

**City of Richmond – Reimagining Public Safety Community Task Force**  
Meeting held in Person: Bermuda Room, Richmond Memorial Auditorium  
403 Civic Center Plaza, Richmond, CA 94804

**Minutes\***  
**Wednesday, October 25, 2023, 5:30 P.M.**

*\*video recording and meeting transcript available*

**A. CALL TO ORDER**

Vice Chair Tamisha Walker called the regular meeting to order at 5:47 P.M.

**B. ROLL CALL**

PRESENT: S. Bischoff, M. Cantú, M. Gliksohn, D. Gosney, R. Joseph, K. Kilian-Lobos, L. Murray, M. Njissang, J. Pursell, J. Schlemmer, and Vice Chair Walker

ABSENT: H. Burks, L. Chacon, A. Lee, B. Therriault, L. Whitmore, B.K. Williams and Chair D. Small

STAFF PRESENT: Deputy City Manager-Community Services Director (Staff Liaison to the Task Force) LaShonda White, Assistant Administrative Analyst Guadalupe Morales, Associate Administrative Analyst Stephanie Ny, YouthWORKS Program Manager Bouakhay Phongboupha and City Attorney Alison Flowers

**C. AGENDA REVIEW AND ADOPTION**

The agenda was accepted, as presented.

**D. MEETING PROCEDURES**

Guadalupe Morales, staff to the Task Force, identified the meeting procedures and the public's ability to speak during the meeting. She announced that anyone may make an oral comment even if a written comment had previously been submitted; however, each speaker may raise their hand only once to make one oral public comment per each agenda item. She added that an announcement would identify the time to make public comment for each item.

**E. MINUTES APPROVAL**

**1. APPROVE the Minutes of the September 27, 2023 Meeting of the Reimagining Public Safety Community Task Force**

A correction to the minutes of the September 27, 2023 meeting was read into the record for Taskforce Member Murray, who requested a correction on Page 6 to the statement that was incorrectly attributed to Taskforce Member Kilian-Lobos: *Taskforce Member Murray pointed out that SOS was also involved with Housing First and she commended SOS for everything it was doing in the area of homelessness.*

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Motion by Taskforce Member Schlemmer, seconded by Taskforce Member Gosney to adopt the minutes of the September 27, 2023 meeting, as amended, carried by the following Roll Call vote:

AYES: S. Bischoff, M. Cantú, M. Gliksohn, D. Gosney, R. Joseph, K. Kilian-Lobos,  
L. Murray, M. Njissang, J. Pursell, J. Schlemmer, and Vice Chair Walker  
NOES: None  
ABSTAIN: None  
ABSENT: H. Burks, L. Chacon, A. Lee, B. Therriault, L. Whitmore, B.K. Williams and  
Chair D. Small

**F. CITY STAFF REPORTS**

Associate Administrative Analyst Stephanie Ny announced a Pullman Neighborhood Litter Clean-up event on Saturday, October 28, 2023 at 10:00 A.M. at South 33rd Street and Ohio Avenue. She reported that volunteers would receive a light breakfast, gloves and masks on a first-come first-served basis. Tools for the clean-up activities would also be provided.

Staff also announced the annual Richmond Snowball Scholarship contest for public and private high school students with the deadline to file on November 1, 2023.

**G. PUBLIC COMMENTS**

No written comments were submitted, or oral comments made, by any member of the public.

**H. PRESENTATIONS, DISCUSSIONS, AND ACTION ITEMS**

**1. DISCUSS and APPROVE Task Force Meeting Dates for November and December 2023**

Taskforce Member Gliksohn suggested that since the regular Task Force meeting dates would conflict with the Thanksgiving and Christmas holidays, the Task Force meetings in November and December could be held on the third Wednesday of each of those months.

Taskforce Member Cantú suggested that one meeting in between the holidays might be preferable. She also recommended that the Task Force be sunset in the very near future given that the Task Force had been scheduled to sunset but was currently on an extension.

