hired.	<b>Complete</b>
Onboarding and preliminary planning.	<b>In Progress</b> Fall 2023 – ongoing



# RPS Project Coordinator

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Hire an Assistant to the City Manager to serve as the Reimagining Public Safety Project Coordinator.

### **Goals/Outcomes:**

Ensure dynamic progression and implementation of all endeavors associated with Reimagining Public Safety.

<b>Milestone</b>	<b>Status</b>
Assistant to the City Manager (RPS Coordinator) hired.	<b>Complete</b>
Reimagining Public Safety Coordination Plan created.	<b>Complete</b>
Continued project monitoring, tracking, and reporting.	<b>In Progress</b> Fall 2023 – ongoing

---

Assessments /  
Analysis

Dispatch Needs Assessment

---

Crisis Needs Assessment

---

BPD Staffing Assessment

---

Vision Zero Collision Analysis

---

---

Training

Fair and Impartial Policing

---

Wellness Funds

---

**IMPROVE**

***Improve the City of Berkeley's public safety system for residents and communities that have experienced the greatest harm from the existing public safety model.***

# Dispatch Needs Assessment

## Overview & Implementation Progress

### Deliverable/Recommendation:

Assessment to examine existing dispatch capabilities and the City's goals to develop a gap analysis and path forward (See pp. 44-47 of the RPS Status Report).

### Goals/Outcomes:

Enhance the City's Dispatch center:

- to allow for the **systematic triage** of emergency calls,
- to provide **pre-arrival emergency medical instructions** to callers, and,
- to create the opportunity to **send alternate resources** like an alternative mobile health unit (BFD Advanced Medical Unit) or the Specialized Care Unit (SCU).

Milestone	Status
Contract with Federal Engineering Initiated. (Phase I)	Complete
Federal Engineering Conducts Assessment.	Complete
Contract with vendor for Second Opinion.	In Progress Fall 2023
Second opinion report complete.	In Progress Winter/Spring 2024
Discussion with City project stakeholders of FE's report and the second opinion to determine next steps for the DNA.	To Be Initiated Winter/Spring 2024



# Crisis Needs Assessment

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Analyze 911 call data to assess calls for service that could apply to the Specialized Care Unit and other crisis programs.

### **Goals/Outcomes:**

Enhance effectiveness and optimization of crisis response in Berkeley.

<b>Milestone</b>	<b>Status</b>
Contract with Resource Development Associates established.	<b>Complete</b>
Data collection and systems planning.	<b>In Progress</b> Ongoing – December 2023
Reporting.	<b>To Be Initiated</b> December 2023 – ongoing

# Staffing Assessment

## Overview & Implementation Progress

### Deliverable/Recommendation:

Analyze BPD Staffing and Beat Structure (See pg. 41 of the RPS Status Report).

### Goals/Outcomes:

Conduct an in-depth study of the Berkeley Police Department to ultimately contribute to:

- *Enhanced **organizational structure**,*
- *Optimized **resource allocation**,*
- *Improved **patrol boundaries**,*
- *and other **actionable recommendations**.*

Milestone	Status
Contract with Citygate for Staffing Assessment Initiated.	<b>Complete</b>
Citygate Staffing Assessment data collection.	<b>In Progress</b> August 2023 – ongoing
Stakeholder Interviews and Community Survey.	<b>In Progress</b> October 2023 – November 2023
Review of Organizational Functions and Workload.	<b>In Progress</b> November 2023 – December 2023



# Vision Zero & Collision Analysis

## Implementation Progress & Next Steps

### **Deliverable/Recommendation:**

Hire Vision Zero staffer to conduct collision analysis.

### **Goals/Outcomes:**

Prioritize Vision Zero action items, including the collision analysis, with an equity-focused, data-driven effort to eliminate traffic deaths and severe injuries on Berkeley's city streets by 2028.

<b>Milestone</b>	<b>Status</b>
Vision Zero Program Coordinator (Associate Planner Hired October 2023).	<b>Complete</b>
The Associate Planner will be supporting with implementation of Vision Zero items, including the collision analysis as described in the Reimagining Public Safety initiative.	<b>In Progress</b> <b>January 2024 – onwards</b>

# Fair and Impartial Policing

## Overview & Implementation Progress

### Deliverable/Recommendation:

Complete the implementation of Fair and Impartial Policing Recommendations.

### Goals/Outcomes:

Advance recommendations from the Mayor's Fair and Impartial Policing Taskforce, including specialized training, to enhance Berkeley Police Department's fairness, impartiality, and community trust.

Milestone	Status
Fair and Impartial Policing Recommendations Development (Phase I)	Complete
Continued training inclusive of FIP tenets.	In Progress July 2022 – ongoing
KIND Policing Educational Incentive Initiated.	In Progress August 2023
Continued training needs through Fiscal Year 2025.	In Progress October 2023 – ongoing

# Wellness Funding

## Overview & Implementation Progress

### Deliverable/Recommendation:

Continue to support employee health and wellness for Berkeley Police officers.

### Goals/Outcomes:

Sustain and enhance the health and wellness of Berkeley Police officers, further boosting workforce effectiveness with ongoing initiatives.

Milestone	Status
FY 2023 Wellness Efforts Include: <ul style="list-style-type: none"> <li>Contracted with a local first responder-specific counseling group</li> <li>Critical Incident Stress Foundation training</li> <li>Gym updates</li> <li>Access to immersive group therapy</li> </ul>	<b>Complete</b>
FY 2024 Wellness Efforts Include: <ul style="list-style-type: none"> <li>O2X Partnership</li> <li>First Responder Wellness Apps &amp; Resources</li> </ul>	<b>In Progress</b>
Continued partnerships and efforts towards BPD Wellness Practices for officers.	<b>In Progress</b> <b>October 2023 – ongoing</b>

---

Resource  
Optimization

Grant Assistance

---

Respite from Gender Violence

---

---

Community  
Investments

Youth Peers Mental Health  
Response

---

Violence Prevention & Youth  
Services

---

Gun Violence Prevention

---

**REINVEST**

***Increase equitable investment in vulnerable communities and for those who have been historically marginalized.***



# Grant Assistance

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Apply for grants to support Reimagining Public Safety efforts.

### **Goals/Outcomes:**

Advance the City's mission to reimagine public safety dynamically and ensure initiative sustainability with external funding.

<b>Milestone</b>	<b>Status</b>
Contract with California Consulting, LLC. Initiated.	<b>In Progress</b> Summer – Fall 2023
Continued efforts in grant identification, application, and management.	<b>In Progress</b> Winter 2023 ongoing

# Respite from Gender Violence

## Overview & Implementation Progress

### Deliverable/Recommendation:

Perform systems analysis concerning respite from gender violence and its intersections with other pertinent crisis response systems.

### Goals/Outcomes:

Increase the community's knowledge about respite resources, understand their strengths and challenges, and to identify gaps that can be addressed.

Milestone	Status
Temporary Community Services Specialist II hired.	<b>Complete</b>
Preliminary research to identify resources (local, state, and federal).	<b>In Progress</b> October 2023 – November 2023
Continued research and evaluation. Initial recommendations to be presented at Commission on the Status of Women in Spring 2024.	<b>In Progress</b> Fall 2023 – ongoing

# Youth Peers Mental Health Response

## Overview & Implementation Progress

### Deliverable/Recommendation:

In partnership with BUSD, establish a Wellness Center at Berkeley High School and evaluate its impact.

### Goals/Outcomes:

Provide an environment conducive to rejuvenation, connectivity, and well-being for Berkeley students.

Milestone	Status
Mental Health Wellness Coordinator Hired.	Complete
Mental Health Wellness Center grand opening and services offered.	Complete
Evaluation #1 due to HHCS.	To Be Initiated July 2024

# Violence Prevention & Youth Services

## Overview & Implementation Progress

### Deliverable/Recommendation:

Provide community investments to designated CBO's.

