



Memorandum

TO: PUBLIC SAFETY, FINANCE AND
STRATEGIC SUPPORT COMMITTEE

FROM: Angel Rios

**SUBJECT: POLICE REFORMS WORK PLAN:
REIMAGINING COMMUNITY
SAFETY PROCESS STATUS REPORT**

DATE: November 8, 2021

Approved

Date

11/10/2021

RECOMMENDATION

Accept the status report on the Police Reforms Work Plan: Reimagining Community Safety process.

BACKGROUND

At the June 22, 2021 City Council meeting, the Council established the Reimagining Community Safety Community Advisory Committee (“Committee” hereafter). The structure of the Committee was based on a proposal from a coalition of community leaders who sought to establish a community-led process to bring forward recommendations on the reimagining of policing in San José. Their proposal was based on a desire to revise the initial Reimagining Community Safety process initiated by the City in Spring 2021, with the goal of establishing a body that was led by the community instead of the City and which had the scope to make recommendations on the full range of policing topics of interest to community members. In response to the coalition’s desire for a broader scope, the Council provided that the Committee would have the ability to bring forward recommendations to the City Council in the following areas:

- 1. Alternatives to policing:** Make recommendations to the City Council on identification and resourcing of community-based programs and interventions and alternative City service models that will significantly change, reduce, or eliminate the role of law enforcement in addressing social challenges. These may involve both the creation of alternative emergency response systems and preventative approaches.
- 2. Transformation of police policies and practices:** The Commission will develop a detailed understanding of current SJPd policies and institutional context to inform policy recommendations moving forward. The body will explore what police policies require immediate

reform and make recommendations to the City Council on reform of those policies and practices, including, but are not limited to, crowd control techniques, use of force policies, training, and hiring.

3. Increased police accountability and transparency to the public: Make recommendations to the City Council on increased police accountability, which may include, but are not limited to, oversight and disciplinary practices, and transparency to the public.

4. Implementation strategies: Make recommendations to the City Council on implementation strategies for alternatives to policing, applying necessary policy reforms, and increasing public accountability/transparency in San José. Implementation recommendations may include, but are not limited to, proposals for publicly tracking implementation of recommendations and identifying resource needs and funding strategies.

Instead of appointing individuals to the Committee, the Council designated a list of organizations that would appoint seats on the Committee, consistent with the coalition's desire that the process be community-led. A comprehensive account of the structure of the Committee can be found in the supplemental staff memorandum for item 4.3 at the June 22, 2021 Council Meeting.¹ Note that in addition to the recommendations contained in the memorandum, the City Council further provided that six members of the body must live within Mayor's Gang Prevention Task Force areas or Project Hope neighborhoods, with the option that staff could recommend and the Committee could seat additional members to achieve this goal. The Council also added a seat to the Committee to be appointed by the Billy DeFrank Center and directed staff to return to the Public Safety, Finance, and Strategic Support (PSFSS) Committee in September 2021 to report on the Committee progress.

The Committee began meeting in August and staff provided an update to the PSFSS Committee on the Committee's progress at its September meeting. This memorandum provides an update on the Committee's progress since that time.

ANALYSIS

The Committee has continued to hold meetings every other week. In addition to its work to establish four subcommittees (discussed below) it has heard presentations on and discussed a variety of relevant topics, including the following:

- The experience of individuals experiencing mental health challenges with law enforcement.
- The experience of the disabled community with law enforcement.
- The experience of survivors of domestic violence with law enforcement.

¹ Item 4.3 at the June 22, 2021 City Council meeting can be found at the following link:
<https://sanjose.legistar.com/LegislationDetail.aspx?ID=4980068&GUID=6FDD9D11-B152-4E82-A60A-BBD34E841347&Options=&Search=>

- The work of the Charter Review Commission on public safety oversight issues. Members of the Committee have followed the work of the Charter Review Commission on this topic and have reported back on its progress.

