



SANTA ROSA COMMUNITY EMPOWERMENT PLAN

This strategy is a starting point. It is a recognition that we, as an organization, need to reorient our efforts to not just inform the community about what the City is doing for you, but to more broadly involve and collaborate with the public so that all community members feel they have a voice and are empowered to seek and implement change.

The focus of the strategy below is to engage the community related to current protests. Through this, we have the potential to address policies and practices to improve the City's relationship with, trust amongst, and service to the community. While it is focused on Santa Rosa Police Department engagement, they do not stand alone in responding to the need for change.

This plan will grow and evolve, and with this, we take our first steps.

VISION

There is a trusting, open relationship of respect between the Santa Rosa Police Department and the community, and space for ongoing, inclusive, constructive dialogue is available.

GOAL 1

Increase constructive and inclusive dialogue between leaders from black and Latinx communities in Santa Rosa and Sonoma County, and the City of *Santa Rosa*.

This dialogue is not solely focused on SRPD, but will include broader safety net solutions such as economic opportunity, land use, budgeting, hiring practices, etc.

Objective 1.1 - Develop a process for regularly sharing progress and updates on this plan and related efforts.

Objective 1.2 - By July 31, 2020, at least 50 leaders have been engaged and a plan for broader community engagement is developed.

Objective 1.3 - By August 31, 2020, at least 5 community listening sessions are completed.

Objective 1.4 - By September 30, 2020, a report on community listening session outcomes is developed and presented back to community leadership.

Objective 1.5 - By December 31, 2020, a plan is developed for ongoing community engagement opportunities, with a focus on 2021.

GOAL 2

Community is provided with opportunities to review and provide input on Santa Rosa Police Department's use of force and community policing policies.

Objective 2.1 - Establish a forum to provide ongoing input on community policing practices, community issues, and ideas for improvement.

Objective 2.2 - Hold at least 5 community workshops for review and feedback on priority policies (priorities determined through Chief's conversations with community leaders).

Objective 2.3 - Utilize input from community workshops to shape the independent police auditor scope of work.

GOAL 3

Establish a feedback loop to gauge effectiveness of efforts with and in the community, and among City staff.

Objective 3.1 - Train City staff on opportunities for and levels of community engagement, including reviewing and adjusting based on community dialogue/listening session feedback.

Objective 3.2 - Develop resource strategies to support and optimize community engagement opportunities related to specific programs, projects and services.

Objective 3.3 - Evaluate community engagement efforts; loop in educational institutions and local organizations

Objective 3.4 - Annually report to City Council on community engagement activities and progress towards each goal