### Goals/Outcomes:

Enhance community enrichment and youth services, ultimately contributing to violence prevention in Berkeley.

Milestone	Status
Funds allocated to McGee Ave Baptist Church Center Food, Faith, and Justice for Voices against Violence and Berkeley Youth Alternatives for counseling program and Summer Jam Day Camp in FY 2023.	<b>Complete</b>
Continued allocation to CBOs through FY 2024.	<b>In Progress</b> Ongoing – June 2024



# Gun Violence Prevention

## Overview & Implementation Progress

### Deliverable/Recommendation:

Design and implement a Gun Violence Prevention Program in the City of Berkeley.

### Goals/Outcomes:

Address Berkeley shootings by developing evidence-based gun violence prevention strategies, drawing insights from successful programs in mid-sized cities across the nation.

Milestone	Status
Preliminary recommendation stages of Project Ceasefire. (Phase I)	Complete
Completion of GVP Report.	Complete
Hiring of A to CM – RPS Project Coordinator.	Complete
Preliminary research and stakeholder engagement for next steps and process exploration.	In Progress Winter 2024 – ongoing

An aerial, grayscale photograph of a university campus. The foreground is filled with dense green trees. In the middle ground, several large, multi-story academic buildings are visible, interspersed with more trees. In the background, a range of mountains stretches across the horizon under a sky with scattered clouds. A white rectangular box with a black border is centered horizontally across the middle of the image, containing the text.

# CONSIDERATIONS AND NEXT STEPS

## ***Staffing Vacancies and Attrition***

- **Challenge:** High turnover for a stable workforce.
- **Proactive Efforts:** Employer of Choice initiative.

## ***Regulatory Compliance***

- **Challenge:** Meeting all-level regulations.
- **Proactive Efforts:** Ongoing partnership with the City Attorney's Office.

## ***Ongoing Funding***

- **Challenge:** Managing budgets and grant uncertainties.
- **Proactive Efforts:** Effective grants management with RPS allocation.

## ***Implementation Timeline***

- **Challenge:** Navigating the dynamic timeline.
- **Proactive Efforts:** Strategic project management and assessment time.

# Shared Considerations & Challenges

An aerial photograph of a city, likely San Francisco, showing a dense urban area with many buildings and trees. In the background, there is a large body of water (the bay) and a range of mountains under a cloudy sky. The image is overlaid with a semi-transparent orange filter.



## **Fall 2023**

- Continued Phase 2 Analysis and Implementation of priority Reimagining Public Safety initiatives.

## **Winter 2023/24**

- Continued Phase 2 work and engagement.

## **Spring 2024**

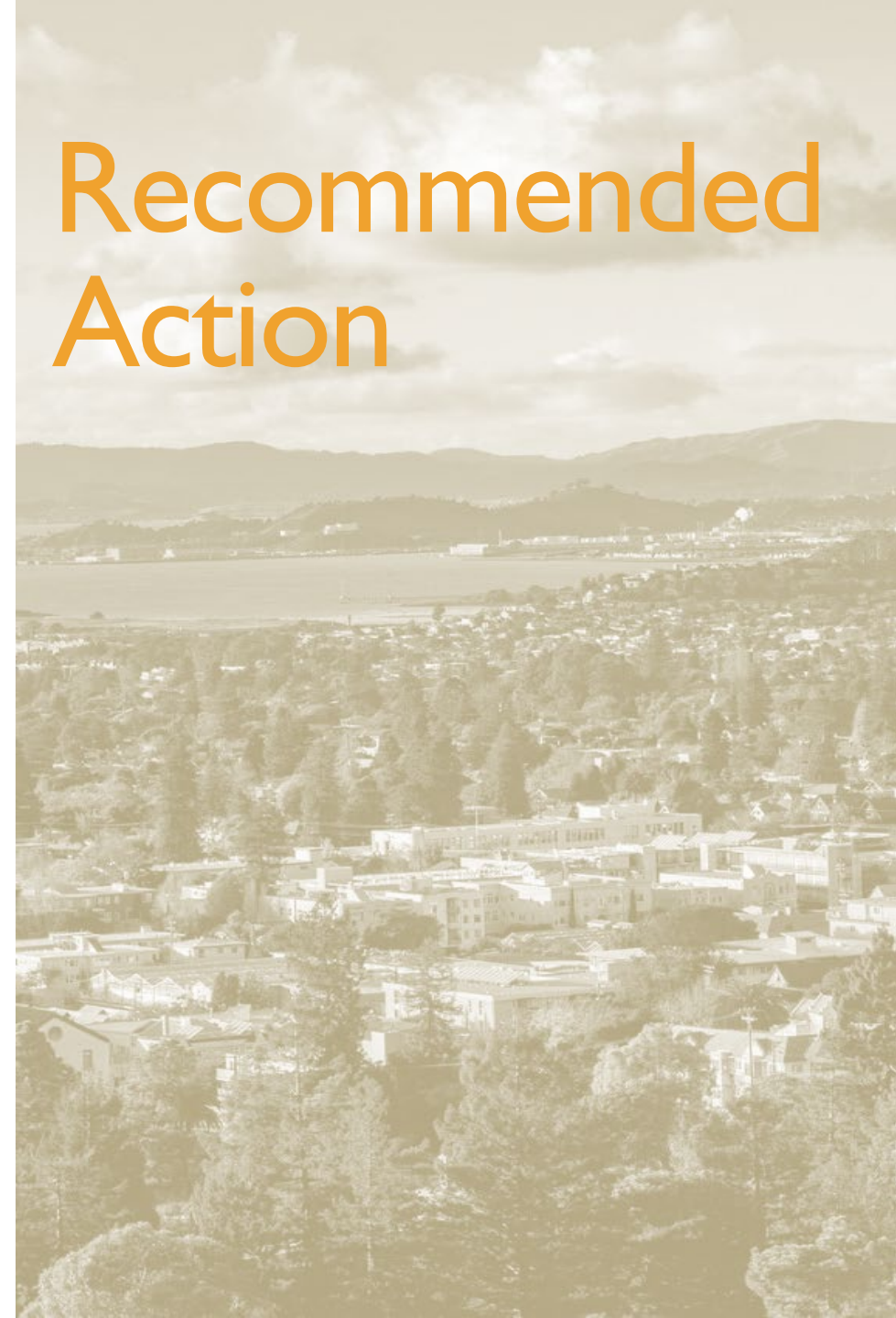
- Second progress update on Reimagining Public Safety.
- Budgetary recommendations to inform FY 25-26.

**Next Steps**



***Review and discuss the provided status report*** from the City Manager with the goal of demonstrating transparency and facilitating informed council discussion towards the advancement of the Reimagining Public Safety initiative in Berkeley.

# Recommended Action



# *Comments from City Council*







*Transition to Next Presentation*



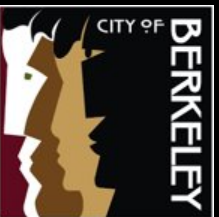
CITY OF BERKELEY

# Reimagining Public Safety



## *Gun Violence Intervention & Prevention Update*

January 23, 2024







# Overview

- **Gun Violence Intervention Background:**
  - *Context, Timeline, and Goals*
- **Shooting Trends in Berkeley:**
  - *Trends and Analysis*
- **Gun Violence Intervention and Prevention Program Design:**
  - *Place-based*
  - *Custom Notifications*
  - *Street Outreach*
  - *Social Services*
- **Ongoing Work and Next Steps:**
  - *Next Steps*
  - *Recommended Action*



# Presenters



*Carianna "Cari" Arredondo (she/ella/they)*  
**Assistant to the City Manager**  
Reimagining Public Safety  
[carredondo@berkeleyca.gov](mailto:carredondo@berkeleyca.gov)



*Arlo Malmberg (he/him)*  
**Data & Policy Analyst at BPD**  
Strategic Analysis Team  
[amalmberg@berkeleyca.gov](mailto:amalmberg@berkeleyca.gov)



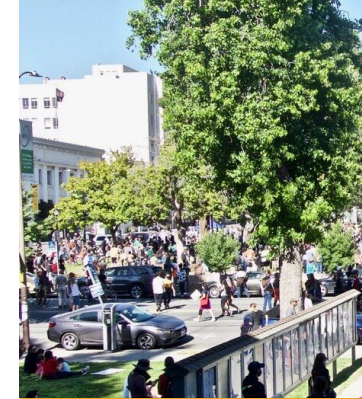
*Michelle "Shay" Verger (she/ella/they)*  
**Data & Policy Analyst at ODPa**  
Master's thesis with BPD on Gun Violence Prevention  
[mverger@berkeleyca.gov](mailto:mverger@berkeleyca.gov)



# Background

Intervention and violence interruption have long been a priority initiative of the City, Mayor and Council, the community.

