



# Reimagining Public Safety Community Group

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Reimagining Public Safety Task Force  
November 12, 2020



# About us

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**Mission:** To improve public safety in Richmond by employing a holistic approach that is grounded in human rights, responsive to human needs, and guided by the best available evidence.

**Who we are:** Community members, representatives from community organizations (ex: RYSE, Urban Tilth, Healthy Richmond, etc.), and representatives from city groups (ex: Community Police Review Commission, City of Richmond Community Services Department)

# Our Methods

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1. **Maximize community engagement** in all of the fundamental components of the city's public safety infrastructure.
2. **Increase transparency** by expanding access to information, including program implementation and budgetary allocations.
3. **Ensure accountability** by removing unnecessary barriers to addressing police misconduct.

# Subgroups presenting tonight

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Alternatives to Policing

Spending and Funding

Police Policies and Procedures

# Alternatives to Policing

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# What is safety?

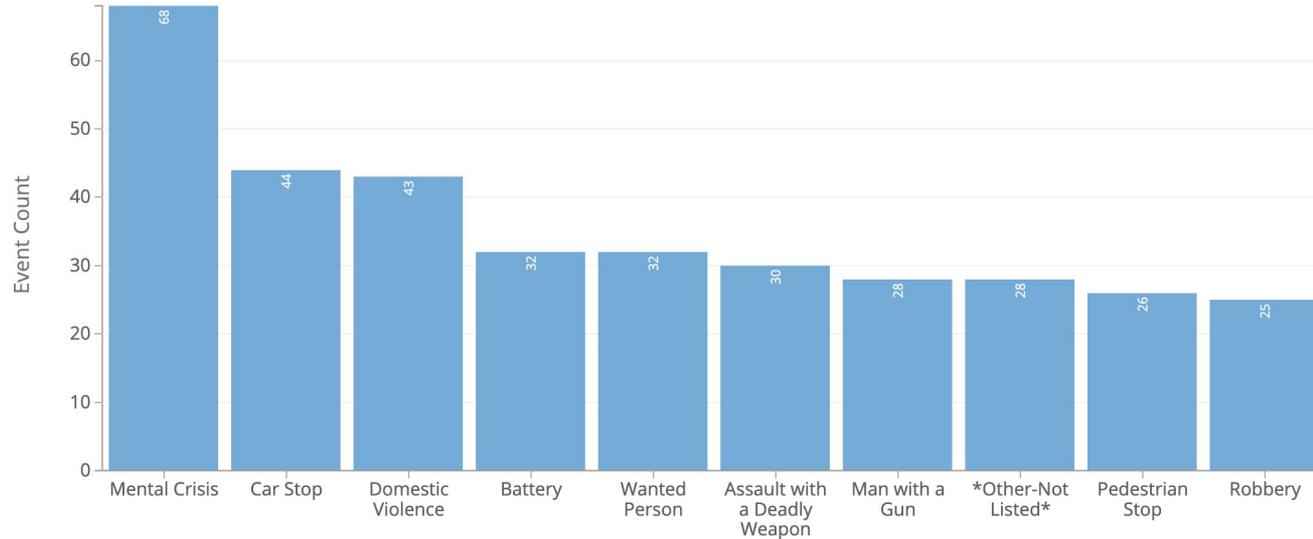
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- Safety for whom?
- Safety means public health needs are met
  - Food
  - Housing
  - Healthcare (including mental and behavioral health)
  - Education
  - Employment
  - Responses to harm
- Prevention AND Response

# Use of force in behavioral health crises

## Top 10 Call Types Involving Uses of Force (2015 - Present)

This data shows a breakdown of the top 10 call types for incidents that involve use of force by the officers, using data 2015 to present.



source: [transparentrichmond.org](https://transparentrichmond.org)

# Action Item: Increased funding for ONS

- Gold standard of non-police response to gun violence
- Street Outreach
  - Conflict mediation, de-escalation
  - Referral to services
  - Maintain community connections
- Peacemaker Fellowships
  - Individual intervention
  - Youth development framework
- Increase funding to increase reach
- ONS reports that their work saved the city \$5.8M-\$14.8M in 2019
  - Re-invest those savings in ONS!

