



## **Actions for Change: A Commitment from Santa Rosa's City Council and City Manager**

To our community whom we proudly serve,

In the weeks since protests started in Santa Rosa following the murder of George Floyd in Minneapolis, thousands of Santa Rosans have expressed their pain, grief, and anger, and have engaged in many forms of social actions including marching for change, holding rallies, vigils and prayer circles; writing and submitting demands for change; and challenging the City to review its institutional structures that continue to impact our communities of color. To our residents of the Black community and other communities of color, please know that we see you, we hear you. You matter. Black lives matter. We can and we will make changes to make Santa Rosa a city of inclusion, diversity and equity.

I as your Mayor, our entire City Council and your City Manager, after discussions with the City's new Community Empowerment Plan Team and community partners, commits to the following actions:

- **Make immediate updates to use-of-force policies:** Two weeks ago, Santa Rosa Police Chief Rainer Navarro explicitly prohibited the use of carotid restraints. Additional review of use-of-force policies are underway and includes review and input from the community. As Mayor, I have responded to and signed the "My Brother's Keeper Alliance" pledge which calls on mayors to commit to the following actions:
  1. REVIEW your police use of force policies.
  2. ENGAGE your communities by including a diverse range of input, experiences, and stories in your review.
  3. REPORT the findings of your review to your community and seek feedback.
  4. REFORM your community's police use of force policies.
  
- **Establish a new public safety subcommittee of the City Council:** This NEW Public Safety Subcommittee is charged with reviewing public safety issues, annual reports, and after-action reports for Police, Fire, and Emergency Services. Our first public meeting is scheduled for Wednesday, July 1<sup>st</sup>.
  
- **Execute the Community Empowerment Plan:** The City's Community Empowerment Plan outlines immediate goals and strategies for change, such as:
  - Engage at least 50 community leaders and develop a plan for broader community engagement by July 31, 2020.

- Host at least five Community Listening Sessions by August 31, 2020.
  - Input from these listening sessions will help shape the City's next steps in policy development and the independent police auditor contract scope of work before it goes out for request for proposals.
  - Present Community Listening Session outcomes to the community by September 30, 2020.
  - Develop a 2021 plan for ongoing community engagement opportunities by December 31, 2020.
- **Equip the Community Empowerment Plan:** The City Council will hold a special study session/listening session on June 30<sup>th</sup> to review staffing and resources for the robust Community Empowerment Plan.

As our entire Santa Rosa City Council and your City Manager, we are not just the leadership for the City, but we're also members of the community and will stand by you and work with you to make change for the City of Santa Rosa.



Sean McGlynn, City Manager



Tom Schwedhelm, Mayor



Victoria Fleming, Vice Mayor



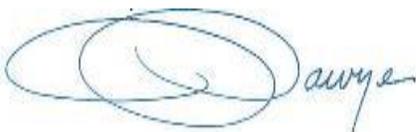
Richard Dowd, Council Member



Chris Rogers, Council Member



Ernesto Olivares, Council Member



John Sawyer, Council Member



Jack Tibbetts, Council Member