*This work is rooted in our goal to create a resilient, safe, connected, and prepared city.*



To: Honorable Mayor and Members of the City Council  
From: Councilmember Taplin  
Subject: Budget Referral: Ceasefire Program Staffing

**RECOMMENDATION**  
Refer \$1,000,000 (\$1M) to the budget process to provide full staffing for a Berkeley Ceasefire program.

**FINANCIAL IMPLICATIONS**  
\$1 million in General Fund costs per annum in FY 23-24 biennial budget.

According to the Everytown Economic Cost of Gun Violence Calculator Tool, a single gun homicide directly costs state taxpayers \$1 million, and costs Californians \$9 million when including externalities imposed on family members, survivors, and the community at large.<sup>1</sup>

**CURRENT SITUATION AND ITS EFFECTS**  
Berkeley Ceasefire is a Strategic Plan Priority Project, advancing our goal to create a resilient, safe, connected, and prepared city.

Gun violence is increasing at an alarming rate in the city of Berkeley. In 2021, there was a 30% increase in reported gun violence in Berkeley, with 52 confirmed shooting incidents compared to 40 in 2020. In 2021, the Berkeley Police Department recovered a total of 118 firearms, an increase of 38.8%. In 2021, 33 of the firearms seized were ghost guns compared to 6 in 2020 and 8 in 2019.<sup>2</sup>

On November 9, 2021, the Berkeley City Council unanimously approved a budget referral for \$200,000 in consulting costs to begin developing a multi-jurisdictional Gun Violence Intervention (GVI) program, a.k.a. Ceasefire, in Berkeley. On May 6, 2022, the City Council approved an omnibus budget referral to pursue a phased approach to the Reimagining Public Safety process, which included an additional \$200,000 for Ceasefire.



Councilmember Ben Bartlett  
City of Berkeley, District 3

To: Honorable Mayor and Members of the City Council  
From: Councilmember Ben Bartlett (Author), Mayor Jesse Arreguin (Co-Sponsor), and Councilmember Rashi Kesarwani (Co-Sponsor)  
Subject: Create an Interjurisdictional Group Violence Intervention Program, or "Operation Ceasefire," to Reduce Gun Violence

**RECOMMENDATION:**  
Refer to the Community Engagement Process for Reimagining Public Safety creation of a Group Violence Intervention Program (GVI), or "Operation Ceasefire," that will assemble a Berkeley-centered interjurisdictional working group of community members, law enforcement personnel, and supportive services providers to address gun violence.

**CURRENT SITUATION**  
The City of Berkeley is experiencing an alarming rise in shootings. In 2018, the City had 20 shootings while experiencing 28 last year.<sup>1</sup> This year alone, there have been more than 30 shootings, including the October 21, 2020 drive-by shooting that tragically left Sereinat'e Henderson, a 19 year old pregnant mother dead.<sup>2</sup> This marks the fourth homicide by gunfire in Berkeley in 2020. Gun violence is intolerable, and the City must take preventative measures to staunch its growth. The City should invest in long-term solutions designed to end this cycle of cascading violence.

The Berkeley Black Ecumenical Ministerial Alliance (BBEMA)—an alliance of community members and partners—has been working for years to deliver a community driven alternative to traditional gun violence suppression practices.<sup>3</sup> The Council is currently working on a Specialized Care Unit pilot, which invests in a network of unarmed crisis workers to respond to non-criminal calls, such as homeless, mental health, addiction, and others in personal distress. However, no action has been taken by elected officials to specifically address the rising number of shootings and homicides in the city.

As a result, the Council should work with BBEMA and other community partners to create and implement a Group Violence Intervention (GVI) program to further transform public safety, reimagine policing, and directly address the issue of gun violence. Known

<sup>1</sup> <https://www.berkeleyside.com/2020/10/03/2020-berkeley-gunfire-map>

<sup>2</sup> <https://www.berkeleyside.com/2020/10/21/woman-wounded-drive-by-shooting-south-berkeley>

<sup>3</sup> <https://www.berkeleyside.com/2020/10/24/opinion-clergy-and-community-leaders-call-for-an-end-to-the-violence-that-killed-sereinat-henderson>

# Gun Violence Prevention Timeline

2020-2023 | Community Process & Research

Council approves Reimagining Public Safety framework for direction and phased approach

Councilmember Taplin's \$1M Recommendation accepted

Gun Violence Prevention (GVP) Preliminary Analysis Initiated

GVP Preliminary Analysis Report Complete

Comprehensive update on Reimagining and Project update for GVP

May 25, 2022

Summer/Fall 2022

Winter/Spring 2023

August 21, 2023

May 5, 2022

May 31, 2022

November 28, 2022

May 12, 2023

December 5, 2023

BPD Launches Transparency Hub

Berkeley Ceasefire D2 Ad Hoc Advisory Sessions #1 (7/13) #2 (9/15) #3 (11/10)

Berkeley Ceasefire D2 Ad Hoc Advisory Group Sessions #4 (1/25) #5 (3/14)

Assistant to the City Manager for Reimagining Public Safety Hired



# Goals

*Fitting within the broader context and mission of Reimagining Public Safety...*

*This program addresses **shootings in Berkeley**, through assembling **gun violence prevention approaches** based on **local data** and evidence from **midsized-city gun violence prevention** programs around the country.*







