

COMMUNITY EMPOWERMENT PLAN

GOAL 1.3 LISTENING SESSIONS



Summary: August 28, 2020 100 Black Men of Sonoma County Follow-Up Listening Session

Arthur B. Chaney, President, and Dr. Jim Gray, Vice President, of 100 Black Men of Sonoma County met with Mayor Tom Schwedhelm, Santa Rosa Police Chief Rainer Navarro, Economic Development Division Director Raissa de la Rosa, Community Engagement Division Director Magali Telles, and Community Engagement Coordinator Danielle Garduño for a follow-up listening session.

Previous Listening Session

On July 17, 2020, Mayor Tom Schwedhelm, Santa Rosa Police Chief Rainer Navarro, Economic Development Division Director Raissa de la Rosa, and Community Engagement Coordinator Danielle Garduño, met with four members from 100 Black Men of Sonoma County. This included 100 Black Men President, Arthur B. Chaney, Vice President Dr. Jim Gray, Treasurer Gerarde (Gerry) Moret, and Member Dr. Greg Granderson.

Discussion Points and Themes

Discussion Point 1: Follow-Up on Evaluation Discussion

The Chief provided an update on the topic of evaluation of officers brought up at the previous listening session. Human Resources is revising evaluation criteria Citywide, however SRPD will be keeping the same criteria that was shared with this group. SRPD is also working on transparency with the public on what the measures used in evaluation are. One participant asked if SRPD could share their Code of Conduct with the group.

Discussion Point 2: Follow-Up on Officer Accountability and Reporting Officer Misconduct (Officer to Officer)

The participants wanted more information on officer reporting of other officer misconduct. The Chief mentioned that the lack of interceding has been addressed among officers. The culture within the SRPD is to report officer misconduct by other officers and this practice has been happening. The Mayor also mentioned that when he was Chief, he brought in an ethics trainer for the whole department. One participant asked how this is being quantified and stated that racism needs to be addressed in these trainings (ethics and implicit bias) moving forward. The Chief responded by saying that they can have a conversation with the academy on who instructs these pieces, instead of the focus on officer-to-officer based training.

One participant asked, with all the training these officers receive, both in the academy and annual follow-up trainings, how do you train the bigotry out of someone? The Chief responded by stating that making sure that they have ongoing trainings available on this topic is part of the solution.

Discussion Point Three: School Resource Officers Update

Both participants agreed that they would like to see the School Resource Officer (SRO) Program succeed in the community. They asked if there were any updates on the Santa Rosa City Schools Board on the topic. The Chief provided the update, stating that the School Board created an Ad-

Hoc Committee to address the issue. They have had six meetings so far, with about four more weeks to go before making a recommendation. The Ad-Hoc sent a survey out to parents and students on their experiences with SROs and received feedback with 93-94% of respondents in favor of keeping the program. Once the School Board makes its recommendation on the SRO Program, SRPD will report back on the recommendation to the Council's Public Safety Subcommittee, with an estimate of October for that report out.

Discussion Point Four: Incident in Wisconsin and White Supremacy Culture

Both participants brought up the incident that occurred in Wisconsin, first with the shooting of Jacob Blake on August 23, 2020 and then the shooting of three men (two whom died) by a youth vigilante from Illinois during a local protest for Jacob Blake. Mayor Schwedhelm stated, "This is not business as usual," and condemned both shootings that took place. "Acculturation allowed this incident to happen." White supremacy culture and the expectation that people of color assimilate to this culture is part of the reason we are seeing the continuing assault on people of color, particularly on Black Americans. Addressing this culture of white supremacy must happen in order to see a shift in how people of color are treated and before real change can take place.

Community Engagement staff mentioned efforts the City is undertaking to address increasing the visibility of our communities of color, their contributions and their involvement in ongoing City projects and programs. One example is the Multicultural Roots Program, which tells the stories of Santa Rosa's Black, Indigenous, People of Color (BIPOC) communities. Another example staff gave was providing ethnic studies to youth involved in programming through the City's Neighborhood Services Team. Community Engagement staff is also working on developing civic engagement tools to provide to the public, so they have a better understanding of how to participate in their local government. Both participants offered assistance from 100 Black Men, stating that many of their members are current or former educators in the community and can provide resources, if needed.

Next Steps

- Staff will schedule a follow-up meeting with 100 Black Men of Sonoma County
- The group will revisit the conversation around union contracts, brought up at the first meeting.