

RECOMMENDATIONS

Systemic & Community Racism Subcommittee

Committee members: Heather Reed (chair), Andrea Carlise, Hannah Groce, Dede Lewis, Bassey Obot, Madlen Saddik, Sharon Smith-Mauney, Raquel Williams, Pravda Wright

1. BUSINESS RACIAL ACCOUNTABILITY PLEDGE:

City will offer anti-racism training for businesses led, at least in part, by Black or POC facilitators. Experienced facilitators will work with all stakeholders in advance of the training to ensure the training is tailored to the needs of our community. As part of the training business owners and their employees will work through an anti-racist curriculum including readings, videos, role playing exercises, and assessments to evaluate their understanding of the material. Upon successful completion of the training businesses will sign an anti-racist accountability pledge and be given a plaque/decal to indicate their commitment to actively pursuing the tenets of anti-racism as laid out in the curriculum they use. Biennial recertification will be granted after the completion of continuing education about the topic.

2. CREATE AND ADOPT A CLEAR AND CONCISE PROTOCOL FOR SOCIAL MEDIA:

After reviewing other police departments' policies and best practices, we recommend that the Alameda Police Department adopt a protocol similar to the one currently used by SFPD. More substantive **guidelines need to be in place for Social Media engagement and monitoring**. Recently, APD posted a Black man's face on their Facebook page, **after** he'd been taken into custody, and prior to prosecution. It appeared that the purpose of the post was solely to make Alameda's citizens aware of "bad people." APD allowed open, non-moderated public comment which devolved into inappropriate posts that were insensitive at best, and toxic at worst. There was no legitimate need to post the photo since the individual had already been arrested and taken into custody. At the very least, mugshots should not be posted unless APD is seeking the community's assistance in finding a suspect. Additionally, conversations should be moderated and comments should be disabled if necessary.

- Upon further review of information provided in response to RFIs, we have determined that APD's current protocol fails to address mugshot posting or provide guidelines for approval of posting and monitoring of APD's social media accounts. We recommend adopting and implementing a protocol similar to SFPD's current Social Media practices and policies which can be found here:
<https://drive.google.com/file/d/1MSS95aXwhuPi7WVut4oYhd7YRmInqaQc/view?ths=true>

3. PUBLIC FEEDBACK PORTAL | "Public Safety Accountability Tool":

We recommend that the city develop a city-wide online reporting and feedback system (i.e. "City of Alameda Antiracism Reporting/Feedback Tool") for residents and visitors to report instances of perceived racial bias, discrimination, abuse of power, and racism that occur in Alameda. Once a report is received, the information submitted shall be provided to city staff for

assessment and investigation. The data collected from reports should be analyzed and metrics capturing the location, race of involved parties, number of reports about specific people (positive and negative) should be kept. We recommend amplifying this portal's existence to the community once it's active, via all communication methods the city currently utilizes to communicate with its residents (Facebook, city website, Twitter, postal mail, email, etc.).

The disaggregated data collected from this portal should be analyzed to determine where city resources to address the issues raised should be directed to remedy the issues identified after investigation deems reports to be credible. In this manner, any instances of prejudice/racism identified from the reports within our local healthcare providers, landlords, and City Services (Fire/EMT, police, code enforcement, building inspection) will be documented in this database and shared with the appropriate parties to be assessed and addressed accordingly.

While APD's existing feedback portal is a good place to start, APD is not analyzing the information submitted or utilizing it to change existing practices to better serve the community. [Share Feedback](#) --. We recommend that the city-wide feedback portal include more explicit, unambiguous language to permit the reporting of incidents of perceived racism, racial profiling, and racial bias in city services. The link/badge for this city-wide online reporting tool should be located on the APD page (where the existing feedback portal is currently located), on the main APD page (**Image 2**) near the "contact us" link, as well as on the homepage of the City of Alameda's website to ensure it's easily accessible. We recommend that this tool allow for anonymous submission of feedback with the understanding that those on the receiving end of racism or prejudice may not feel safe having their identities disclosed for fear of further instances of harm.

4. BUDGETS ARE ALIGNED WITH ANTI-RACISM & EQUITY STRATEGY

We recommend that the city examine the budget allocations across different areas including but not limited to, policing, education, transportation, housing, staffing, and specifically, this program. We are asking for more focus to be placed on this work after March 2021. Working alongside the Alameda Board of Education, we are hoping to implement a racial awareness and education program in all Alameda schools by September 2021.

- Compensation for work is a matter of equity. You cannot equitably and accurately represent the interests of your constituents if we as a city are not proactive about creating space for diversity of race, ethnicity, socioeconomics, abilities, genders, and sexualities in our leadership. We can move toward accomplishing this by compensating council members, committee members, and people who facilitate city events at a level consistent with the time commitment, expertise, and value added to the city by their work.
- We acknowledge that the school board and city council are separate entities, however, we see a real opportunity for the city to extend its budget to pay for a professional facilitator/educator to lead a group of high school students from Encinal, Island, and Alameda High School (that will fulfill their community service requirements for graduation) through training and ongoing leadership development that is designed to foster racial literacy and civic engagement. This program will build a foundation of civic

engagement starting at elementary school level and continuing through high school that will create greater understanding of racial dynamics within our city and country and an informed citizenry whose civic engagement will continue into adulthood.