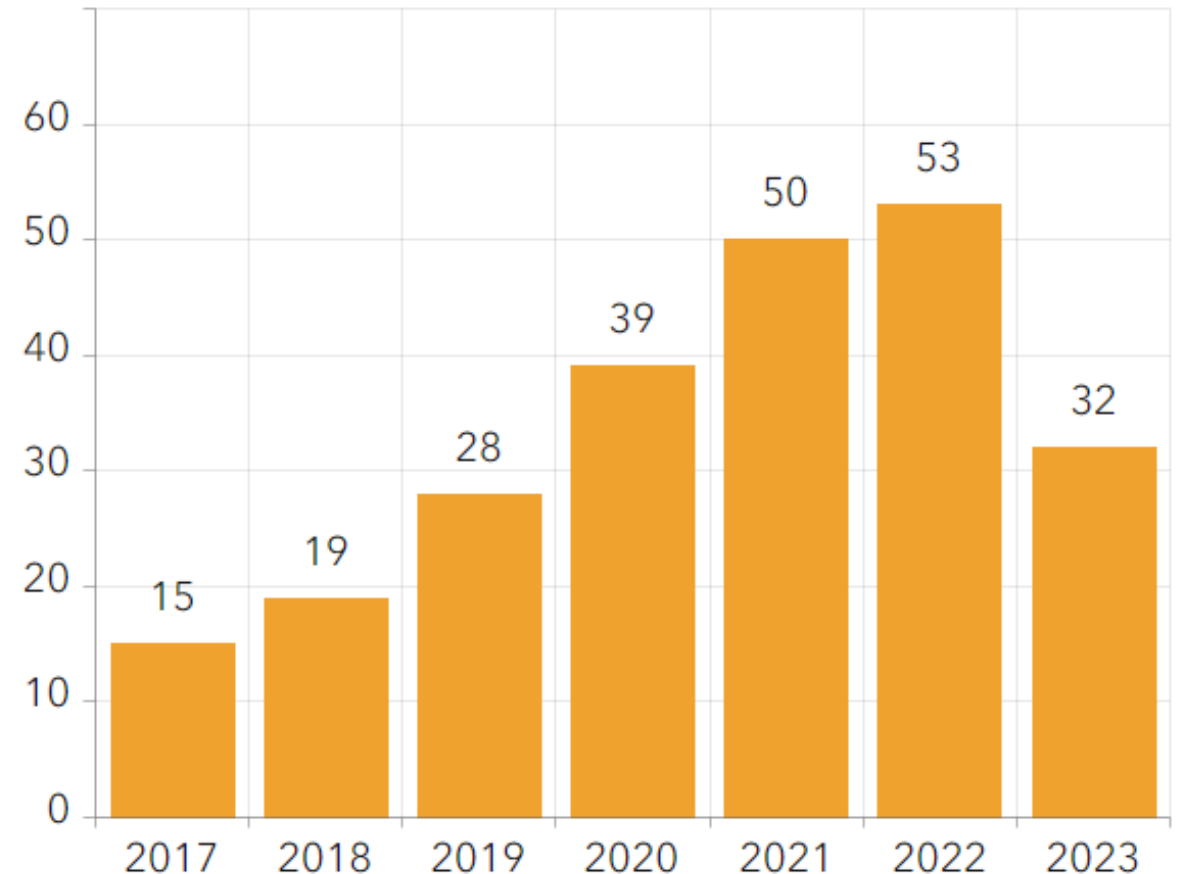
# SHOOTING TRENDS IN BERKELEY

# SHOOTING TRENDS

*Shootings increased steadily through 2022.*

- Black community members are disproportionately impacted by gun violence in Berkeley.
- Shooting victims and suspects are less likely to be teenagers in Berkeley than in the rest of the country.
- Bigger increase in "shots fired" incidents than "non-fatal" or "fatal" shootings