Vice Chair Walker verified with the Task Force attorney that a possible sunset could be discussed because it had to do with whether the Task Force would meet again.

Taskforce Member Murray commented that she would not be able to attend the next two meetings.

Most Members of the Task Force had no problem considering a sunset of the Task Force given the difficulty of achieving a quorum at meetings, although Taskforce Member Kilian-Lobos expressed concern that the Task Force was a big support to YouthWORKS and Safe Organized Spaces (SOS) and she wanted to make sure of the continued support for those organizations from the community.

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Taskforce Member Cantú noted that YouthWORKS, the Office of Neighborhood Safety (ONS) and the Community Crises Response Program (CCRP) were now part of the City and the Task Force had worked hard with its assigned task to establish those programs. She added that ultimately a Community Advisory Board (CAB) of the CCRP would be established with a recommendation from the Task Force as to the makeup of the CAB.

No written comments were submitted, or oral comments made, by any member of the public.

Motion by Taskforce Member Gosney, seconded by Taskforce Member Gliksohn to combine the November and December meetings into one special meeting to be held on Wednesday, November 29, 2023, carried by the following Roll Call vote:

AYES: S. Bischoff, M. Cantú, M. Gliksohn, D. Gosney, R. Joseph, K. Kilian-Lobos, L. Murray, M. Njissang, J. Pursell, J. Schlemmer, and Vice Chair Walker  
NOES: None  
ABSTAIN: None  
ABSENT: H. Burks, L. Chacon, A. Lee, B. Therriault, L. Whitmore, B.K. Williams and Chair D. Small

Motion by Taskforce Member Gosney, seconded by Taskforce Member Njissang to agendize for the meeting scheduled on November 29, 2023, a discussion and vote on whether to sunset the Reimagining Public Safety Community Task Force, carried by the following Roll Call vote:

No written comments were submitted, or oral comments made, by any member of the public.

AYES: S. Bischoff, M. Cantú, M. Gliksohn, D. Gosney, K. Kilian-Lobos, L. Murray, M. Njissang, J. Pursell, and J. Schlemmer  
NOES: R. Joseph  
ABSTAIN: Vice Chair Walker  
ABSENT: H. Burks, L. Chacon, A. Lee, B. Therriault, L. Whitmore, B.K. Williams and Chair D. Small

An unidentified speaker noted that the Task Force had done a lot of good work throughout the process and she did not see that the Task Force had “petered out,” as suggested.

**2. RECEIVE an Update from YouthWORKS**

BRANDON EVANS and CINTHIA HERNANDEZ, Employment Program Specialists at YouthWORKS, provided a PowerPoint presentation and described the mission to provide youth the opportunity to gain livable wages as well as employment and training opportunities with on-the-job training, vocational training and paid work experience along with the Summer Youth Employment Programs and other services and life skills workshops that YouthWORKS provided.

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The Employment Program Specialists offered year-to-year comparisons from 2022/2023 and 2023/2024 for applications received, with 881 applications received since June 2023 compared with 759 applications last year. Of the 881 applications, 474 applicants had completed intake while last year 451 had completed intake. Of the 474 applicants, 364 had been placed compared with 321 last year. With respect to the budget, \$1.9 million had been received and \$813,000 had been spent. A budget comparison to the prior year was also provided. The total participation cost was identified as \$1,326,521, which was 52 percent of that budget due to wages, payroll fees and supportive services, training and stipends. It was noted that summertime was the busiest time for YouthWORKS.

It was reported that 52 percent of participants were below the livable wage range and this year 39.3 percent of participants were either Latino or Hispanic while 40.3 percent identified as African American or Black. Other data identified participants as 51 percent female and 47.5 percent male, with some participants identified as non-binary. The primary age range was 16 to 24 years of age. This year in-classroom support training, career exploration for youth in school, IT in the healthcare field, entrepreneurship and welding were provided, and over 100 youth had been provided the opportunity to learn and gain the in-school skills in their field of interest. Participants had been paid for their time in-classroom training at a cost of \$33,000 in stipends from July 1 to October 23, 2023.

