



San Leandro Police Department • Proud to Serve

Chief's Advisory Board Meeting Notes Tuesday, July 26, 2016

ANNOUNCEMENTS

- Chair, Kent Myers, Discussed New Recruitment for 2017
 - 9 Members From Existing Board Will Continue Their Service in 2017
 - Kent Made an Announcement Requesting Members to Recommit Their Service
 - If Unable to Recommit, Requested They Resign From the Board
 - The Term For Original Members From 2013 and Youth Members Will Expire December 31, 2016
 - Committee In Place To Review Applications for Upcoming Recruitment
 - Emphasis Placed on the Importance of Attendance
 - Bylaws Specify That Members Who Fail to Attend Three Regular Meetings in a Year May be Considered to Have Vacated Their Position
- Board Members Were Reminded to Contact Jenny Crosby by Thursday, July 28, 2016 if Interested in Participating in National Night Out

MEETING GOALS

- Reviewed Agenda/Itinerary to Accomplish During Meeting

NEW BUSINESS

OPEN DISCUSSION – POLICING IN AMERICA/COMMUNITY RELATIONS

- Each Board Member Received a Copy of the Community Message that Chief Tudor Sent Out on July 8, 2016
 - Chief Tudor Expressed the Importance of Responding to Calls/Emails
 - Time of Opportunity/Time to Unite
 - Appreciation for the Relationships/Community Engagement
 - Importance of Having Open Dialogue/Unite as a Community
- Chief Tudor Advised that Community Policing is Not the Responsibility of Just 1 Officer
 - It is a Responsibility of the Entire Department
 - Everything SLPD Does is About the Community From the Top Down
- Chief Tudor Spoke on the Effect That National News/ Incidents Have on Local Law Enforcement and the Community
 - Inundated With Emails/Citizens Panic
 - Build New Relationships
 - Chief Tudor Discussed Having a Conversation With a San Leandro High School Student Through Email to Discuss Concerns and What San Leandro Can Be Better

Chief Tudor Opened Up the Conversation Requesting Feedback From the Board/Suggestions on What SLPD Can Do Better - Moving Forward, How Can SLPD Unite the Community

- Seeing What's Occurring Nationwide – Need to Strengthen Relationships in the Community
- Chief Tudor Announced Tonight Channel 7 News Will be Airing a Segment on “Little Boy Blue” - A Little Boy That Visits Local Law Enforcement Agencies to Show His Support
 - <http://abc7news.com/society/2-year-old-gives-bay-area-law-enforcement-thank-you-cards/1444379/>
- America is Divided – SLPD Needs to Be Proactive in Uniting Our Community
- Building Trust Needs to be the #1 Priority
- Law Enforcement is Under Attack
 - Patrol Cars Are Being Vandalized, Oakland Police Officers Are Being Ambushed
 - Officers Are Teaming Up in 1 Patrol Car
 - Tensions Are High
- Bridge the Gap – Alleviate Anxiety in the Community
- A Board Member Spoke About Their Profession as a Nurse/Having to Always Assess People
 - Shocked When Police Escalate Situations
 - Concerned About Assessment Skillset of Law Enforcement Officers on a National Level
 - Questioned How Police Feel “Threatened” In Multiple Cases When They Shot and Killed Unarmed African American Men
 - Worried About Use of Force Administered by Officers Including “Choke Holds” and Why Officers Draw Their Weapons on People That Suffer From Mental Illness
 - Chief Tudor and Lieutenant Randy Brandt Spoke on Concerns and Advised That SLPD Officers are Trained to Give Time and Distance to Observe
 - All Factors Are Articulated in the Mind of the Officer
 - Ongoing Training is Essential
- The Purpose of the Chief's Advisory Board is to ADVISE
 - We Need to Reach Higher
 - Every Situation Can Be Stopped With an Example
 - Understanding we are Only 1 Division of Our City Government
 - Needs to be a Collective Response
- Chief Tudor Spoke About Policing in America Being a Community Problem
 - Attributed by Economics, Education, Resources
 - We Need to Trust One Another and Be Nice to One Another
 - The People That Need Us the Most Challenge Us -They Don't Trust Us
 - On A Grass Roots Level - Unite the Community and Connect With Everyone
- A Board Member Inquired About “How Well Do You Know Your Population”
 - The People You Don't Know Are the Ones You Need to Get to Know
- Discussed The Huge Response of Participation From the Community for National Night Out
- A Board Member Compared Their Experience As a Solider in the Army to Being a Police Officer
 - Police Officers Need to Be On Alert
 - They Need to Remain Calm to Make Good Decisions

- It is Not “Us” Against “Them”
- Officers Need to Be Compassionate to What is Going on in the World
- Suggested After Action Reviews Following Incidents
- Chief Tudor and Lieutenant Randy Brandt Discussed An Incident That Occurred 2 Weeks Ago
 - Dispatch Receives a Call “Man With a Gun”
 - Officer Arrives, Identifies, and Detains the Individual
 - Utilizing Tools: Crisis Intervention, Less Lethal Weapon, and 1 Hour of Negotiation
 - A Stolen Gun Was Recovered - Multiple Supervisors Arrive on Scene
 - SLPD Practices De-escalation Techniques
 - Line-Up Training – Discuss and Evaluate Incidents That Occur Everywhere
 - Off Site Training and Scenario Based Training
- Communication is Essential – Listen To One Another
- Find a Way to Reach Everyone in the Community
- A Board Member Mentioned a Community Group “Unity in the Community” Which Meets the Second Saturday of Each Month
 - The Mayor is Involved in This Group
 - The Group Focuses on Developing and Connecting With Neighboring Cities
 - Guest Speakers Are Invited to Speak on Race
 - We All Live Here Together
- The Importance of Educating the Community
 - Accountability From Parents in Teaching Their Children
 - Ongoing Relationship Building With the Youth in Our Community
- The Job of a Police Officer is To “Protect and Serve”
 - Their #1 Priority is to Go Home to Their Family
 - People Need to Show Respect For Law Enforcement
 - The People Being Stopped Are Not Complying and Act Belligerent
 - Put Your Hands Up When Asked and Listen
 - Racial Ethnicities Are Committing Crimes – It is Not Racial Profiling
- Stereotypes – Conversation About Race is Essential to Move Forward
 - Implicit Bias Within Each of Us
- Expectation for Law Enforcement to Do Their Job - Treat People Fairly
 - It Creates Fear When People Do Things Right And Still Get Shot By the Police
 - For Many African Americans – The Crime Does Not Fit the Punishment
 - African Americans Are Scared and Frightened
 - They Just Want to Be Heard
- Important That SLPD Officers Utilize Their Body Cameras
- SLPD is Focused on Hiring the Right People Interested in Community Engagement
- Chief Tudor Gave a Homework Assignment to the Chief’s Advisory Board
 - Requested That Each Member Provide Feedback and Suggestions for SLPD to build Better Community Relations
 - Members Were Instructed to Email Administrative Specialist, Nitza Torres

Adjournment