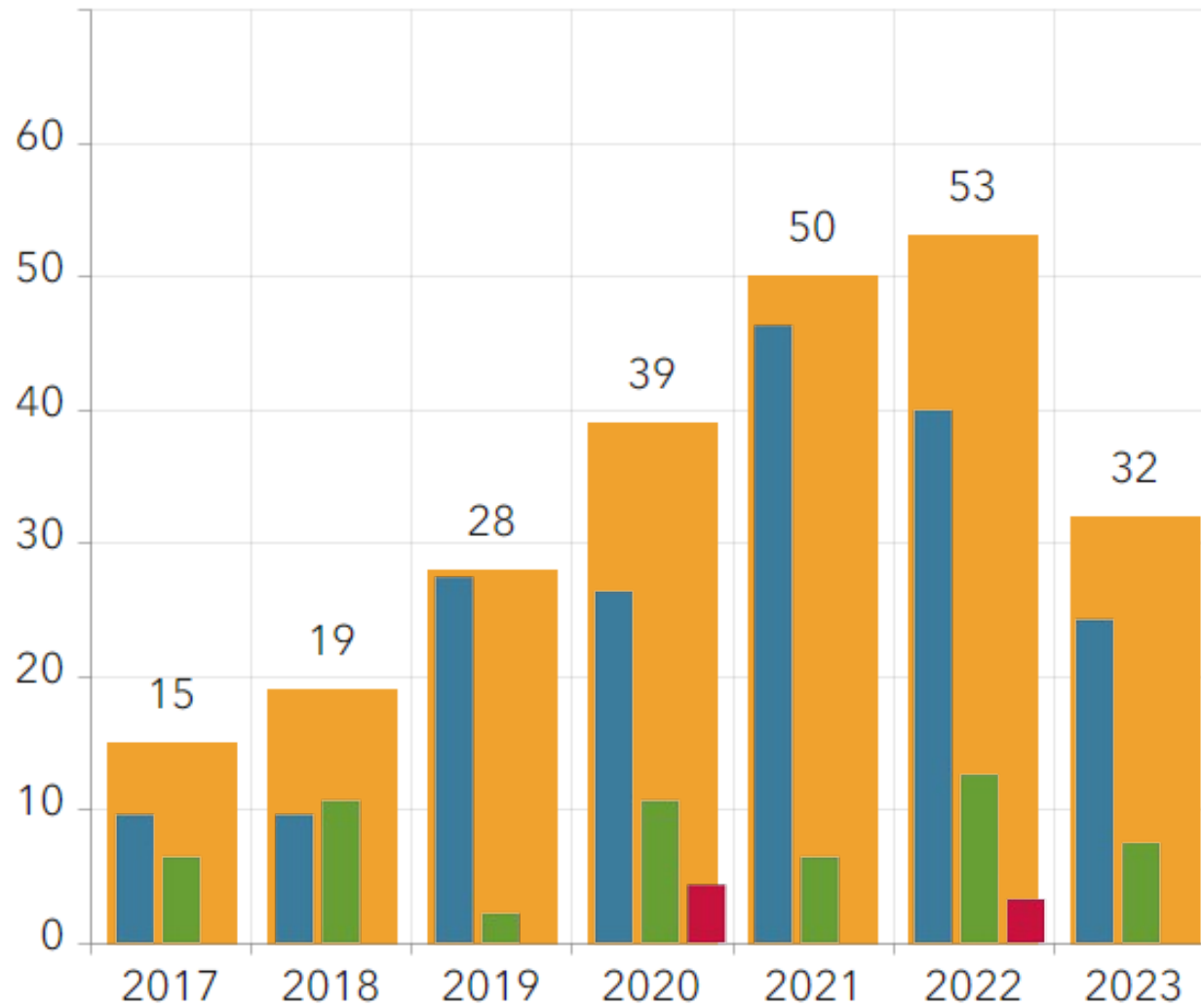
Shootings by Year





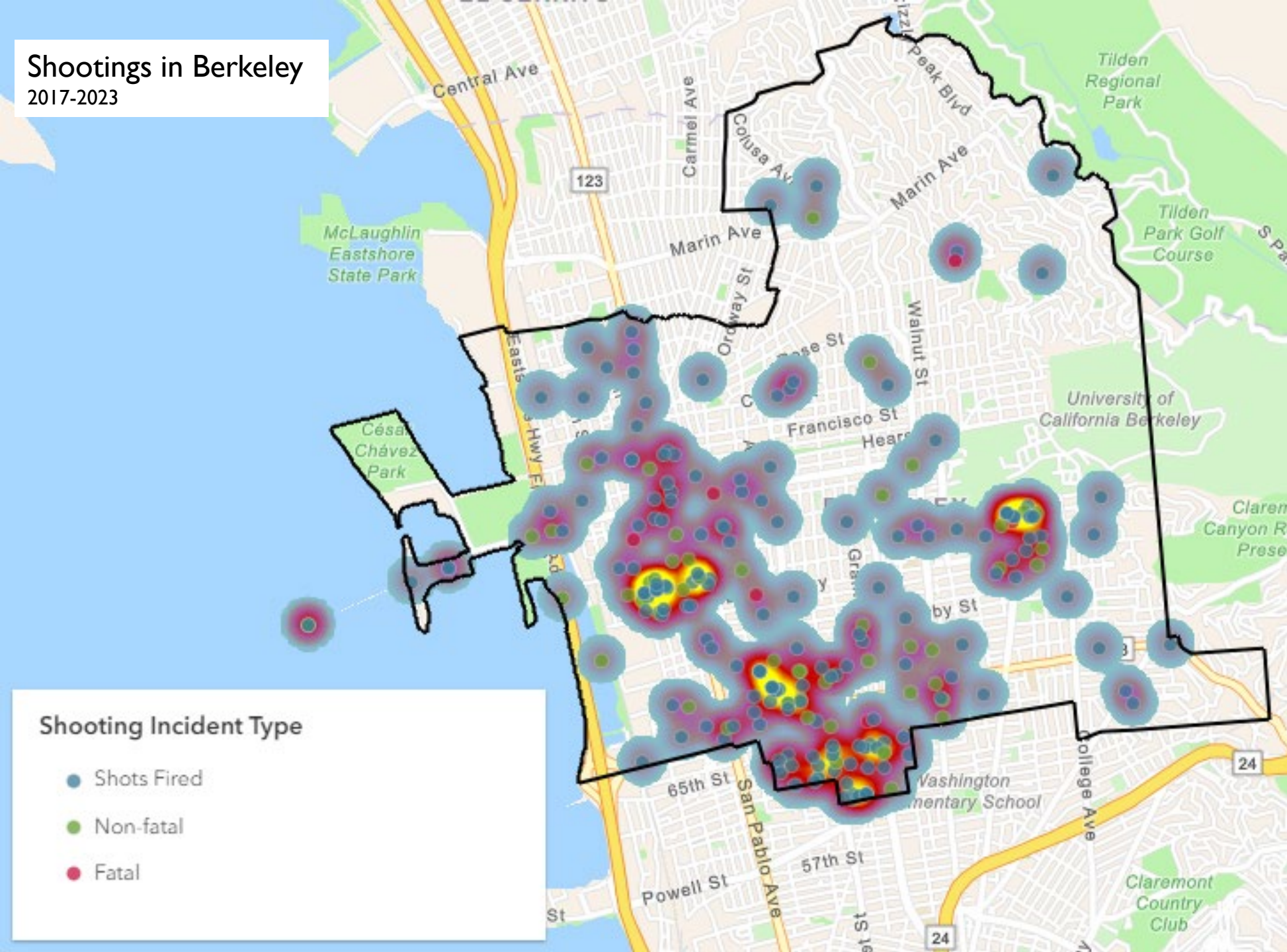
## Shootings by Year

● Total ● Shots Fired ● Non-fatal ● Fatal





# Shootings in Berkeley 2017-2023



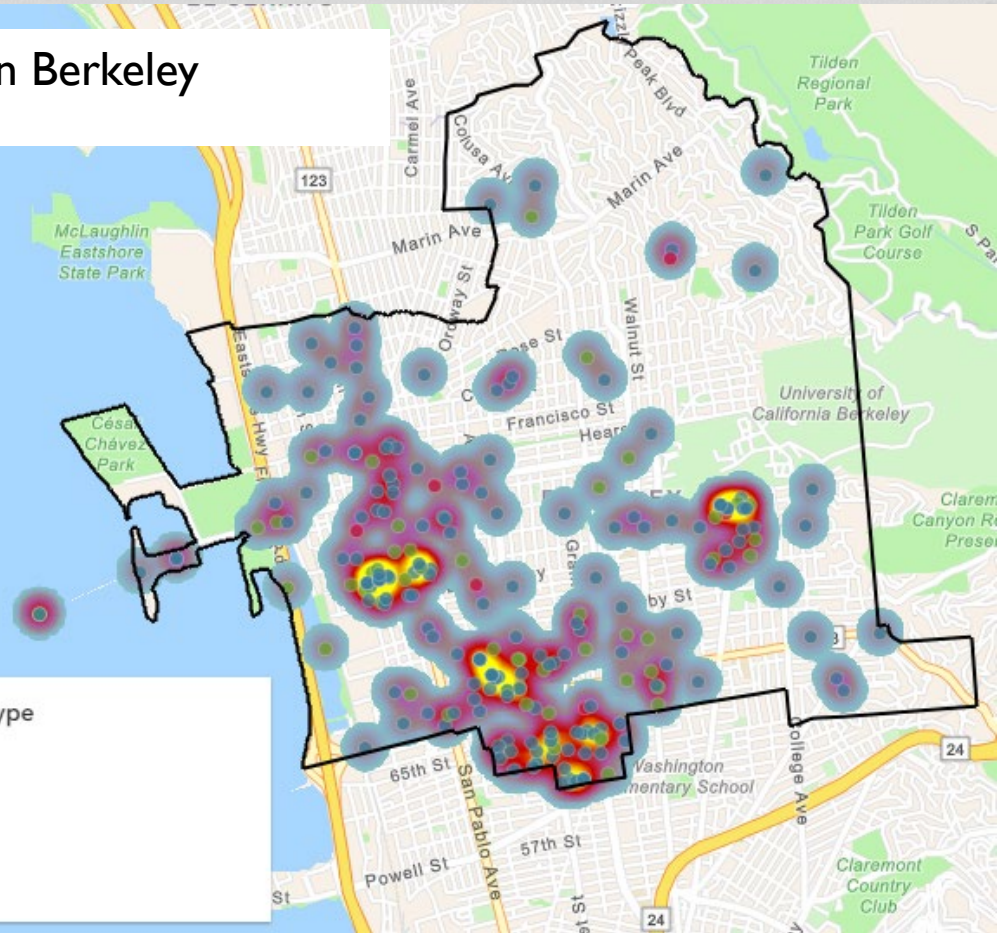
## Shooting Incident Type

- Shots Fired
- Non-fatal
- Fatal



# GEOGRAPHIC DISTRIBUTION

## Shootings in Berkeley 2017-2023

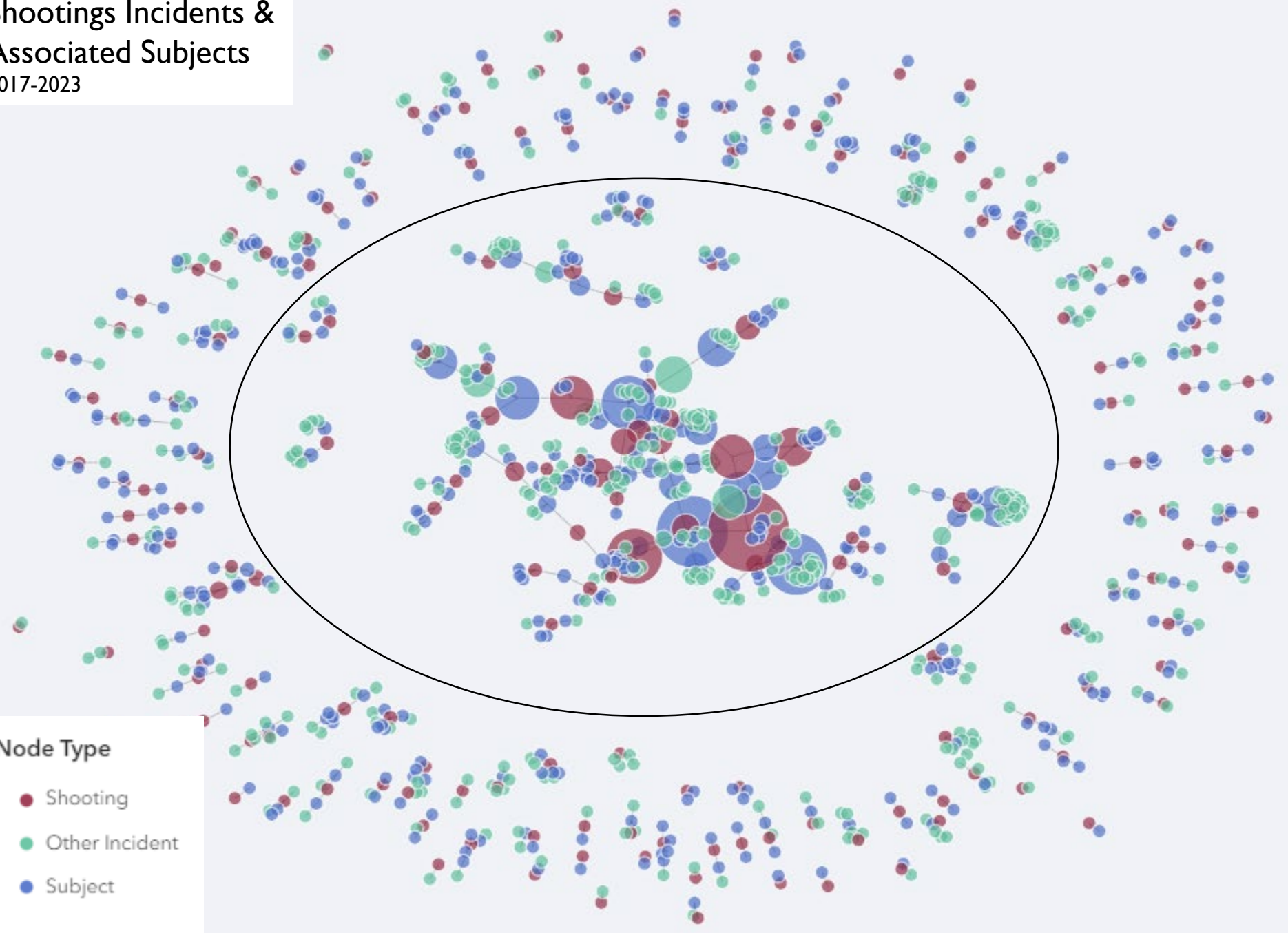


*The geographic distribution of shooting incidents reveals two pattern types.*

- A large portion are within close proximity to a multitude of other incidents.
- Others are scattered across the city with no distinguishable sequence.

# Shootings Incidents & Associated Subjects

2017-2023



## Node Type

- Shooting
- Other Incident
- Subject



Shootings Incidents &  
Associated Subjects  
2017-2023



Node Type

- Shooting
- Other Incident
- Subject

# SOCIAL NETWORK ANALYSIS

*Gun violence in Berkeley occurs both within interconnected networks and in unrelated incidents.*

- Person-based interventions are powerful influences on networks.
- Place-based interventions can affect unrelated incidents.

An aerial photograph of Berkeley, California, showing a dense urban area with various buildings, green spaces, and a large body of water in the distance. A white rectangular box with a black border is centered over the image, containing the title text.

