



# COMMUNITY EMPOWERMENT PLAN

**VPP OPERATIONAL TEAM | JANUARY 20, 2021**

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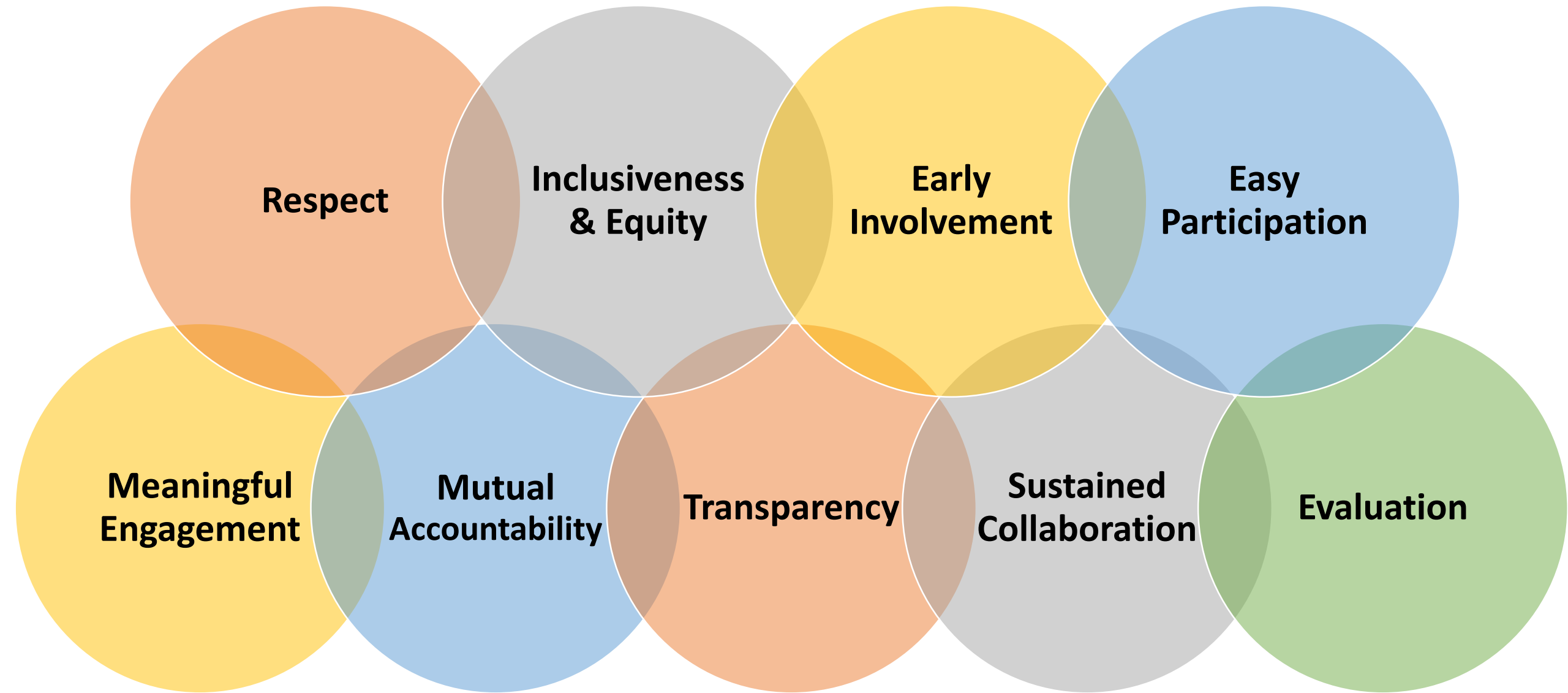


# PRINCIPLES OF COMMUNITY ENGAGEMENT

## **Develop a Culture that Values Public Engagement**


- Genuinely engage and partner with neighborhoods, volunteers, businesses, institutions, and other organizations which support our community
- Establish Santa Rosa as a leader in civic engagement with the goal of increasing Openness, Transparency and Accountability
- Close the communication loop - Acknowledge the value of community input, wisdom, and participation
- Increase opportunities for diverse community engagement and effective participation
- Build a strong civic infrastructure – educate people about how best to engage





# SPECTRUM OF COMMUNITY ENGAGEMENT

INCREASING IMPACT ON THE DECISION



	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
<b>Public Participation Goal</b>	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities, and/or solutions.	To obtain public feedback on analysis, alternatives, and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decisions including the development of alternatives and identification of the preferred solutions.	To place final decision-making in the hands of the public.
<b>Promise to the Public</b>	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input informed and influenced decisions.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input informed and influenced decisions.	We will co-create and co-produce solutions with you. You will be a true partner in making and implementing decisions for your community. Your advice and recommendations will be incorporated.	<b>We will support your decisions and work to implement solutions. You are part of the solution.</b>





# GOAL 1

Increase  
constructive  
and inclusive  
dialogue  
between  
City and  
black,  
indigenous,  
and Latinx  
community  
leaders

**1.1** Develop a process for regularly sharing progress and updates on this plan and related efforts

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

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

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

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



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## GOAL 2

Community is provided with opportunities to review and provide input on SRPD's use of force and community policing policies

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

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**2.2** Utilize feedback from listening sessions, one-on-one dialogues, meetings, and Council's Public Safety Subcommittee to update SRPD use of force policies

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**2.3** Utilize feedback from listening sessions, one-on-one dialogues, meetings, and Council's Public Safety Subcommittee to shape the independent police auditor scope of work.

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## GOAL 3

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

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

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

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**3.3** Evaluate community engagement efforts; loop in educational institutions and local organizations.

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**3.4** Annually report to City Council on community engagement activities and progress towards each goal.

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# Goal 1 Outcomes

## **Total people engaged: 280**

- Total BIPOC engaged: 265

## **Listening Sessions: 18 total sessions, 215 engaged**

- 13 BIPOC groups (5 sessions were follow-up)
- 4 Black community groups
- 5 Latinx community groups
- 1 Indigenous group
- 3 mixed race groups







## Goal 1 Outcomes

**One-on-one meetings: 18 meetings**

**Small Informal Groups: 15 meetings**

**Public Comment: 5 City Council meetings in June and July**





## Goal 2 Outcomes

### **Development of City Council Public Safety Subcommittee**

- 4 meetings held in 2020
- Next meeting: January 27, 2021 at 1pm

### **Development of Chief's Community Ambassador Team (C-CAT)**

- Received 43 applications
- Chief will select final members by next month

### **Development of Model for Response Mental Illness and Homelessness Program**

- CAHOOTS Program in Eugene, OR





## Goal 3 Outcomes

### **Adoption of Open Government Ordinance on Dec. 1, 2020**

- Addresses transparency issues
- Citizen Guidebook
- Language Access

### **Development of Civic 101 Videos**

### **Multicultural Roots Project: Stories from Santa Rosa's BIPOC**

### **SRPD Lowrider Patrol Car**



# NEXT STEPS FOR COMMUNITY EMPOWERMENT PLAN

- **Community Listening Sessions Final Report**
- **Additional Community Listening Sessions/Ongoing Community Dialogue**
- **City Contract with the Seed Collaborative**
  - Targeted Universalism Equity 2.0
  - Diversity, inclusion and equity in hiring and in work with the community
  - Develop plan for SRPD
  - Develop plan for Fire Department



# Thank you & Questions?

