

RACISM & POLICE IN PETALUMA

Community Forum



January 21, 2021

Petaluma City Council Workshop



Community Partners:

NBOP-Petaluma

Indivisible Petaluma

Sonoma County Black Coalition

Petaluma TIDE

“I am so uncomfortable right now, I am always uncomfortable when I walk the streets of Petaluma. People clutching their purses when I walk by. I’m sorry but I cannot call you an ally because I do not trust you, trust needs to be earned and you’ve shown me that I cannot.”

- Deja Morrow, 2019

WHO WE REPRESENT



NORTH BAY
ORGANIZING PROJECT



**EL PROYECTO ORGANIZATIVO
DEL NORTE DE LA BAHÍA**



tide

TEAM FOR INCLUSIVITY, DIVERSITY, AND EQUITY



OUR VALUES

OUR ORGANIZATION FOSTERS CULTURAL PRIDE, EDUCATION, AND COMMUNITY LEADERSHIP. BY PROMOTING POLITICAL CHANGE, THE SCBC IS COMMITTED TO GENERATING A NEW COMMUNITY STRUCTURE THAT EDUCATES, UPLIFTS, AND PROTECTS BLACK INDIVIDUALS. WE AIM TO REALLOCATE AND CREATE RESOURCES TO ESTABLISH CRITICAL SUPPORT PROGRAMS MARGINALIZED BLACK PEOPLE IN THE COMMUNITY.



WHY WE DO THIS COMMUNITY WORK



Policy is Our Love Language
-Ayanna Pressley

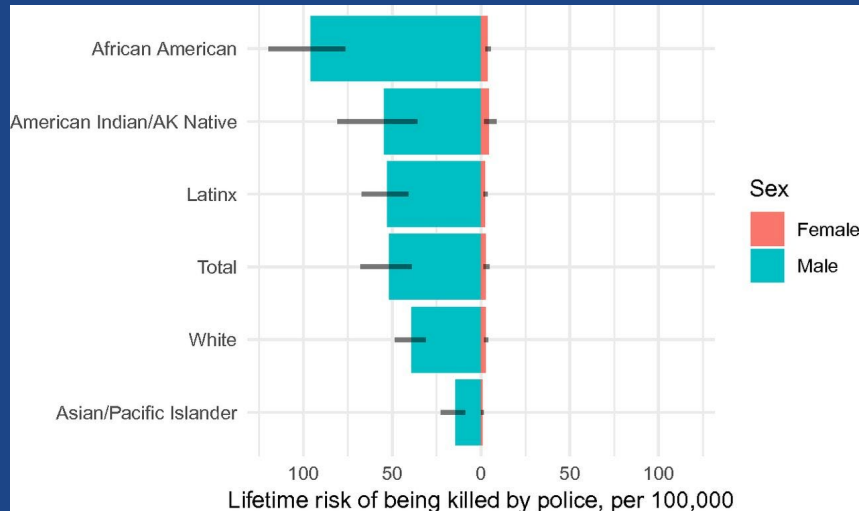
LISTENING CIRCLES: MOTIVATION

Black men are 2.5 times as likely as white men to die at the hands of police

Risk of being killed by police use of force in the United States by age, race-ethnicity, and sex

Frank Edwards^{a,1}, Hedwig Lee^b, and Michael Esposito^c

^aSchool of Criminal Justice, Rutgers University, Newark, NJ 07102; ^bDepartment of Sociology, Washington University in St. Louis, St. Louis, MO 63130; and ^cInstitute for Social Research, University of Michigan, Ann Arbor, MI 48106



