



## San Leandro Police Department • Proud to Serve

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### Chief's Advisory Board Meeting Notes Tuesday, April 7, 2015

#### REVIEW CHIEF'S ADVISORY BOARD EXPECTATION

- Members Reviewed the Expectations For Serving as a Board Member
- Board Members Made Several Suggestions:
  - Essential for Members to Accommodate the Special Needs of the Communities They Represent
  - Vital for Members to Share Information From Meetings and Forward to Their Own Contact Lists/Organizations Outside of Social Media
    - Expectation is to Use Good Judgment in Sending/Sharing Information
  - Suggestion for SLPD to Share Information with Board Members so They Can Share With Community Including Special Event Announcements
  - Discussed Members Serving a Renewable 1 Year Term – Equivalent to Serving 2 Years

#### PRIORITIZE GOALS

- Board Members Were Asked to Select Their Top 5 Goals to Accomplish in 2015
  - Administrative Specialist, Nitza, Compiled a Spreadsheet to Determine the top Goals:
    - Youth Programs
    - Transparency that is Meaningful
    - Community Outreach
    - Chief's Advisory Board Members to Create Sub-Committee Groups
    - Participation of Board Members at SLPD Community Events
- Chief's Advisory Board Members Also Added Additional Goals to Cover:
  - Members Participated in an Exercise to Rate These Items As Well
    - **21<sup>st</sup> Century Policing** – How Can We Utilize the Report from the 21<sup>st</sup> Century Policing Task Force so the Group Can Have Meaningful Dialogue and See How We Can Apply the Recommendations to SLPD
    - **Workshops For CAB Members to Understand Challenges of Policing** – Support Workshops on Key Elements of the Department that will Allow the Advisory Committee to Fully Understand the Challenges of Policing
    - **Police Officer Qualifications** - Vital For SLPD to Communicate With the Board the Standards/Qualifications/Critical Screening Process That Must Be Met and to Receive Feedback From Members
      - Listen to Response From Board – What Are the Expectations of a San Leandro Police Officer?
    - **Be a Positive Ambassador** – Naturally be Engaged
    - **Community Meetings to Discuss Crime/Work With Police** – Ties Into Community Outreach
    - **Statistics** – Members Want to Discuss What Statistics Are Relevant

- What Statistics are Meaningful to the Community
    - Allow us to do Research to See What Other Cities are Reporting
  - **Department Interactions with Command Staff** – Essential Board Members Have Interaction with Beat Officers and Other Divisions of the PD
    - Consider Having the Unions Attend Meetings - Speak to POA
    - Vital for CAB Members to Participate at HOA/Community Meetings
      - Be Proactive to Be Involved in Their Community
      - SLPD is Very Active in the Community – CAB Members Can Reach Out to Participate
  - **Ongoing Policy Review** – Essential That New Policies Are Reviewed With the Board to Ask for Their Feedback/Input/Perspective That May Not Have Been Addressed
    - Successful Policy Development Requires an Understanding of the Needs of the Community
    - Falls in Line with 21<sup>st</sup> Century Policing
  - **Militarization of the Police** – On a Global Level
- CAB Members Used Labels to Select 8 New Items of Importance
    - These Items Have Been Placed in the Parking Lot to Discuss in the Future:
      - 21<sup>st</sup> Century Policing – Ongoing
      - Ongoing Policy Review
      - Workshops
      - Police Officer Qualifications
      - Department Interactions
      - Statistics
      - Militarization of Police
      - Positive Ambassador

#### **CHIEF'S ADVISORY BOARD MEMBERS SHARED COMMENTS**

- A Board Member Suggested That We Give the Group a Tour of the Police Department
- Board Member Advised to be Cautious of Adding “Positive Ambassador” to the Expectations of the Board
  - The Board is Comprised of Many Opinions and we Want Everyone to Share Their Thoughts Freely Even if they do Not Coincide With SLPD
- Suggestion for Command Staff to Prioritize Their List of Goals for 2015
- CAB Member Expressed That Goals May Change
  - Some Goals are Overarching
- Social Justice Panel at San Leandro High School
  - Participation by SLPD, Defense Attorneys, Principals, and Students
    - Panel Represented Different Viewpoints Including Oscar Grant’s Uncle
    - Opportunity to Reach Out
      - DARE/School Resource Officers
      - Expand Youth Programs
- Youth Round Table – Informative for SLPD
  - Feedback for Bridging the Gap Between Youth and Police