Agendas for the meetings of the Committee can be found on the City's agenda website² and videos of the meetings can be found on the City Clerk's website.³

Representation from Gang Hot Spot Areas and Project Hope Neighborhoods

As mentioned above, the Council provided that seats on the Committee would be appointed by a list of community organizations. It further provided that at least six of the committee members must live within Gang Hot Spot Areas or Project Hope Neighborhoods. Members appointed by community organizations could count towards this total; if any additional appointments were necessary staff was directed to bring forward additional appointments to be seated by the Committee.

After the community organizations made their appointments, staff determined that three Hot Spot Areas were represented on the Committee: Washington/Alma, 10th and Williams Street, and Julian Street. Note that SOMOS Mayfair was one of the organizations that appointed a member to the committee and that there is a Hot Spot within the Mayfair neighborhood. The member appointed by SOMOS Mayfair lives within the Mayfair neighborhood but does not live within the Mayfair Hot Spot, which is somewhat smaller than the entire neighborhood. Thus, they are not counted for purposes of satisfying the Council direction of appointing six members from Hot Spot areas, but the Mayfair neighborhood does have representation on the Committee.

Staff in the City Manager's Office worked with Parks, Recreation and Neighborhood Services staff to recruit neighborhood leaders who lived within Hot Spot or Project Hope areas and were interested in serving on the Committee. Three individuals expressed interest serving on the Committee. Additional information on these individuals is provided below.

Name	Neighborhood	Background and Interest
Ma. Ines Ortega Barrera	Cadillac/Winchester (Hot Spot and Project Hope Neighborhood)	Ms. Barrera is engaged in promoting public safety in her neighborhood. She advocates for resources for her neighborhood and opportunities for youth as a way of promoting safety.
Rosa Cordova	Santee/Phelan (Hot Spot and Project Hope Neighborhood)	Ms. Cordova has been a community leader in her neighborhood for many years and is interested in pursuing changes to police policies.

² Web address for Committee agendas:

<https://sanjose.legistar.com/DepartmentDetail.aspx?ID=46412&GUID=9C85E4B9-BCB8-4DE2-95F6-44E92266B5E1&Search=>

³ Web address for meeting videos: <https://www.sanjoseca.gov/news-stories/watch-a-meeting#watch>

Rita Birrueta	Valley Palms/San José Apartments (Hot Spot)	Ms. Birrueta is a promotora and is active with the Valley Palms Neighborhood Association.
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All three live within Hot Spot areas or Project Hope neighborhoods and are active as neighborhood leaders. Staff brought forward a recommendation that these three individuals be seated by the Committee. The Committee voted to seat them at its October 13, 2021 meeting. With their appointment, the Committee now has six members who reside within Hot Spots or Project Hope neighborhoods, implementing the Council direction on this issue. The current Committee roster can be found attached to this memorandum.

Formation of Subcommittees

Since the last report to PSFSS, the Committee has established four subcommittees to help organize the work of the Committee and develop recommendations in specific policy areas. The four committees are as follows:

- **Steering Subcommittee:** The purpose of this subcommittee is to organize meetings of the full Committee, perform administrative tasks, and coordinate with City staff.
- **Promotion and Prevention Subcommittee:** The purpose of this subcommittee is to develop recommendations that address the root causes of violence in the community and promote models of public safety that focus on creating just social and economic conditions.
- **Alternatives to Policing Subcommittee:** The purpose of this subcommittee is to develop recommendations for alternative service models to address issues that currently intersect with policing.
- **Reform, Accountability and Oversight Subcommittee:** The purpose of this subcommittee is to develop recommendations for reforms within the Police Department, such as on training and hiring, as well as reforms to accountability and oversight practices.

These subcommittees meet on a regular basis. At the meetings of the full Committee, each subcommittee is agendaized to provide reports on its progress. As their work proceeds, the three policy-oriented subcommittees are expected to develop recommendations that the full Committee will consider forwarding to the City Council.