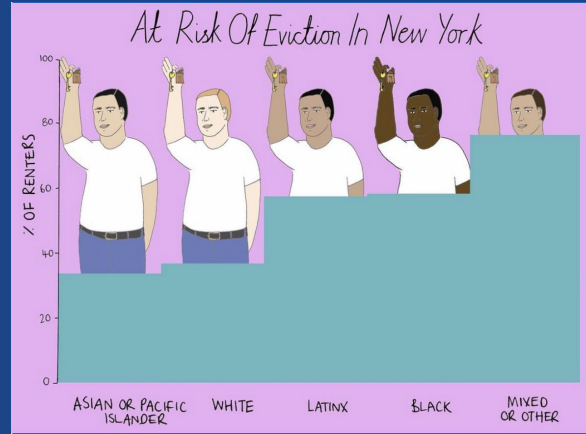
“I have almost reached the regrettable conclusion that the Negro's great stumbling block in the stride toward freedom is not the White Citizen's Council-er or the Ku Klux Klanner, but the white moderate who is more devoted to "order" than to justice; who prefers a negative peace which is the absence of tension to a positive peace which is the presence of justice; who constantly says 'I agree with you in the goal you seek, but I can't agree with your methods of direct action;' who paternalistically feels he can set the timetable for another man's freedom; who lives by the myth of time and who constantly advises the Negro to wait until a 'more convenient season.'”

- Dr. Martin Luther King Jr., 1963

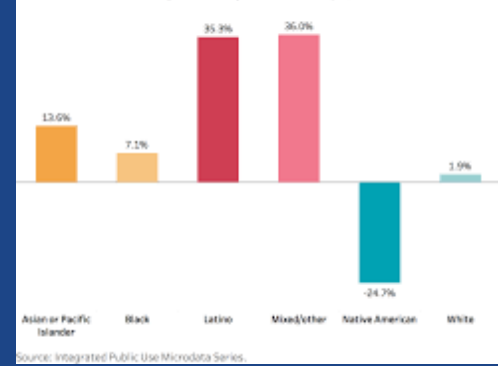
RACISM IS A PUBLIC HEALTH CRISIS

Highlights of Current Issues

- Frontline communities are hit the hardest during epidemics/disasters
- Black and Latinx men are 2 times as likely to be at risk of eviction during the pandemic
- Black people are nearly 3 times as likely to die from COVID than white people



Latino & Mixed/other residents have grown the most since 2005
Growth Rates of Major Racial/Ethnic Groups, 2005 to 2016



COVID-19 Cases, Hospitalizations, and Deaths, by Race/Ethnicity

Rate ratios compared to White, Non-Hispanic persons	American Indian or Alaska Native, Non-Hispanic persons	Asian, Non-Hispanic persons	Black or African American, Non-Hispanic persons	Hispanic or Latino persons
Cases ¹	1.8x	0.6x	1.4x	1.7x
Hospitalization ²	4.0x	1.2x	3.7x	4.1x
Death ³	2.6x	1.1x	2.8x	2.8x

Race and ethnicity are risk markers for other underlying conditions that affect health, including socioeconomic status, access to health care, and exposure to the virus related to occupation, e.g., among frontline, essential, and critical infrastructure workers.

SET OF STANDARDS

CITY WIDE

- Community has spoken and we need a common sense framework in Petaluma
- Make a common space that's safe for everyone
- All are entitled to their own beliefs and values
- The issue is when those values evolve into hateful, harassing, and harmful actions in the community
- Applies to City and Schools
- Our report focuses on the policing, but we need this everywhere



“You have racism in Petaluma. Things are not equal. We do not have the type of equity *that some* Petalumans think we have, and the first piece is to educate people about that.”

