



# LISTENING SESSION REPORT

## Community Empowerment Plan

**COMMUNITY ADVISORY BOARD | APRIL 28, 2021**

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# BACKGROUND

- On May 26, 2020, George Floyd was killed by an on-duty police officer, which sparked protests across the nation, including here in Santa Rosa
- Protests called for an overhaul of use of force policies as well as increased law enforcement oversight and accountability
- The City responded by developing the Community Empowerment Plan and holding a series of listening sessions with Santa Rosa's communities of color.



# COMMUNITY EMPOWERMENT PLAN VISION AND GOALS

**VISION:** Build a trusting and open relationship of respect between SRPD and the community, and a space for ongoing, inclusive, constructive dialogue is available.

1. Increase constructive and inclusive dialogue between leaders from POC communities in Santa Rosa and Sonoma County, and the City of Santa Rosa
2. Community is provided with opportunities to review and provide input on Santa Rosa Police Department's use of force and community policing policies.
3. Establish a feedback loop to gauge effectiveness of efforts with and in the community, and among City staff.



# GOAL 1 OUTCOMES

- **280 people engaged**
  - **265 from people of color groups/communities**
- **18 listening sessions held with 13 community groups (5 were follow-up sessions)**
- **18 one-on-one conversations**
- **15 informal group conversations**



# LISTENING SESSIONS OUTCOMES

- 215 participants
- 13 community groups
  - 5 Latinx community groups
  - 4 Black community groups
  - 1 Indigenous community group
  - 3 mixed race community groups
- 5 themes reoccurred throughout these sessions



# LISTENING SESSIONS OUTCOMES: THEMES

1. Build relationships between Santa Rosa Police Department and community, including youth;
2. Invest in community programming and services, particularly for POC communities;
3. Create police accountability and oversight mechanisms;
4. Address institutional racism, systemic racism and the culture of white supremacy in Santa Rosa; and uplift and celebrate Santa Rosa's POC communities; and
5. Address homelessness in our neighborhoods.



# COMMUNITY RECOMMENDATIONS

1. Engage through an anti-racist lens: create an organizational culture that values public engagement with all community members and increasing access to public engagement opportunities
2. Commitment to Inclusion, Diversity, Equity, Transparency and Access
3. Declare racism as a public health crisis in Santa Rosa



# COMMUNITY RECOMMENDATIONS, CONT.

4. Mandatory Trainings and Educational Sessions for all City Staff, Appointed and Elected Officials, and Members of City Boards and Commissions

5. Civilian Oversight of SRPD

6. Restorative Justice Circles with the Community





# COMMUNITY RECOMMENDATIONS, CONT.

## 7. Continue to Explore Best Practice Responses to Protests and Demonstrations (from League of CA Cities Trauma Informed Responses to Protests)

- Get to know the community you are serving and what issues are important to them.
- Recognize the humanity of why protests happen.
- Recognize generational trauma and its impacts on community.
- Refrain from labeling protesters/demonstrators as dangerous individuals
- Engage with the community and find out what they need to feel safe



# OTHER STEPS TAKEN BY CITY STAFF

- City Council's Public Safety Subcommittee (CEP Goal 2.1)
- Model of Response to Mental Illness and Homelessness
- Chief's Community Ambassador Team (C-CAT – CEP Goal 2.1)
- The Marylou Lowrider
- Multicultural Roots Project



# NEXT STEPS

- City Council Study Sessions – May 4th and 5<sup>th</sup>
- Day One, 1:00 p.m.
  - Human Rights Commission Report
  - After Action Review of the Response to Peaceful Protests and Civil Unrest in May and June 2020
  - Independent Review of Police Department's Internal Affairs Investigation of Specific Incidents of Use of Force by Officers that Occurred During Community Protests in May and June 2020
- Day Two, 10:00 a.m.
  - Listening Session Report
  - Police Reform Update



QUESTIONS?