# GUN VIOLENCE PREVENTION PROGRAM FOR BERKELEY

"Gun violence is a multifaceted problem requiring a multifaceted response"

– Braga and Cook, 2023



## RECOMMENDED PROGRAMS

### Place Based

- Problem-oriented policing interventions

### Custom Notifications

- Police and CBO deliver deterrence message and offer services

### Street Outreach

- Diffuse conflict, stop retaliation, and urge non-violence

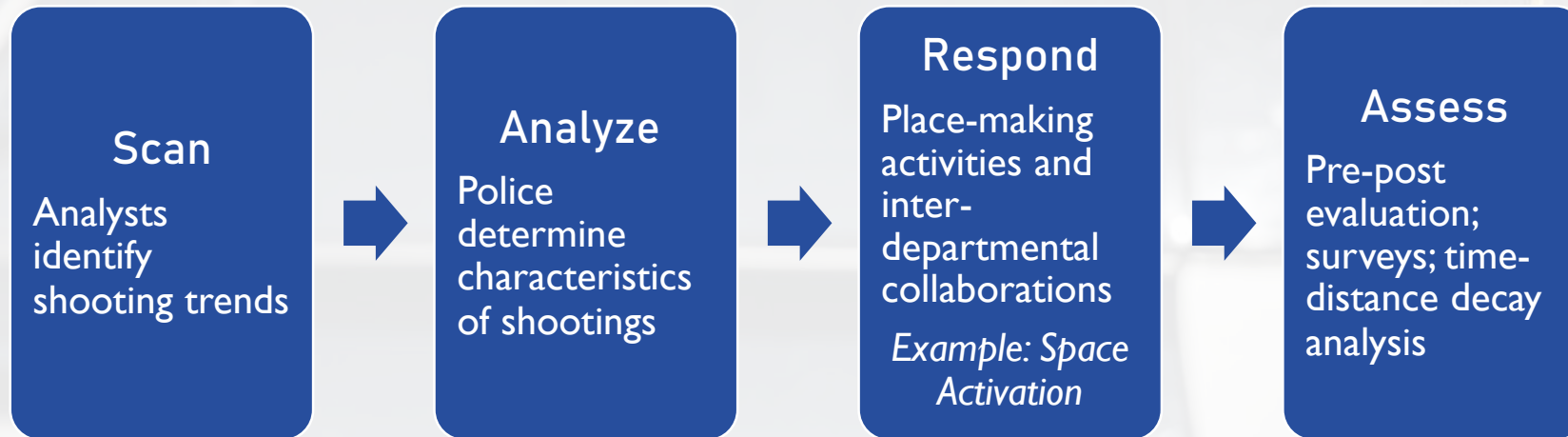
### Social Services

- Wrap-around service plan with case management



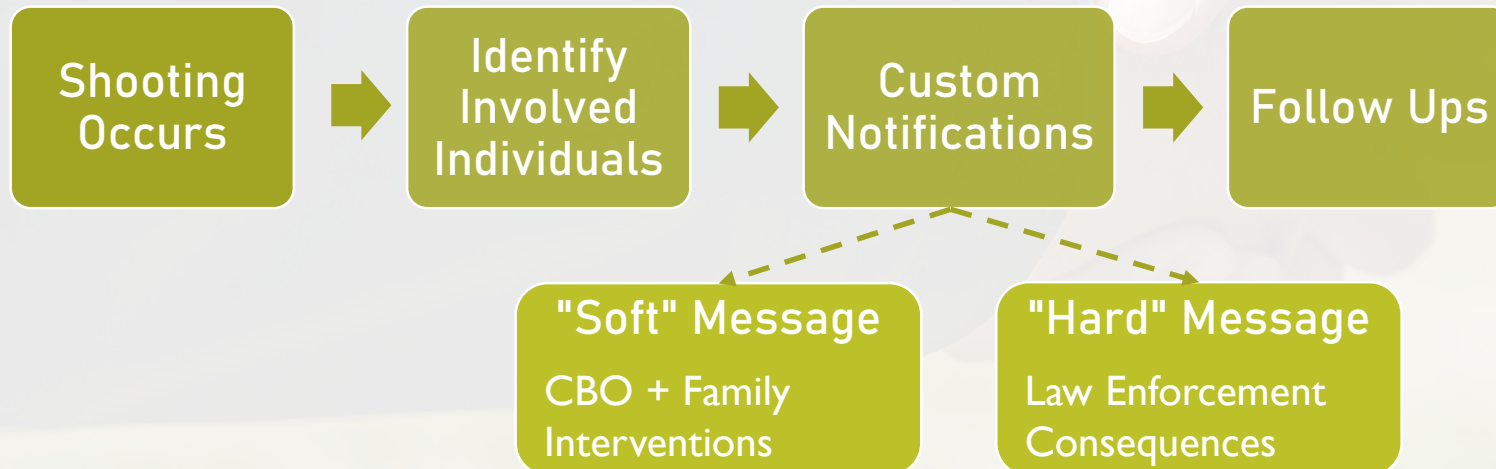
# PLACE BASED

*Definition:* Problem-oriented policing interventions in areas that are experiencing an increase in shootings.



# CUSTOM NOTIFICATIONS

*Definition:* Police and Community Based Organization (CBO) deliver "hard" and "soft" deterrence messages simultaneously.





# STREET OUTREACH

*Definition:* Violence interrupters that diffuse conflict, stop retaliation, and urge non-violence. Receive information *from* police, but do not provide information *to* police (unidirectional).

## Street Outreach

- Proactive 1:1 relationship building
- Systematic canvassing

## Crisis Response

- Liaison between emergency responders and community
- Diffuse tension

## Community Mobilization

- Organize workshops and recreation activities
- Organize peaceful protests, rallies, or demonstrations





# SOCIAL SERVICES

*Definition:* Wrap-around service plan with case management.