- Claudia de la Pena, 2021

LISTENING CIRCLES GOALS

- To provide community input to the City on the experiences, concerns, and recommendations of the community, particularly BIPOC members, on racism and policing in Petaluma
- To create next steps based on the results of this initial community listening activity

COMMUNITY FORUM
ON RACISM & INTERACTIONS WITH POLICE IN PETALUMA

Group discussion & listening circles to provide collective feedback and a set of recommended actions for the Petaluma Mayor & City Council

CO-HOSTS:
PETALUMA BLACKS FOR COMMUNITY DEVELOPMENT
NORTH BAY ORGANIZING PROJECT-PETALUMA
INDIVISIBLE PETALUMA

CO-SPONSORS:
LATINX STUDENT CONGRESS - SONOMA COUNTY BLACK COALITION
PETALUMA TIDE - PETALUMA COMMUNITY RELATIONS COUNCIL

JULY 18, 2020
3:00-4:30PM ON ZOOM

MORE SESSIONS WILL BE AVAILABLE BASED ON INTEREST. REGISTER FOR THE ZOOM MEETING
[HTTPS://TINYURL.COM/RACISMPETALUMAFORUM](https://tinyurl.com/racismpetalumaforum)

FACEBOOK.COM/EVENTS/
298535691510376/

LISTENING CIRCLE FORMAT

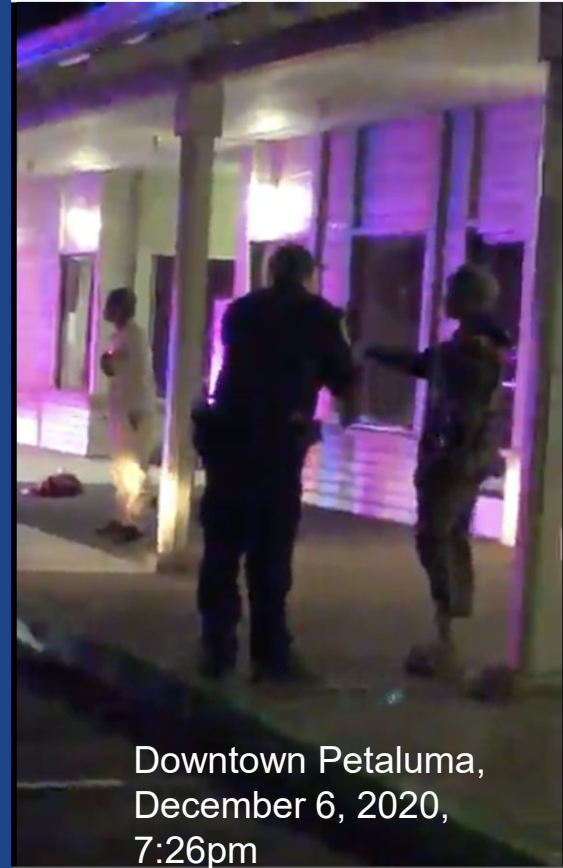
- Small affinity circles of 4-7 grouped by self-identified race/ethnicity
- People were led by a trained volunteer facilitator and supported by a volunteer note taker.
- Over 150 participants in July 2020
- Participants were asked questions about:
 - their experiences interacting with the Petaluma police department,
 - how it affected them
 - if they feel safe in Petaluma
 - if they had called the police or had the police called on them



Facilitator training session via Zoom

WHY WE NEED CHANGE IN POLICING

- **Mental health professionals as 1st responders**
- **Police who are effective at de-escalation**



WHY WE NEED TO ADDRESS RACIAL PROFILING AND HATE



Racial profiling and bias create conditions of fear and harassment in our community

“I couldn’t believe it. It’s like we’re literally guilty of being brown while shopping.”
- Sadie Martinez, 2020



15 RECOMMENDED ACTIONS BASED ON COMMUNITY INPUT

1. Reallocate police budget
2. **Create a CAHOOTS program for mental health response (Crisis Assistance Helping Out On The Streets)**
3. Eliminate campus police and replace with counseling
4. Demilitarize the police
5. Form an independent oversight committee for policing in Petaluma.

