

COMMUNITY EMPOWERMENT PLAN

GOAL 1.3 LISTENING SESSIONS



Summary: July 8, 2020, Meeting with the NAACP

On July 8, 2020, Santa Rosa Mayor Tom Schwedhelm, Santa Rosa Chief of Police Rainer Navarro, Economic Development Division Director Raissa de la Rosa, and Community Engagement Coordinator Danielle Garduño met with members of the Santa Rosa/Sonoma County NAACP (National Association for the Advancement of Colored People) for a listening session and dialogue.

Previous Listening Sessions

The Mayor and Chief initially met with the NAACP on (DATE) and received a list of demands. This list was a response to the killing of George Floyd in Minneapolis and the social outcry and demands for justice nationwide, to local law enforcement response to recent protests, and to institutional systems that have historically worked to disenfranchise communities of color in Santa Rosa and Sonoma County.

List of Demands and Discussion Points

1. We demand the demilitarization, defunding, and dismantling of the Santa Rosa police department to lead to its abolition. Instead of adopting #Can'tWait, the City of Santa Rosa needs to invest in #toAbolition.

DISCUSSION:

The Mayor and Chief discussed the review of the #Can'tWait Campaign at the first City Council Public Safety Subcommittee meeting. Initial discussions on elements of the #Can'tWait changes SRPD has already implemented or that are not used here. A follow up discussion to get more in depth is needed on that and #toAbolition; initial discussion about the SRPD budget especially the Measure O funding was had. The interest is to follow up on Measure O options and opportunities around programming and use of funds.

Additional discussions around or related to this topic, and the issue of budgets and funding included:

- Are funds from the Police Department are going back into the community, and are funds for the Police Department being used effectively in responding for calls for service and community needs?
 - Next step will be to review calls for service to figure out what types of call the Police Department is receiving and what is needed to respond to the various types of calls coming in.
 - The Chief mentioned that the City is looking into various response models, including CAHOOTS from Eugene, OR and hybrid models (e.g. police and mental health response team) of response.
 - There is broad interest in understanding current and potential uses of Measure O funds, and the possibility of reconsidering funds and programs with more intentionality given to communities of color that data shows have disproportionately more interactions with law enforcement than whites.
 - The suggestion of having a 9-1-1 dispatcher "retraining" came up – instead of answering with "9-1-1, what's your emergency," retrain dispatchers to say, "9-1-1, is this fire, mental health, homeless, etc. related?"

- What about tax revenue from cannabis/marijuana sales?
 - The Council's Long-Term Financial Planning Subcommittee will be taking a look at this in an upcoming meeting.
- 2. We demand that each Mayor of every Sonoma County City set up an unrestricted community platform in which individuals from the local community can create and submit Resolutions directly to our local mayor in order to help influence, and create local governing policies.

DISCUSSION: The City of Santa Rosa accepts ordinances, resolutions and other policy documents from community representatives for consideration. These are generally submitted directly to Council and/or the City Manager, then assigned to the appropriate staff to work on as directed. The City of Santa Rosa cannot speak to the practices of other jurisdictions but encourages this practice regionally.

- 3. We demand the law enforcement pre-hire screening process include questions specific to views on race, equality and bias regarding specific groups of people such as black, brow; women, LGBTQ etc. during the lie detector process

DISCUSSION: Chief Navarro outlined the hiring process, which includes a panel interview, psychological interview, and other screening elements designed to indicate bias or prejudice. SRPD also does thorough background checks to weed out any candidates with documented issues in prior jobs.

- 4. We demand that if the screening in any way shows some bias or prejudice about a race, gender, religion etc., the candidate will be immediately disqualified.

DISCUSSION: Chief Navarro outlined the hiring process, which includes a panel interview, psychological interview, and other screening elements designed to indicate bias or prejudice. SRPD also does thorough background checks to weed out any candidates with documented issues in prior jobs.

