

City Manager's Review Board 12/09/2021

Supporting Presentation Content

The presentation from the December 9, 2021 City Manager's Review Board (CMRB) is available on the City's website.

Attendees

City Manager Harry Black – City Manager, City of Stockton

Bobby Bivens – President / NAACP Stockton Branch

Jasmine Dellafosse – Senior Regional Organizer, Gathering for Justice

Joelle Gomez – CEO / Children's Home of Stockton

Myles Harris – Community Organizer / Youth Engagement

TaShante McCoy-Ham – President, The OWL Movement

Dr. Maggie Park – Public Health Officer, San Joaquin County Public Health Services

Fred Sheil – Administrator, STAND (Stockton Taking Action to Neutralize Drugs)

Wes Rhea – CEO / Visit Stockton

Cymone Reyes – Executive Director, San Joaquin Pride Center

Aaron Chapman – Community Advocate/Youth Engagement

Lora Larson – Director, Office of Violence Prevention

Troy Brown – SJCOE

CMRB Overview

City Manager provided opening remarks including an overview of the CMRB Tenets:

- The constant quest for mutual accountability
- The relentless pursuit of follow-up
- Commitment to data driven problem solving and place based strategies
- Mutual respect and empathy for one another
- Commitment and dedication to the pursuit of the greater good
- Social resiliency and sustainability

Announcements

- Community-Based Project – Early Warning System
 - The Early Warning System Community Project was endorsed by City Council and work on this project will begin in early 2022.
- Police Chief Search

- Re-confirmed that soliciting for a search firm is anticipated to start in January. CMRB will have input to the profile of the position and will have opportunities for input, interaction, and assessment during the recruitment process.
- Director of the Office of Violence Prevention
 - City Manager introduced the new Director of the Office of Violence Prevention, Lora Larson.

Procedural Justice

Stockton PD trainers provided to the CMRB a condensed version of the Procedural Justice Training that is given to all Stockton police officers.

Module 1

Module 1 of the training covered the interactive nature between legitimacy, procedural justice, and goal in policing.

Module 2

Module 2 of the training covered expectations and legitimacy including:

- Police and community perceptions,
- Police and community expectations, and
- The relationship of lawfulness and legitimacy.

Module 3

Module 3 of the training covered procedural justice including:

- Voice,
- Neutrality,
- Respect, and
- Trustworthiness.

Module 4

Module 4 of the training covered historical and generational effects of policing including:

- Policing roles in the 19th and 20th centuries,
- Inequalities of law and practices, and
- Historical events.

Module 5

Module 5 of the training focused on a discussion around how every encounter led by the police is an opportunity to increase legitimacy and make a positive impact.

CMRB Open Discussion

Q: How are goals around trust building measured by the department? Does trust factor into officer performance evaluation?

A:

- There are no quantitative measures established for this because of how subjective the topic is.
- Community surveys have been leveraged in the past to serve as a point-in-time gauge but there have been low response rates.
 - **Board recommendation** that for any future community surveys, trusted community members are involved to enable higher response rates.
 - Another **board recommendation** for future surveys is to have a third party or unrelated department host the survey to enable a degree of separation and positively impact response rates.

Q: Are any measures/metrics used related to wellness as an indicator for how officers are managing their work?

A: Personal information like this is not tracked in the same way that other data points are. Data like this can be anonymized and leveraged will be discussed as a part of the early warning system project.

Note: Invitation extended to CMRB members to join a pre-shift briefing to understand the preparation for officers before shifts.

Q: Are trauma-informed approaches in place to support officers and individuals involved in relevant incidents?

A: Yes, post-scene debriefs are conducted, there are officer support programs, psychological assistance, and a peer support network.

- Additional note: Peer support network is called on more regularly than the psychologist.
- **Board recommendation** to expand trauma-informed tactics both for officers but also for community members involved in incidents.

Board recommendation: Procedural justice topics, especially the history of policing, recommended to be taught to the department alongside a community member. Additionally, the CMRB reemphasized the need to expand diversity within the department.

Board recommendation to involve youth in procedural justice training or expose youth to this training because it is widely unknown in younger circles that this is happening in the department.

Q: How are language barriers addressed during day-to-day interactions between police and community? Additionally, barriers related to citizen status, cultural norms, etc.?

A: Translators are available to officers and very frequently at an incident, family and neighbors will step in and get involved to support.

Board recommendation to always use politically correct terminology even when quoting historical documents.

Board recommendation to expand on Stockton's role in the history module of this training to ensure truth and integrity in addressing the past.

Adjourned