- Raised Awareness for Tip 411
- Encourage Officers to Smile More During Walking Patrols and any/all Interaction in the Community
  - Connect More With the Youth – Break Barrier That Exists Between
  - Essential for Police to Bond with Youth to Alleviate Fear
- Request to Survey Youth In Plaza Downtown
  - Gather Data From Students Now Regarding Their Perspective of Law Enforcement
  - Follow Up With Another Survey After the School Year to Compare Results
  - SRO Can Review Data Then Report Back to Board
- Suggestion to Have Colleges Manage the Survey – Great Project
- More Programs, Music, and Sports for our Youth – Especially During the Summer
  - Discussed Council Approving “Pop Up Teen Center” – Free Activities
    - Based on Feedback from the Youth Round Table
  - SLPD Encourages Programs for Youth – Teen Academy, Explorer Program, College Internship, and United for Safety
    - Building a Pipeline for our Department
- Concern for Deployment of our Resources
  - Calls for Service Pertaining to Youth – Do They Reside in San Leandro or Oakland
- Suggestion for Youth that Attend Teen Academy to Report Back to Schools
  - Teens Understand Teens – Effective Communication and More Approachable
- Youth CAB Members Would Like to be Notified When SRO’s Have Roundtable Discussions with Students
- 21<sup>st</sup> Century Policing is a Topic to Cover All Year – Chief’s Top Priority
  - 6 Pillars
    - Pillar One – Building Trust & Legitimacy
    - Pillar Two – Policy & Oversight
    - Pillar Three – Technology & Social Media
    - Pillar Four – Community Policing & Crime Reduction
    - Pillar Five – Training & Education
    - Pillar Six – Officer Wellness & Safety
  - Suggestion to Divide the 6 Pillars into Subcommittee Groups to Discuss in Detail
    - Board Members to Send Email to Administrative Specialist, Nitza Menagias, With Their Top 3 Choices – Self Select Area of Expertise
    - Chief Can Assign Specialty Staff to Assist (i.e. SWAT, Patrol, etc.)
    - 4-5 People per Subcommittee With 1 Spokesperson
    - Each Group Can Converse Via Email/Meet at Police Department
    - CAB Members to Commit to Responding 24-48 Hours to Email
      - Responsiveness is Key

#### **ROUND TABLE DISCUSSION**

- Captain Torres Announced Citizen’s Academy Will be Commencing in the Fall
  - Recruitment Starts in July - 24 Vacancies
  - Information Will Be Sent to the Chief’s Advisory Board

- Requested Command Staff to Think About What Works/What Doesn't Work in the Community and Share With the Board to Help Redefine to Avoid These Problems in the Future
- Having the Right Leaders in Place to Handle Incidents Serve as Being Transparent to the Community
- Board Members Should Serve as a Conduit in Their Community
- Interested in Knowing Where Pool of Applicants Come From
- Graffiti Reporting Feature is No Longer Available on New Mobile Application
- San Leandro Has Come A Long Way From Its Roots in Embracing Diversity
- Requesting for Command Staff to Report Individually on 3 Things SLPD Does Well and 3 Things We Need to Improve
- Suggested for Board Members to Wear Their Shirts and Mingle With the Community at the Farmers Market
- Recess w/ The Cops – Great Success
  - Board Members Have Requested to Receive Notification When These Events Take Place
  - Discussed Having our Crime Prevention Until Develop a Community Calendar
- Recommended That Information be Pushed Out to All Age Levels – Youth & Seniors
- Appreciate Support for San Jose Officer Killed in the Line of Duty
- Observation that BART Pop Up Surveillance Was Moved Around – Location Changes
- A Board Member Shared Her Ride Along Experience
  - Encouraged Board Members to do a Ride Along with an Officer/Sit Along with a Dispatcher
- Chief Shared Her Experience Working Patrol Recently

**Next Meeting: Tuesday, May 5, 2015 at 5:30 p.m.**

**Adjournment**