Mr. Evans identified the impacts of the program by reporting that 10 participants had attained full-time employment, five of them in various departments with the City of Richmond, over 100 kids had participated in the Kaiser School of Allied Health Sciences partnership over the summer, and in transportation, social services, construction and finance, and wages ranged from \$24 to \$35. Participants 18-24 years of age had been provided with opportunities for career exploration, 321 youth had been able to earn up to \$5,000 for those completing all of their allotted hours, 35 youth would move towards intensive work force programs that also allowed YouthWORKS to provide intensive case management and wrap around services with other partners, and two participants had completed vocational and industry training programs.

Ms. Hernandez identified some of the rewards from being able to extend the work experience or Summer Youth Employment Program as skill development and diversity inclusion, stated that YouthWORKS had partnered with ONS and other organizations in the area, referrals had helped reduce crime in the City, had reduced the unemployment rate and poverty in the community and many in-school youth were always concerned about making sure they had some sort of employment or career opportunity to help their families, which had relieved stress in the community and provided opportunities to develop skills along with an enhanced opportunity for employment, and to be out of Richmond and see other areas to work in and open doors to youth who had no similar opportunity.

Mr. Evans noted the challenges involved and explained that all the work was very personal. The entire staff were products of Richmond and had been to college and returned to work within the community to help the next generation, with concerns for basic skills in completing high school and getting a diploma or a GED, for the unhoused youth working with Richmond PAL and Tiny House Village where 15 youth had been placed. He added that YouthWORKS worked with foster youth and former foster youth, justice involved youth in partnership with ONS, high-risk and high-needs youth and those reentering society on probation or parole along with those with mental health issues.

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Mr. Evans explained that the internal challenge was that YouthWORKS was overwhelmed with the number of participants who had applied this year and had brought on staff to build capacity. He identified the numerous city partners, non-profit partners, school district partners and a host of other non-profit and small businesses involved in the programs offered by YouthWORKS.

Ms. Hernandez reported that as of October 2023, YouthWORKS had hired three employment program specialists and had put the work experience application on pause to be able to access all the applications and make sure that intakes were completed. Applications had been closed on August 31, 2023 and staff continued to work with its partners to better serve the Richmond community.

Taskforce Member Gosney requested that the PowerPoint presentation be made available to the members of the Task Force. With respect to the presentation, he asked about the ethnic breakdown which appeared to be different from the breakdown of the community and it was noted that the process did not target certain ethnicities in that recruitment was open to all in the Richmond community and programs had been promoted on social media, sent to local partners, posted on Peachjar to the West Contra Costa Unified School District (WCCUSD), to the RYSE Center and to employers that YouthWORKS had worked with in the past and to those participants who had worked with YouthWORKS in the past as well as through word of mouth.

Taskforce Member Joseph asked about the impact of the program on troubled youth, and Mr. Evans stated that YouthWORKS saw the gamut from 4.0 high school students to those who were system and justice involved. He spoke to the partnership with ONS which was working with high-needs youth and explained that YouthWORKS had been intentional about internal discussions to place them and work towards full-time employment to save their lives and the lives of others.

Mr. Evans added that YouthWORKS had collaborated closely to place the young people from certain areas of town into areas that were safe, and the success of the program had been built on people who felt they had received a quality service. He noted that young people were willing to come back and youth had expressed that the opportunity had allowed them to make money the correct way, stay out of trouble, and interact with the community with skills they thought they couldn't do. It was also clarified that youth were sent a Google form when exiting the program to advise staff how the program had served them.

Taskforce Member Joseph asked that those exit interviews be shared with the Task Force. He referred to YouthWORKS case management and asked if other community-based organizations could offer support, and Ms. Hernandez stated they had reached out to RYSE for mental health counseling and now that YouthWORKS had more staff it offered a warm handoff and connected them to an individual who would be able to help them.