5. STORYTELLING

We recommend the City invite residents and visitors to Alameda to share stories that capture historic and current incidents of racism (personal and systemic) within the city. This can be done in multiple ways including written stories that are then published on the city website or in local papers (with permission of the party), facilitated community meetings, lecture series in collaboration with the Alameda Library, and in small group sessions at schools, City Hall, etc. Comments from the recent survey indicate that many respondents think racism does not happen here, but as we have learned in presentations with community leaders racism is pervasive here and has impacted people in Alameda at school, work, during recreational activities, and while shopping in the city. Storytelling will provide a safe space for Alamedans and visitors to our city to share their lived experiences with racism in an effort to bring a greater understanding of what it's like to exist as a person of color here, and to help provide a roadmap of the specific harms the community needs to address with changes to policies and practices to prevent further instances of harm. This will provide an opportunity to demonstrate that Alameda's recently adopted mantra "Everyone Belongs Here" isn't just an empty phrase but is being put into action. In order to mitigate the effects of continuing harm and trauma for those impacted there should be a counseling professional on hand for any public forums and services should be offered to those who decide to share stories.

The public storytelling sessions should be held in locations throughout the city to make them accessible to all demographics. Outreach should be made to renters, owners, the unsheltered, residents, and non-residents to invite all interested persons to participate in the forums and share their stories via written the methods outlined. Facilitators may also act as educators to inform community members about the history of racism in our city and the surrounding Bay Area and to inform the community about how it has been baked into our institutions. It is our hope that these opportunities to come together (in person when health authorities have determined it is safe to do so) will allow for healing from the wounds of the past and innovation about paths for moving forward to create an anti-racist community that recognizes the humanity and contributions of each and every person.

6. Transportation Equity and Safety**

Upon receiving multiple reports of renewed safety concerns at Alameda Point, our team met with some of the community members and staff of the Alameda Point Collaborative (APC). We devised an action plan, and opened up communication with the Alameda's Transportation Commission to enlist their guidance and assistance with the following projects and areas of concern:

- Traffic calming and improved transportation infrastructure at Alameda Point near APC to improve safety of streets for pedestrians, cyclists, and those who rely on the use of electric scooters and wheelchairs. Suggestions for traffic calming possibilities include: implementation of Alameda’s existing “[Slow Streets](#)” program, designated bike lanes, clearly marked streets with crosswalks and pedestrian lights, roundabouts and speed control measures (speedbumps, dips, etc.) to decrease usage of streets for drag racing and make streets more accessible to all. Measures to improve safety also include creation of new sidewalks, repaving streets, and reimagined bus shelters to encourage and facilitate use of public transit.
- Implement free parking permits for residents and coordinate public/private towing for cars that do not belong to residents. As it stands there is some confusion about whose responsibility it is to tow abandoned cars and difficulty determining whether seemingly abandoned cars belong to residents or are being dumped by others.
- Campaign to remind those visiting businesses including those in Spirits Alley that the area is residential and that speed limits apply and placing additional traffic signage in the area and at all businesses at the point.
- Creating additional recreational space for residents and visitors at Alameda Point that will allow residents and visitors to safely enjoy green spaces for exercise, leisure, and play.

**Many of these recommendations are already in the works, and we’ve had a wonderful response from the Transportation Commission, thus far. With the Steering Committee’s backing, we’d like to continue this work directly with them and afford this committee the opportunity to discuss any major budgetary/regulatory concerns - should they arise - directly with council, as they normally would.

Image 1

The image shows a web form titled "Share Police Personnel Feedback". At the top, there is a purple header with the title in white. Below the header, it says "My progress: 0%" with a horizontal progress bar. The main heading is "Tell us about your feedback". Below this is the question "What type of feedback are you looking to provide?" followed by four radio button options: "Personnel Recognition/Appreciation", "Personnel Safety Concern", "Unprofessional Behavior", and "Dissatisfied with Service". At the bottom of the form, there are three buttons: "Back" (white with a blue border), "Save" (solid blue), and "Continue" (solid green). At the very bottom left, there is a small text "Powered by OpenForms".

Image 2

Police Department



The Police Department has 88 sworn officers and 33 non-sworn full-time personnel and is responsible for protecting the City's residents, property owners and businesses. The department fosters a problem-solving, community policing philosophy and works collaboratively with policymakers, the City Manager's Office,

Contact Us

Phone

[510-337-8340](tel:510-337-8340)

Location

Alameda Police Department
1555 Oak Street
Alameda
94501

[View Map](#)

File an Online Report

File a police report online and print for your records.

[File an Online Report](#)

SUMMARY OF CURRENT RECOMMENDATIONS as of 21 Feb 2021:

- "Public Safety Accountability Tool"
 - Incident Reporting Database System (Anonymously or not anonymous, with a request for follow up)
- Social Media strategy protocol
- Transportation Plan for APC Residents at Alameda Point
- Budget allocations for ongoing social justice and equity work
- Storytelling framework about racial (in)equity to be incorporated into informing community-wide policy and practice changes