# Action Item: Non-police response to behavioral health crisis and community conflict

- What types of calls could this program address?
  - Mental health crisis
  - Substance use
  - Calls regarding homelessness
  - Interpersonal conflict
  - Noise complaints
  - Wellness checks
- Why non-police response?
  - Police presence creates fear and escalates the situation
  - Policing and non-violent crisis response are different roles

# Existing models: Centralized response connected to 911 dispatch

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- **CAHOOTS** - Eugene, OR
  - Medic and crisis worker respond
  - Police are not present but can be called
  - **Financially successful - data from 2018**
    - Responded to 20% of police calls (20% of Eugene police budget = \$11.5M)
    - Cost \$800,000
    - Savings = \$10.7M in one year
- **Other cities implementing this model:**
  - San Francisco, CA
  - New York, NY
  - Los Angeles, CA

# Existing models: Joint response (MH workers + police)

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- **Contra Costa Mobile Crisis Response Team**
  - Clinician, community support worker, law enforcement
  - Not emergency response
  - 8am-10:30pm M-F, 8:30am-5pm Sat-Sun
  - Not connected with 911

# Existing models: Decentralized community-led response

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- **Mental Health First** - Sacramento, CA (since Jan 2020) and Oakland, CA (brand new)
  - Peer-led, Volunteer-run
  - Operate at times when other services are not available
  - No intervention from police unless the caller requests it/liaise with any police who arrive
- **CAT-911** - Los Angeles, CA
  - Neighborhood-based teams, volunteer-run
  - Mental health crisis, domestic violence, sexual violence, police violence, first aid, drug overdose

# Our proposed plan: Hybrid model

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- Responsive
- Focused on de-escalation
- **Peer-Run**
- **Limited in engagement with police**
- Supportive, not criminalizing
- Part of a network of care
- Sustainable
- Accountable

## Responsive

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Immediately responsive to community calls - program staff should respond at least as quickly as the police currently respond to calls.

## De-Escalation

Focused on de-escalation - program staff should be trained primarily in de-escalation as a response to harm.

## Peer-Run

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Staffed by people with **direct experience** of mental health crisis and/or homelessness who are **embedded in their community** - not outsiders with academic credentials.

## Limited engagement with police

There should be a **clear protocol** about how and when this new response team will contact the police, so that it does not become another avenue for RPD to access our community. Additionally, the **police should not interfere** in the functioning of the program.

# Supportive

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**Focused on support, not criminalization.** The program should focus on providing needed resources to community in an effort to facilitate healing and prevent future harm. It should not work to identify laws that are being broken or attempt to charge residents with crimes.

# Network of Care

**Connected with existing community services.** The program should connect residents with ongoing supports and should have relationships with those services.

## Sustainable

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The program should receive continuous funding and support from the city, not a one time grant.

## Accountable

The program should be transparent about how it works and should provide information to the community about the impact of the work. If program staff or volunteers are found to harm community members, they should be removed from service without pay.

# Examples of Richmond Community Services

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- Bay Area Community Resources
- Kaiser Crisis Center
- Community Health for Asian Americans
- Catholic Charities of the East Bay
- La Familia Counseling Services
- Healing Circles of Hope
- Ya-Neema Healing Circles
- Native American Health Center
- RYSE
- Community Violence Solutions
- Greater Richmond Interfaith Program
- La Clínica
- Bay Area Rescue Mission
- Brookside Shelter
- Reentry Success Center

# Proposed Development Process: Defer to Community



source: [facilitatingpower.com](https://www.facilitatingpower.com)

For more info, attend upcoming city workshop October 1!

# Spending and Funding

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# Why look at funding?

