Policing and Public Safety TAC
Meeting #4

Dear TAC Members,

On Thursday, January 13th from 6:30 PM to 8:30 PM, the City of Culver City will hold its fourth and final Policing and Public Safety Technical Advisory Committee (TAC) meeting. Originally, this TAC was scheduled to have five meetings. The fourth meeting would have taken place in the late fall of 2021 and covered materials to inform the draft Policing and Public Safety Policy Framework. The fifth meeting was tentatively scheduled for early 2022 and would cover the draft Policing and Public Safety Policy Framework. Due to budget and timing restrictions, the GPU team was not able to facilitate the original plans for the fourth meeting and drafted a Policing and Public Safety Policy Framework based on previous conversations. The GPU team will present this draft Framework for discussion during this fourth meeting.

In the previous three meetings, TAC members identified priority issues around public safety in Culver City, discussed structural and procedural dimensions of equity in the context of policing and public safety, and reviewed the Los Angeles County Alternatives to Incarceration (ATI) working group report. Following these discussions, the General Plan Update (GPU) team developed a draft Policing and Public Safety Policy Framework that incorporates feedback from TAC members. Raimi + Associates staff will facilitate the meeting with an agenda that focuses on reviewing and discussing the outcomes, goals, policies, actions, and metrics in the draft Policing and Public Safety Policy Framework. This memo provides a working draft of the policy framework and poses some questions for you to consider before the meeting.

TAC Purpose

Since summer 2020, after the world witnessed George Floyd's murder while in police custody, community members have rallied together to urge the City to reimagine public safety in Culver City. While the City Manager's Office and the Culver City Police Department's Chief Advisory Panel are leading this process outside of the GPU, the City formed a Policing and Public Safety TAC to address this important issue within the GPU's scope. The purpose of the Policing and Public Safety TAC is to serve as a technical advisory body for City staff and the consultant team, allowing a deeper dive into potential policy approaches and solutions to incorporate into the GPU. TAC meetings will be informal, open to the public, and provide an opportunity for public comment.

Homework

Please review the working draft of the Policing and Public Safety Policy Framework included below.

As you review the draft outcomes, goals, policies, and actions, please consider the following questions:

- What other creative approaches could the General Plan take to promote transformative justice, expand community care, and address racial inequities during police stops and arrests throughout the 2045 horizon?

- Is there anything missing from the draft policy framework? Should anything be removed or modified?

- Do you foresee unintended consequences from any policies or actions in the draft policy framework?
- Which outcomes, policies, and actions are most important for effectively reimagining public safety in Culver City in a long-term and sustainable way?

Should you have any questions before the meeting, please feel free to reach out. Thank you, and we look forward to seeing you on Thursday, January 13th at 6:30 PM.

- The General Plan Team

Working Draft of Public Safety Policy Framework

Outcomes

- Racial inequities and other inequities related to public safety are eliminated.
- Reduced contact with (and response by) armed police officers.
- Reduced arrests and increased use of alternative responses.
- Robust, more reliable data on how diverse community members (including non-residents) experience interactions with City employees and departments are collected and shared

Policy Framework

- **Goal 1:** Culver City is a place where people of all races, ethnicities, genders, ages, abilities, and housing statuses experience safety from harassment, violence, discrimination, theft, and disrespect.
  - **Policy:** Collect data on inequities in public safety and use data to inform changes to inequitable practices, programs, and policies.
    - **Action:** Analyze public safety data (e.g., calls for service, stops, crime reports, use of police technology) by race/ethnicity and other demographics, report on data to City Council at least annually, and identify action steps annually to reduce inequities
  - **Policy:** Support victims of crime in accessing supportive resources and services.
    - **Action:** Develop program to help low-income community members and community members who are not fluent in English file insurance claims for property damage and loss
    - **Action:** Provide educational materials and help for accessing victims' compensation funds

- **Goal 2:** A City that reduces its use of armed police officers and strengthens its ability to promote restorative and transformative justice.
  - **Policy:** Shift specific responsibilities (e.g., traffic safety duties, responding to public disturbances, police bike and foot patrol, etc.) that have been done by CCPD officers to civilian City employees

- **Action:** Study feasibility of transferring specific duties to civilian City employees and identify timeline and action steps to transition duties [including negotiating new or modified Memoranda of Understanding (MOUs) with unions].