YouthWORKS Program Manager Bouakhay Phongboupha explained in response to Taskforce Member Schlemmer that the 2023-2024 year was just from July 1 to the end of September and given the huge number of applications, the application process had been closed on August 31, 2023 to allow staff to catch up.

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Taskforce Member Schlemmer supported the partnerships with Kaiser and the welding program at Kennedy High, and reiterated comments he had previously provided that college was not meant for everyone. He suggested some people could make a great living in one of the building trades and suggested partnering with Richmond Build and its associates and collaborating with the school districts public and charter, to identify those who might be more interested in the building trades and get the trade unions involved since they would provide training and apprenticeship programs. He commended YouthWORKS and the work it had done.

Ms. Phongboupha explained that Richmond Build and Youth Build were under the same Richmond Director of Employment and Training and the WorkForce Development Board fully supported those students not interested in school who were being sent out for industry training.

Taskforce Member Cantú commended YouthWORKS for its progress over the last three years and recognized the current four employment specialists beyond the two employment specialists in the original proposal who had worked with the 481 participants. She commented that the Task Force should be recognized for what it had done and did not believe the Task Force should be advised to do more without recognizing what it had already done. She asked about the caseload per person and Mr. Evans reported that the employment specialists all handled the intake and the in-boarding process, and during the summer there had been approximately 30 intakes and orientations a day. He noted that the intake process required 1 to 2 hours depending upon the readiness of the material required from the applicants.

Taskforce Member Gosney, a member of the Steamfitters Union for 53 years, stated the opportunity to get into the trades could be a phenomenal road to success for those in the community. He commented that the trades could not do anything for high school students because by law 18 years of age was the minimum to work in the trades. He urged considerations to promote more than one pathway to success.

Mr. Evans emphasized the work that Richmond Build and Richmond Youth Build did with its programs where youth could get basic skills and help with entry exams. He also referred to the events offered by the various trades to offer pathways into the trades for those not interested in college.

### **PUBLIC COMMENT**

TAMARA WALKER, Deputy Director for Community Services for Employment and Training, thanked her staff and described a Job Fair this date where over 500 people had been served. She explained that Richmond Build and Youth Build were all under the same umbrella. She described the work being done for those young people and adults who were not interested in college and the services offered. She explained that was just a portion of the work being done and that the Department was using the process as a spring board to move young people and adults into better high-growth, high-wage jobs.

- 3. DISCUSS Next Steps for the Community Crises Response Program Including the Community Advisory Board and APPROVE Recommendations**

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Taskforce Member Pursell noted the prior discussion of the composition, qualifications, make-up, number of members and goals and purpose for a Brown Act-compliant Community Advisory Board (CAB) to the CCRP that the Task Force would recommend to the Mayor and the City Council.

The Task Force discussed the various aspects desired for a CAB to the CCRP, with recommendations as follows:

- An application process with members to be Richmond residents, with applications to be reviewed by the Mayor and his staff for final approval (Schlemmer), although it was pointed out that the City's Handbook for Boards and Commissions required that members be Richmond residents (Gosney).
- A complete description of the CAB and the process for the benefit of the public and an identification of the tasks to be accomplished (Gliksohn).
- Identify the parts of the community that needed to be involved with Members to represent the City through community groups or the neighborhood councils since that would provide a range of representation from throughout the City (Bischoff).

Taskforce Member Cantú offered to write up a proposal to be agendized for a vote at the next meeting. She noted that the City Council had explicitly asked that the Task Force and Urban Strategies Council work together to talk about the purpose and the powers of the CAB. She recommended that Anne Jenks from Urban Strategies Council provide the Task Force with three to five examples of boards along with their purpose, power and composition to allow the Task Force to make an informed decision and she asked that to be agendized at the next meeting for a vote.