Identify  
Individuals



Assign Case  
Manager



Connect with  
Services



Regular  
Follow Ups





An aerial photograph of a city, likely Seattle, with a large suspension bridge (the Alaskan Way Viaduct) spanning a body of water in the background. The foreground shows a dense urban area with various buildings and greenery. A white rectangular box with a black border is centered in the middle of the image, containing the text "ONGOING WORK & NEXT STEPS".

## ONGOING WORK & NEXT STEPS



# Next Steps

## Winter 2023/24

- **Stakeholder Engagement:** *Collaboration for Request for Proposals (RFP) design and process*

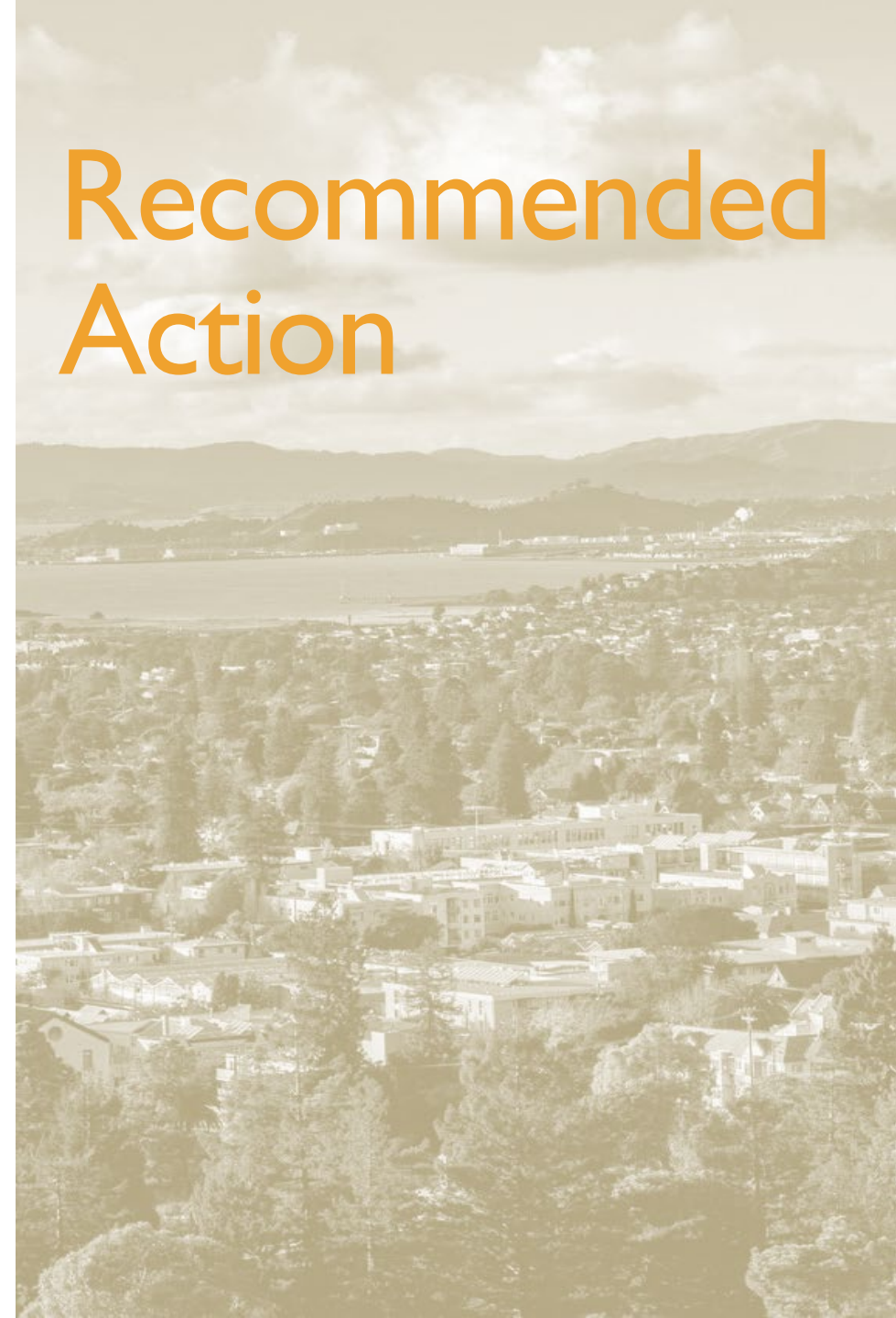
## Spring/Summer 2024

- **RFP Process:** *Community-based organization CBO(s) interviews and selection*
- **Secondary Progress Report-out:** *Status, next-steps, and timelines*



***Provide comments on the Gun Violence Prevention program model report for Berkeley with the goal of facilitating informed council discussion.***

# Recommended Action







***Closing Remarks & Thank you***

To: Mayor and Members of the Berkeley Commission on the Status of Women

From: Commission on the Status of Women

Submitted by: Carole Marasovic, Chair

Subject: Formation of a Sex Trafficking Task Force to Address Current Sex Trafficking in Berkeley

RECOMMENDATION: To recommend to Council to refer to the City Manager to form a sex trafficking task force. The Task Force's objective shall be two-fold: to develop recommendations of sex trafficking prevention strategies to be implemented including through social media and to provide recommendations for supports for women and girls seeking to exit sex trafficking.

That the Task Force be comprised as follows: 2 members of the Commission on the Status of Women (1 of whom will be a UC Berkeley student); 1-2 members of the Berkeley Police Department formerly or currently working on this issue in Berkeley as determined by the Berkeley Police Department; 2 members of the 2x2 Committee (1 of whom shall be a Councilmember and 1 of whom shall be a School Board member); 1 member of the City of Berkeley Youth Commission who is a Berkeley High School student; 1 person with knowledge and expertise in sex trafficking, prevention and resources, that person unidentified with a Berkeley City-funded agency so as to avoid any potential conflict of interest in the recommendations; 1 woman with a history of having been sex-trafficked ( a stipend is recommended for that member of the Task Force); and 1 person with expertise in workplace development and related economic resources.

FISCAL IMPACTS: The fiscal impacts of this recommendation are best determined by staff.

CURRENT SITUATION and ITS EFFECTS: The Commission on the Status of Women heard from several speakers on sex trafficking in Berkeley including a FBI Special Agent entrusted with pursuing human trafficking in Berkeley. That FBI Special Agent disclosed that in the last 3 years, 12 sex trafficking operations were prosecuted in Berkeley.

Since the last time these issues were explored through a Task Force in Berkeley, that being with City Council forming a task force in 2012 which concluded in 2013, the landscape has changed. The previous Task Force resulted in the Berkeley Police Department's closure of Berkeley massage parlors.

Currently, the presence of sex trafficking in Berkeley has moved away from the streets and massage parlors, into more covert operations. These operations often are transacted through social media.

Contrary to what may be commonly believed, the FBI Special Agent advised the Commission that no social or economic class was precluded from being recruited into sex trafficking.

The Commission on the Status of Women also heard from MISSYE, a support organization in Oakland, for girls and women exiting sex trafficking. Last, the Commission heard from an expert in human trafficking with extensive experience in working on cases with women and girls in Contra Costa County and Marin County, also having worked on a cross-jurisdictional case in collaboration with the Berkeley Police Department. She disclosed that she has worked on cases with victims as young as 2 years old.



BACKGROUND: On April 17, 2024, the Commission on the Status of Women passed a motion as follows:

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M/S:

Yes:

Noes:

Abstentions:

Leaves of Absence:

Absences:

ENVIRONMENTAL SUSTAINABILITY: There are no known environmental effects.

RATIONALE for RECOMMENDATION:

Based on the information received, the Commission on the Status of Women believes that it is advisable to form another sex trafficking task force to address current concerns around sex trafficking prevention strategies and supports for women and girls seeking to exit sex trafficking.

