



Adopt a Resolution Accepting the Policing and
Community Engagement Committee's
Recommendations for Transformation for
Policing in Union City

Background

Big Picture:

- Death of George Floyd and other recent deaths of black people at the hands of police
- Protests and demonstrations sparked globally
- National conversation on racial injustice and policing in America



Background

Local Response:

- City condemns George Floyd's death
- Virtual Town Hall meeting held
- Police website established to address community inquiries
- Mayor signs the Obama Foundation's 'Commit to Action' Pledge



Obama's 'Commit to Action' Pledge

- **REVIEW** your police use of force policies
- **ENGAGE** your communities by including a diverse range of input, experiences, and stories in your review
- **REPORT** the findings of your review to your community and seek feedback
- **REFORM** your community's police use of force policy

Policing & Community Engagement Committee



Vice Mayor
Emily Duncan



Councilmember
Pat Gacoscos



Commissioner
Jonathan
Pettey



Commissioner
Melissa
Shuen-Mallory

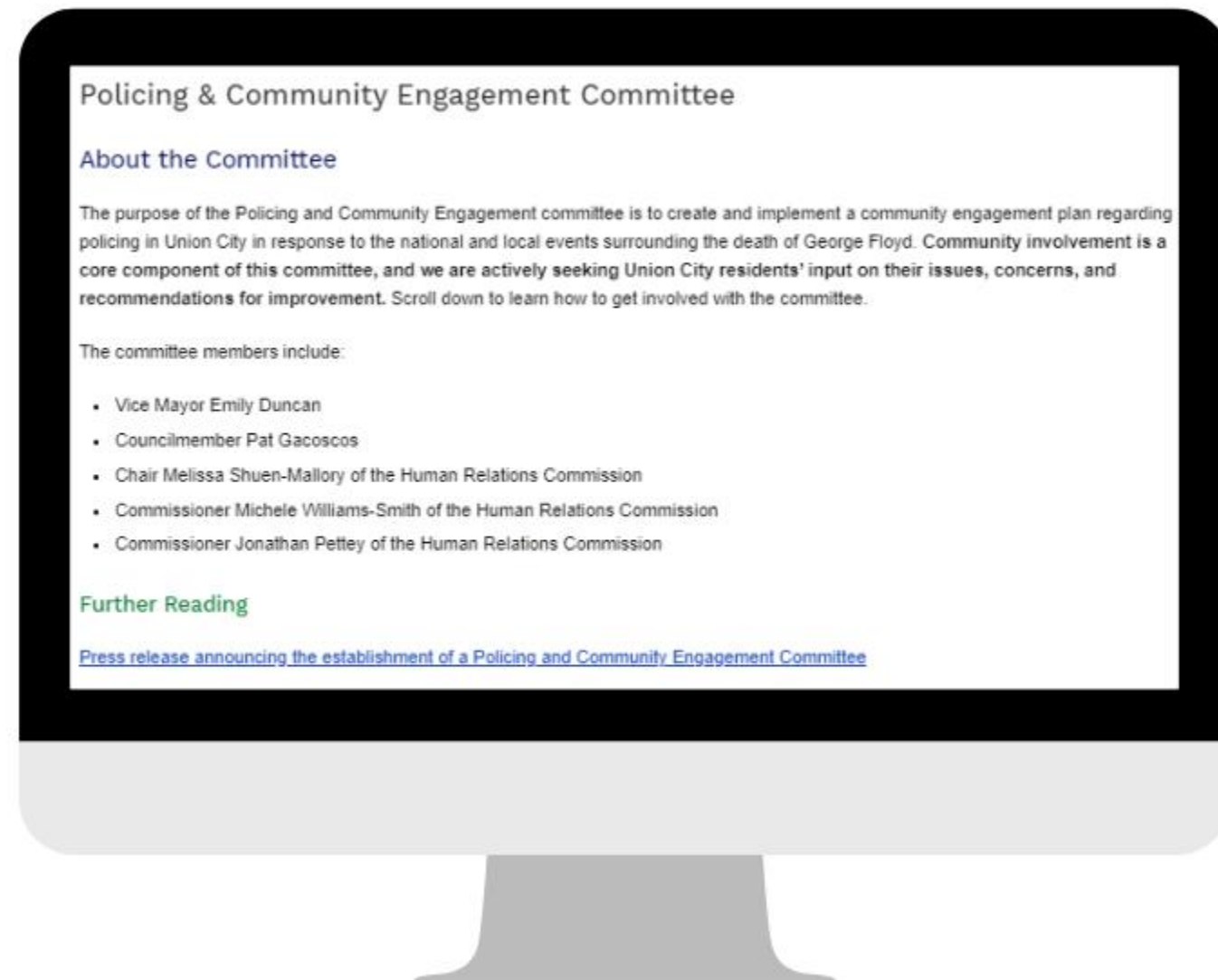


Commissioner
Michele
Wms-Smith

| Recommendations for Transformation for Policing in Union City

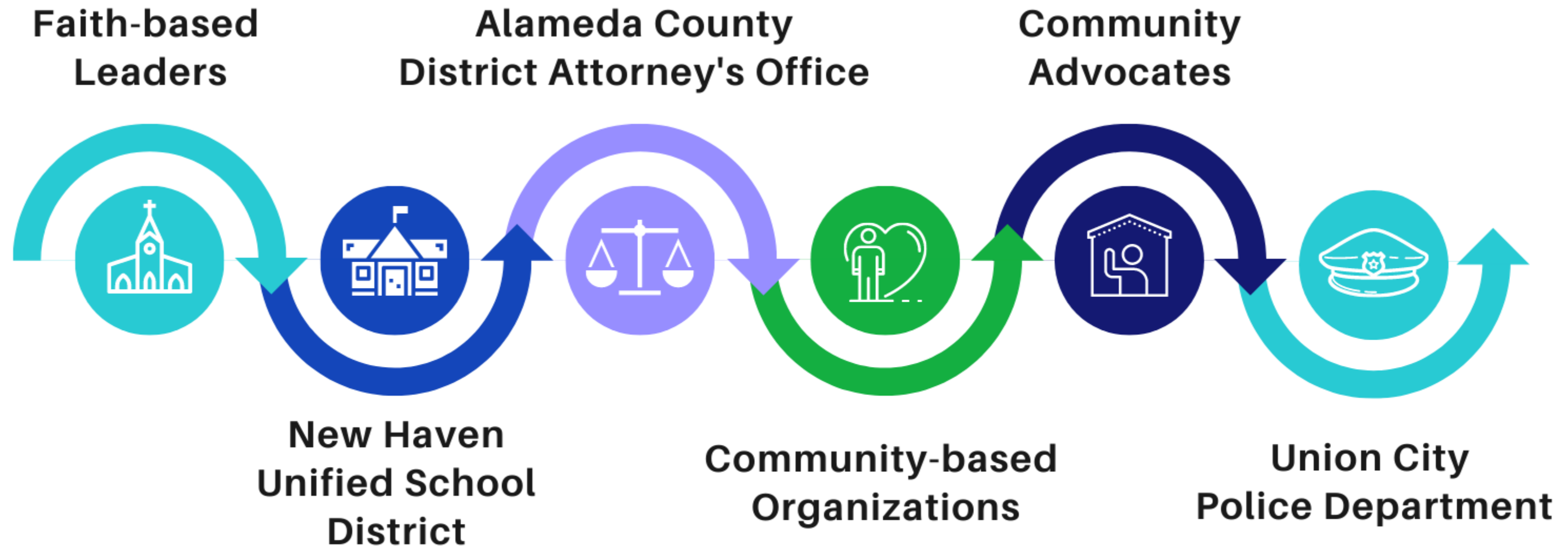


Committee Process



- 8 virtual meetings from June 23 to August 27
- Streamed live to Facebook
- Listening sessions & research
- Public and written comment accepted
- www.unioncity.org/pcecommittee
- Staffed by City Manager's Office

15 COMMUNITY-BASED SPEAKERS ENGAGED



Findings

Summary of Concerns about Policing



- Mistrust of police and inherent fear of police, particularly by youth, exists in our community.
- Community sentiment that the Union City Police Department should accept its history of poor community relations and past practices on racial profiling and use of force in order to bring closure to the community.
- Community perception that officers lack compassion.
- Unconscious Bias in the community, including by police.
E.g. misuse of 911 system; anecdotal evidence from several presenters

Summary of Concerns about Policing



- Lack of community engagement by the Union City Police Department and police meeting community where they are.
- Police report lack of funding to carry out the community-oriented policing and problem-solving program (as they once did).
- Mental health responses do not require police officers; police officers wear too many hats.

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Recommendations

Accountability and Transparency