Project Budget and Next Steps

The staff supplemental memorandum for item 4.3 on the June 22, 2021 Council Meeting indicated that \$125,000 from the existing budget allocation for the Police Reforms Work Plan was available to support the Committee's work, such as through consultant support. After the formation of the Steering Subcommittee, staff from the City Manager's Office met with the

Subcommittee to discuss how this money could be spent and to offer staff's assistance in procuring services to support the Committee's work. Staff is currently working with the Steering Subcommittee to identify their consultant needs.

Staff's supplemental memorandum for the June 22, 2021 meeting also established a timeline for the work of the Committee. It anticipated that the Committee would finalize its recommendations by March 2022 and bring those recommendations forward to the City Council in April 2022. Through its action at the meeting, the Council provided that April 2022 wouldn't be a hard end date for the Committee if its work was not done, but that the Committee should bring forward a set of recommendations by that time. The Committee is continuing to work under this timeline.

COORDINATION

This memorandum has been coordinated with the City Attorney's Office.

/s/

ANGEL RIOS

Deputy City Manager

For questions, please contact Angel Rios, Deputy City Manager, at (408) 535-3585.

Attachment: San José Reimagining Public Safety Community Advisory Committee Roster

Attachment
San Jose Reimagining Public Safety Community Advisory Committee Roster

Voting Members

	Appointing Organization	Appointed Member
1	African American Community Services Agency	Kiana Wood Munoz
2	Amigos de Guadalupe Center for Justice & Empowerment	Cesar Bautista
3	Asian Law Alliance	Gabriela Garzon Gupta
4	Behavioral Health Contractor's Association (BHCA)	Tarab Ansari
5	Bill Wilson Center	Sparky Harlan
6	Billy DeFrank LGBTQ+ Community Center	Gabrielle Antolovich
7	Black Leadership Kitchen Cabinet	Jahmal Williams
8	Destination: Home	Chad Bojorquez
9	HERO Tent	Jesi Lynn Faust (Alternate: Kiana Simmons)
10	Indian Health Center of Santa Clara Valley	Vernon Medicine Cloud
11	La Raza Roundtable	Mica Estremera
12	Latinos United for a New America	Mayra Pelagio
13	LEAD Filipino	Gel Cortez
14	The LGBTQ Youth Space	Diego Gonzalez
15	NAACP SJ/SV	Pastor Kaloma Smith
16	National Compadres Network	Hector Sanchez-Flores
17	Next Door Solutions for Domestic Violence	Darcie Green
18	PACT	Pastor Sammie Evans (Alternate: Iheoma Umez-Eronini)
19	Parents Helping Parents	Sandra Asher
20	Race Equity & Community Safety Committee	Tomara Hall (Alternate: Marco Antonio Aguila)
21	Sacred Heart Community Service	Poncho Guevara
22	Silicon Valley De-Bug	Rosie Chavez
23	Silicon Valley De-Bug	Laurie Valdez
24	Silicon Valley Faith Leaders Collaborative	Rev George Oliver
25	SJ Neighborhoods Commission	Jim Carter
26	SJ Neighborhoods Commission	Jewel Buchanan
27	Somos Mayfair	Rocio "Event" Soloreoi
28	Vietnamese American Roundtable	Philip Nguyen
29	Valley Palms/San José Apartments Representative	Rita Birrueta
30	Cadillac/Winchester Representative	Ma. Ines Ortega Barrera
31	Santee/Phelan Representative	Rosa Cordova

Non-Voting Members

	Organization	Representative
1	San Jose State University Human Rights Institute	William Armaline
2	County of Santa Clara Office of LGBTQ Affairs	Sera Fernando
3	County of Santa Clara Public Defenders Office	David Epps
4	County of Santa Clara Probation Department	Michael Simms
5	County of Santa Clara District Attorney's Office	Chris Arriola
6	County of Santa Clara Department of Family & Children's Services	Michelle Findley
7	City of San Jose Police Department	Anthony Mata
8	City of San Jose Independent Police Auditor	Shivaun Nurre
9	City of San Jose Parks, Recreation and Neighborhood Services Department	Andrea Flores Shelton