The landscape has changed. With 12 sex trafficking operations prosecuted in Berkeley in the last 3 years, the Commission believes that sex trafficking should be addressed locally through prevention strategies, particularly through social media which as a double-edged sword can be used both positively and negatively and through supports for women and girls needing resources to successfully exit sex trafficking in a safe, humane, supportive manner.

ALTERNATIVE ACTIONS CONSIDERED: The only alternative is to not address the issue.

CITY MANAGER:

CONTACT PERSON: Okeya Vance-Dozier (510) 981-

Carole Marasovic, Chair (510) 225-5060



To: Mayor and Members of the Berkeley City Council

From: Commission on the Status of Women

Submitted by: Carole Marasovic, Chair

Subject: Notice, tracking and enforcement of California SB 1343 sexual harassment prevention training for Berkeley private, public and non-profit employers and employees.

RECOMMENDATION: That Council refer to the City Manager to develop a procedure for all employers and employees doing business in Berkeley, whether public, private or nonprofit, to take the sexual harassment prevention online training as posted on the California Civil Rights Department website, conducted by a qualified trainer, as required by California SB 1343, on City premises and to provide certification of completion of training to be filed with the City.

That all employers doing business in Berkeley with 5 or more employees be provided with notice of the SB 1343 requirement to take sexual harassment prevention training every 2 years; the availability of free online training on the California Civil Rights Department website (formerly known as the California Department of Fair Employment and Housing) and the availability of the City of Berkeley online trainings if the employee is otherwise unable to access the online trainings.

That the City of Berkeley notice also advise each employer of the SB 1343 requirement to post a poster, in a prominent and accessible location, on discrimination in employment which includes the illegality of sexual harassment. That the notice advise employers that they can secure posters through the California Civil Rights Department or through the City of Berkeley.

That the City of Berkeley notice advise each employer that SB 1343 also requires that a poster on transgender rights, available through the California Civil Rights Department, also be posted in a prominent and accessible location in the workplace.

That the City of Berkeley secure sufficient copies of the California Civil Rights Department posters on sexual harassment and transgender rights and make them available upon request to employers requesting them.

That the City of Berkeley notice advise employers that the City of Berkeley requires them to produce documentation to the City of having otherwise taken and provided the training to employees by submitting written certification that they have taken the training as well as providing written certification from each employee who has taken the training as required by SB 1343.

That written certification provided by employers and employees who have otherwise taken the training must include the date the employer and employee took the training as required by SB 1343; the location where the training was otherwise taken; the mode of the training (live or video); and the name, address, phone number and e-mail address of the qualified trainer, under SB 1343, who provided the training. Each certification must be signed.

That the City of Berkeley maintain an online database of employer and employee compliance with SB 1343 with all the data as stated above recorded on the data base.



That the City of Berkeley send out notices to employers and employees if they are out of compliance with the SB 1343 requirement of taking initial sexual harassment trainings or periodic trainings after they have completed the initial training.

That the SB 1343 online training, provided by the City of Berkeley, be available in all the languages that the California Civil Rights Department free online training provides, that being Chinese, English, Korean, Spanish, Tagalog and Vietnamese.

That the City Manager refer to the City Attorney to develop a procedure as to how employer non-compliance should be addressed.

That the City Manager report back to Council with a progress report of the implementation of this notice and enforcement procedure, under SB 1343, no later than the first Council meeting to be held in January, 2025 and continue to provide reports to Council until this procedure is fully implemented.

FISCAL IMPACTS: There are costs associated with the cost of sending out notices to all Berkeley employers with 5 employees or more. There are also costs associated with using premises and staffing. Staff are best informed as to advise of these costs.

CURRENT SITUATION and ITS EFFECTS: On January 1, 2019, California SB 1343 went into effect. SB 1343 requires that all California employers with 5 or more employees provide sexual harassment prevention training to their employees every 2 years. Both supervisors and non-supervisors receive training with supervisors receiving 2 hours of training and non-supervisors receiving 1 hour of training. Each employee must be retrained every 2 years. Employees who must be trained include full-time, part-time, and temporary employees. Migrant and seasonal agricultural workers must be trained. Temporary workers supplied through a temp agency must be trained by that agency.

Employees must receive sexual harassment prevention training within 6 months of the hire. Seasonal employees, temporary employees not hired through a temp agency, and employees who work for less than 6 months must be trained within 30 days of hire, or within 100 hours worked, whichever comes first.

The California Civil Rights Department (formerly the California Department of Fair Employment and Housing) has oversight over SB 1343. However, enforcement only transpires if complaint triggered, frequently when a major sexual harassment violation has occurred. In consultation with administration at the California Civil Rights Department, the Commission Chair was advised that the agency was aware of that gap and that a local jurisdiction could choose to establish an enforcement procedure to insure compliance with SB 1343.

The California Civil Rights Department posts free online training. However, smaller employers may not have a location for employees to watch the online training on their premises. Some employees,

particularly lower wage workers, may not have access to a computer at home to watch the online training.

BACKGROUND: On April 17, 2024, the Commission on the Status of Women voted as follows:

The Commission on the Status of Women moves to submit the recommendation for City of Berkeley enforcement of sexual harassment training, under SB 1343, as incorporated in this report.

M/S:

Yes:

Noes:

Abstentions:

Absent:

Leaves of Absence:

ENVIRONMENTAL SUSTAINABILITY: There are no known identifiable environmental effects.

RATIONALE for RECOMMENDATION: The intent of SB 1343 is to avoid workplace sexual harassment before it happens. Risk management through prevention is always preferable for employers and employees. When enforcement exclusively transpires based on the triggering of a complaint, a serious violation is likely to have already occurred.

A local jurisdiction can enact procedures that comply with state law. Advising employers of their obligations under state law and providing the required training protects the employer as well as the employee.

Requiring employers and employees to take the sexual harassment prevention training on City premises and certifying that they have taken it insures that the training transpired. The City frequently uses premises such as offices on Center Street, the Berkeley Adult School, and Senior Centers for exams, meetings and events. These settings can as easily be used for training videos.

Although there are a large number of employers with 5 employees or more in Berkeley, those employers who have already provided the training and who they and their employees can certify that they have taken the training and opt out of the training provided on City premises. This will serve to greatly reduce the number of employers and employees who must take the training on City premises.

Larger employers will generally, only be impacted by the written certification process, necessary to show that SB 1343 has been honored in Berkeley.

Smaller employers, where sexual harassment violations frequently take place and are less likely to have provided the training, will benefit from the free online training on City premises. These smaller employers may not have accessibility to a computer for their employees and may have employees who do not have online access at home.

Written certification with specified information works to guarantee compliance. A City online data base insures transparency.

Sexual harassment prevention is an important issue in workplace rights. Laws unenforced are laws that are meaningless. Berkeley can be the leader in insuring that SB 1343 is fully enforced in its community. That can only be done by monitoring that the online training has been taken.

Within SB1343 is also the legally required posting of a poster regarding transgender rights. The online training provided by the California Civil Rights Department includes training based on gender identity, gender expression and sexual orientation. The monitoring for compliance extends to these basic rights.

ALTERNATIVE ACTIONS CONSIDERED: The alternative would be only to provide the written certification process.

However, that would lead to less employers and employees, particularly smaller employers and lower wage workers, not taking the required sexual harassment training and a higher likelihood of sexual harassment in Berkeley workplaces.

These laws could be left to the State which only acts upon a complaint triggered and a violation investigated. Prevention is better for employers and employees in Berkeley.

CITY MANAGER:

CONTACT: Okeya Vance-Dozier, Community Services Specialist II, (510) 981-  
Carole Marasovic, Chair (510) 225-5060

Attachments: SB 1343

California Civil Rights Department, Sexual Harassment Prevention Training for Employees



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From: Commission on the Status of Women

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M/S:

Yes:

Noes:

Abstentions:

Leaves of Absence:

Absences:

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