- Collaborate with Federal, State, and Local partners to implement a database for police officers that are terminated from other law enforcement agencies for unlawful behavior and/or department policy violations, including the development of a de-certification process.
- Implement a community reporting dashboard for police use of force and calls for service data (including a breakdown on race and age for traffic stops, arrests, and other police activity).
- Implement a community reporting process to validate how police recruiting and hiring reflects the demographics of Union City.

Hiring and Training

- Increase the frequency of implicit bias, diversity, cultural sensitivity, mental health, crisis intervention, and de-escalation training and develop a community reporting process.
- Partner with the Fremont Police Department to ensure racial sensitivity and awareness training for dispatchers.
- Recruit and hire police officers that reflect the demographics of Union City.

Mental Health & Social Services

- Develop new response standards for dispatchers for mental health and family disputes that involves social services, behavioral health, and other community resources.
- Expand the Youth and Family Services model to include response to mental health, crisis support and homelessness.
- Implement a crisis intervention strategy, which may include a mobile crisis response team. Partner with Alameda County Behavioral Health Care Services, the National Alliance on Mental Illness and the Fremont Mobile Evaluation Team (mobile mental health response team).

Community Policing

- Develop and implement a community policing model that integrates the community policing philosophy into every police officers' job and builds trust/security/safety in the community.
- Develop and implement an approach for how UCPD engage with youth in our community and in our schools.

Next Steps

Next Steps

- City Council accept these recommendations as an initial step
- Develop a framework for the establishment of work teams
- Work teams should consist of HRC, community and staff
- Work teams will create plans for each of the four topic areas
- Teams will report back routinely to City Council

Recommendation

- Accept the Policing and Community Engagement Committee's recommendations, including next steps.
- Appoint Vice Mayor Emily Duncan to work with the Police Chief Jared Rinetti to develop a framework for the establishment of work teams that would be made up of members of the Human Relations Commission, the community, and staff.