- 5. We demand that after the initial pre-hire process, every two years agencies re-credential the law enforcement officer.
 - a. The community will create a committee that reviews a packet of information about the individual who needs to be re-credentialed and his/her past 2 years of service
 - b. The committee makes a recommendation to the board and the board and the employer ultimately decide if they will continue to work for the department or if the credentialing packet means they should no longer serve our community.
 - c. The committee may suggest probationary periods or even ask for further review.
 - d. The committee can request more information from higher ranking officers, Department heads, the Union or HR to determine if the individual is not fit for duty
 - e. Law Enforcement officer's records be made available to the public
 - f. Steep fines instituted if found to have violated their oath and found to be guilty of the accusation
 - g. Ongoing and encouraged support for emotional resiliency

- h. Incorporate a Cultural equity program within the county and city systems

DISCUSSION:

Police/law enforcement accountability. Transparency must be shown. After the initial pre-hire process, every two years agencies re-credential the law enforcement officer;

- The community will create a committee that reviews a packet of information about the individual who needs to be re-credentialed and his/her past 2 years of service
 - The committee makes a recommendation to the board and the board and the employer ultimately decide if they will continue to work for the department or if the credentialing packet means they should no longer serve our community.
 - The committee may suggest probationary periods or even ask for further review.
 - The committee can request more information from higher ranking officers, Department heads, the Union or HR to determine if the individual is not fit for duty
 - Law Enforcement officer's records be made available to the public
 - Steep fines instituted if found to have violated their oath and found to be guilty of the accusation
 - Ongoing and encouraged support for emotional resiliency
 - Incorporate a Cultural equity program within the county and city systems
6. We demand Park and Recreation Centers in each district to create positive competition, learning and social development within Sonoma County in order to help implement social cultural activities, culture and ethnicity training, financial literacy, social internet gaming, resolution writing to the mayor and vocational training.

DISCUSSION: While the City is not in the position at this time to build more recreation centers, discussion centered around intentionality of programming and facility use specific to the intent of this demand. The City is initiating internal discussions to this end.

7. We demand community housing and development for our 18-24 demographic. This age range is the largest population within Sonoma county next to the senior population when it comes to homelessness, lack of financial resources, vocational and educational training. They are targeted for educational debt due to their buying and lending power which causes the majority of our population is economically oppressed by our society and rightfully should be supported with basic needs.

DISCUSSION: this was not discussed beyond a recognition of the prioritized need.

8. We demand the union to start offering vocational training to all Sonoma County high school students that don't have an interest in college. Many students have noticed the trend of the government spending more money on war than on college education. Most college institutions in California only have a success rate of 27 percent, which is a systematic representation of an unequal system that is broken and needs to be corrected. Until then our community and children want more in educational and vocational choices in order to advance financial independence and sustain an above market value career.

DISCUSSION: Did not discuss at this session.

9. We demand funding from the city, state and local level in order to go directly into our black community services projects, events and community providers that are active allies of positive

community engagements, adolescent development, financial literacy, vocational training as well as mental health and living supportive services. We want to create a board and have a financial trust setup for our community in order to provide financial assistance, resources, social culture activities, transportation, social and character development workshops, educational tools, material and resources, housing assistance, family support, father with families, supportive health and family services

DISCUSSION:

- Each Mayor of every Sonoma County city set up an unrestricted community platform in which individuals from the local community can create and submit Resolutions directly to our local mayor in order to help influence and create local governing policies.
 - The City of Santa Rosa accepts ordinances, resolutions and other policy documents from community representatives for consideration. These are generally submitted directly to Council and/or the City Manager, then assigned to the appropriate staff to work on as directed. The City of Santa Rosa cannot speak to the practices of other jurisdictions but encourages this practice regionally.
- Mental health within the African American/Black communities is different and thus needs a more culturally appropriate response.
 - Issues that impact mental health is different: social pressures, father's missing from families, issues with police brutality and other forms of violence, etc.
 - We need more African American and Black social workers and mental health professionals that have the cultural understanding of what their patients go through.
 - There is stigmatism in the Black community about mental health. This needs to be addressed.
 - The Black community needs to focus on getting healthy and engaging with the community.
 - Conversation with the Department of Health Services Director needs to happen.
 - We need more preventative programs/efforts tailored for the Black community.