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- Communities are interested in realizing a collective vision of safety for our city, including the safety of our officers. To do this we are invested in understanding the current budgetary models in order to reinvent the methodology for creating the annual and mid-year budgets.
- Budgets are not just financial documents: they are moral documents that demonstrate the values of our city's leaders.

# Goals

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- **Learn** from other cities that have already decreased funds for their police department
- **Compare** our budget and decision-making process with those of comparable cities
- **Increase transparency** and access to crucial information - not just raw data
- **Incorporate** diverse opinions and ideas in the budget process

# Research Questions

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- **Where** does police funding come from? Federal, State, Local, etc.
- **What** is RPD spending money on? Discretionary spending vs. core expenses.
- **How much** of our city's budget goes to policing, in comparison to other services? What does that say about our city's values? (nearly half)
- **How** are overtime hours being used?
- **What impact** does the funding structure (ex: officers being put on paid administrative leave during lengthy investigations) have on police accountability?

# Action Items

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- City-led budget transparency education sessions
  - Explanation of budget in plain English
  - Community Q&A
  - Comparison of budget, actuals, and call reports
- Mid-year budget review process (open to amendments)
- No RPD budget increases until reimagining public safety process is complete
- Complete analysis of RPD overtime use and spending
- Consideration of implementing liability insurance model for police misconduct settlements
- Implementation of participatory budgeting process for FY22 budget

# Police Policies and Procedures

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# Community Police Review Commission (CPRC) Opportunities

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- Provide community control over the police
- Aid the police in communicating to the community
- Increase confidence that the police are liable to the community
  - Transparent pathway to reporting
  - Trust in the process

# Action Item: Empower CPRC

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- Add Sexual Abuse investigations to CPRC responsibilities (**In Process**)
- Grant CPRC right to independently investigate any potential police misconduct of which it becomes aware
- Add CPRC representation to all panels considering hiring and promotion of police officers (**In Process**)
- Allow CPRC to investigate confidential (whistleblower) complaints by individual police officers

# Action Priority: **Community and Integrity-Based Hiring Practices**

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- New officers receive training in Richmond history and culture
- Ban any officer from being hired in Richmond who have been fired from other departments, found to be violent, or affiliated with hate groups
- CPRC representation involved in Hiring Process (**In Process**)

# Action Priority: Traffic Violation Protocols & Procedures

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- Institute moratorium on traffic fees and fines during the COVID-19 pandemic
- Ban Pretextual Stops
- Require written consent for all vehicle searches

# Action Item: **Liability and Standards of Conduct**

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- Penalties for officers turning off body cameras
- Officers to have guns locked away when out in the community doing patrols, during community engagement, and around young people

# Models of substantial policy reform

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- Camden, NJ (Reorganizing Police Force)
- Minneapolis, MN (Reform Changes)
- State of Washington (Banning Pretextual Stops)
- Fayetteville, Durham, Chapel Hill (Written Consent to Search Vehicles)

# Summary



# Summary: Short Term Action Items

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- No RPD budget increases until reimagining public safety process is complete
- Empower CPRC
  - Sexual abuse investigations
  - Independent investigations of any misconduct allegations
  - Independent investigation of whistleblower allegations
  - Involvement in hiring process
- Ban previously fired officers, violent officers, those who are part of hate groups
- Penalties for turning off body cameras
- Regulations around open carrying of weapons
- Ban pretextual stops
- Moratorium of traffic fines and fees
- Require written consent for vehicle searches

# Summary: Longer Term Action Items

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- Budget
  - City-led budget transparency education sessions
  - Mid-year budget review process (open to amendments)
  - Complete analysis of RPD overtime use and spending
  - Liability insurance model for police misconduct settlements
  - Participatory budgeting process for FY22 budget
- Training new officers in Richmond history and culture
- Development of non-police response to behavioral health crises

**Community Asks: Get involved!**

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**Complete our survey: [bit.ly/RRPSsurvey](https://bit.ly/RRPSsurvey),  
[bit.ly/RRPSEncuesta](https://bit.ly/RRPSEncuesta)**