Taskforce Member Kilian-Lobos stated she had sat on the Children Youth Board for two years which she suggested was a good model for a CAB. Her vision for the CCRP CAB was for people with a lived experience and their family members, consumers of the behavioral health care system, and then others who may work in the field in different capacities with people who had a stake in the success and had been through experiences that may have impacted them negatively to allow mobile mental health crises teams with a diverse membership.

Vice Chair Walker verified the request to place an item identified as: *Review the Proposal for the CCRP CAB and Vote on that Proposal* on the next meeting agenda, with a presentation from Anne Jenks of Urban Strategies Council to provide three to five boards and commissions that represented non-police alternative responses, with information to be shared with the Task Force, and with Taskforce Member Cantú to prepare the proposal based on that information, to be included in the agenda packets before the meeting with a discussion and vote at the next meeting.

Anne Jenks commented with respect to the assignment that there were not that many different CABs specific to alternative emergency responses. She could provide structures of CABs with peer response work broadly defined with some police oversight and some types of advisory boards. She would work with Taskforce Member Cantú and return at the next meeting.

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On the discussion of whether other members of the Task Force were interested in participating in the preparation of the proposal for a CAB through a working group, the City Attorney clarified that to be consistent with the Brown Act, the working group would have to include fewer members than a majority of a quorum, or 11 members.

The Task Force selected Taskforce Members Bischoff, Cantú, Kilian-Lobos, and Pursell as members of the working group, which Taskforce Member Cantú verified would have to meet every week to accomplish the task prior to the next meeting scheduled for November 29.

Vice Chair Walker noted she would provide some comments at the next meeting given that she had some challenges with respect to being a member of the Reimagining Public Safety Community Task Force. Although she had been born and raised in Richmond, she stated she had been attacked when she had been appointed to the Task Force since she no longer lived in the City of Richmond. She had family and people she loved in the City and she wanted the membership to consider that there were people who had suffered in the City who still fought for the City of Richmond but who might not have an address in the City.

No written comments were submitted, or oral comments made, by any member of the public.

Motion by Taskforce Member Gosney, seconded by Taskforce Member Joseph that the small working group of Taskforce Members Bischoff, Cantú, Kilian-Lobos and Pursell would craft a proposal to be discussed and voted on at the next meeting, carried by the following Roll Call vote:

AYES:	S. Bischoff, M. Cantú, M. Gliksohn, D. Gosney, R. Joseph, K. Kilian-Lobos, L. Murray, M. Njissang, J. Pursell, J. Schlemmer and Vice Chair Walker
NOES:	None
ABSTAIN:	None
ABSENT:	H. Burks, L. Chacon, A. Lee, B. Therriault, L. Whitmore, B.K. Williams and Chair D. Small

**4. DISCUSS and APPROVE Assignments to City Council Monthly Reports for November and December 2023 as Well as the Process for Substitutes**

Taskforce Member Pursell stated that he would present both November and December reports.

Taskforce Member Bishoff recommended that the report be brief and identify what the Task Force was working on.

Staff noted that the City Council had cancelled the November 21, 2023 meeting and only the December report would need to be presented.

Motion by Taskforce Member Joseph, seconded by Taskforce Member Schlemmer to have the Taskforce discuss the December presentation to the City Council and decide who would make that presentation at the next Task Force meeting scheduled for November 29, 2023.

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L. Murray, M. Njissang, J. Pursell, J. Schlemmer and Vice Chair Walker  
NOES: None  
ABSTAIN: None  
ABSENT: H. Burks, L. Chacon, A. Lee, B. Therriault, L. Whitmore, B.K. Williams and  
Chair D. Small

No written comments were submitted, or oral comments made, by any member of the public.

**I. ACTION ITEM RECAP**

**J. ADJOURNMENT**

The meeting was adjourned at 7:12 P.M. to a regular meeting on Wednesday, November 29, 2023 in the Bermuda Room, Richmond Memorial Auditorium, 403 Civic Center Plaza, Richmond, CA 94804.