- **Policy:** Increase capacity of community members, City employees, and City contractors to respond to mental health crises, homelessness, substance use, etc.

  - **Action:** Offer trainings in mental health first aid, conflict mediation, and de-escalation; by hiring or contracting a non-police crisis response team

- **Policy:** Eliminate CCPD use of military equipment and participation in military exercises and programs.

  - **Action:** Study policy options to limit CCPD participation in military exercises and program (e.g., banning overtime accrual or pay for CCPD officers participating in military exercises) and to identify possible unintended consequences (e.g., resulting from mutual aid agreements with regional law enforcement agencies)

- **Policy:** Reinvest funding "saved" as the role and size of CCPD decreases to support longer-term, holistic safety and keep the community updated on budget allocations related to public safety.

- **Goal 3:** A City that models accountability, ongoing learning, and growth.

  - **Policy:** Ensure that the City proactively cooperates with the Los Angeles County District Attorney to investigate alleged misconduct by Culver City employees (including, but not limited to, CCPD officers).

    - **Action:** Establish procedures and reporting mechanisms for City staff and civilians to report employee misconduct without retaliation.

  - **Policy:** Implement a process to proactively gather customer feedback, especially from non-residents who interact with City employees and departments.

    - **Action:** Develop a simple, standardized customer service evaluation process (or initiative) where all community members (residents and non-residents) are invited to share their experience interacting with City employees and departments (CCPD and others)

  - **Policy:** Develop a City practice of acknowledging past harms and engaging the larger community in identifying, prioritizing, and implementing specific reparative actions or mechanisms

    - **Action:** Establish an inventory of past harms that have been identified that were (or are) implemented or supported by City officials and government (including minimum types of information to record and categories to use). Train City employees on how to share what they learn from interactions with community members (and educate community members on how to submit past harms to this inventory). Establish a regular process (e.g., annually) to review inventory and determine

responses (e.g., changing practices or policies to prevent harm from reoccurring)

- ▪ Action: Study legal constraints and liability concerns related to the City acknowledging or providing compensation for past harms and identify parameters or criteria for when and how the City can acknowledge past harms and how the City might offer compensation for their adverse impacts

Policing and Public Safety TAC

Meeting #4 Agenda | January 13, 2022 | 6:30 to 8:30 PM | Virtual Meeting (Zoom)

Meeting Objectives

- Review and discuss outcomes, goals, policies, actions, and metrics in the draft Policing and Public Safety Policy Framework

Agenda

6:30 pm **Welcome (10 minutes)**

- Review agenda
- Recap of last meeting and update on GPU policy frameworks and draft elements

6:40 pm **Policy development (20 minutes)**

- Review examples of outcomes, goals, policies, and actions from other policy frameworks/draft elements that relate to policing and/or public safety
- Review draft Public Safety policy framework

7:00 pm **Discuss outcomes, key performance indicators, and targets (30 minutes)**

- What outcomes are missing (if any)?
- Which key performance indicators are the most meaningful for each outcome?
- What outcomes are most important to support the City in reimagining public safety over multiple decades?

7:30 pm **Discuss goals, policies, and actions (45 minutes)**

- What goals are missing (if any)?
- What additional policies or actions are necessary to bridge goals and identified outcomes?
- What concerns or unintended consequences can you imagine related to the draft policies or actions? What revisions do you recommend and why?

8:15 pm **Public Comments (10 minutes, submitted via online forum)**

- Advance Planning Division Staff will facilitate

8:25 pm　　　**Wrap-up, next steps (5 minutes)**

8:30 pm　　　**Adjourn**