15 RECOMMENDED ACTIONS BASED ON COMMUNITY INPUT, cont.

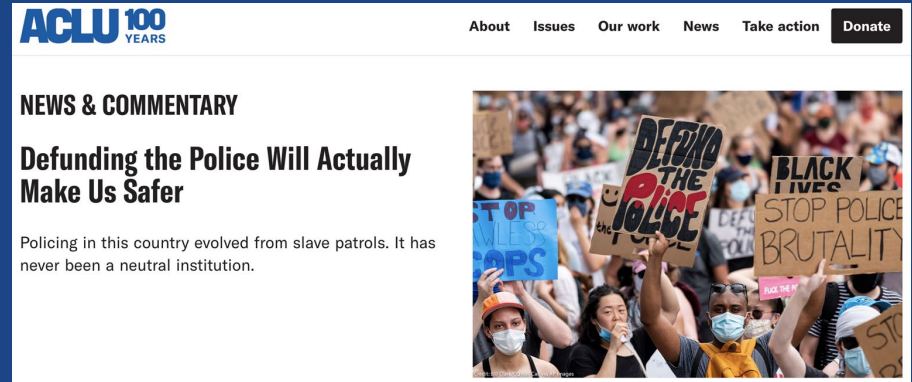
6. Establish a complaint reporting system
7. Budget money for oversight committee
8. Educate the Police Department about the history of racism and teach them how to increase culturally competent community engagement
9. Revise Petaluma's police use of force policy
10. **Expand the de-escalation portion of police policy.**

15 RECOMMENDED ACTIONS BASED ON COMMUNITY INPUT, cont.

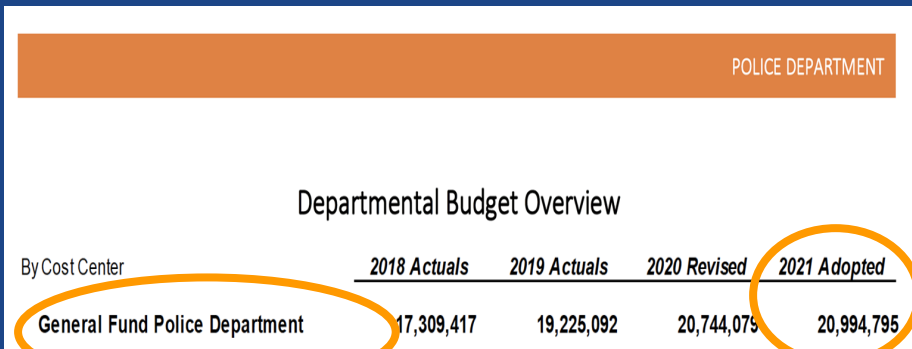
11. Increase transparency around the reporting of the use of force.
- 12. Establish policies to implement police accountability guidelines and assess racial profiling**
13. Host more community listening sessions
14. Post an anti-racism statement about “zero tolerance for hate” on the City and police department website
15. Review hiring practices to ensure the recruitment of a more ethnically, racially, culturally, and linguistically diverse police force.

A LOT HAS HAPPENED SINCE JULY...

- Continued incidents in Petaluma highlight the urgent need for changes in the policy and practice of policing
- Evidence on Jan. 6th in Washington DC that police treat protesters differently based on race
- The police department represents 38.7% of Petaluma's approved 2021 General Fund budget (\$20,994,795 of a total \$54,302,101)
- The time to change policing in Petaluma is now, therefore...



The screenshot shows the ACLU 100 Years website. The main headline is "Defunding the Police Will Actually Make Us Safer". Below the headline is a sub-headline: "Policing in this country evolved from slave patrols. It has never been a neutral institution." To the right of the text is a photograph of a protest with people holding signs that say "DEFUND THE POLICE", "BLACK LIVES MATTER", and "STOP POLICE BRUTALITY".



The screenshot shows a table titled "Departmental Budget Overview" for the "POLICE DEPARTMENT". The table has four columns: "2018 Actuals", "2019 Actuals", "2020 Revised", and "2021 Adopted". The row for "General Fund Police Department" has values of 17,309,417, 19,225,092, 20,744,079, and 20,994,795. The "2021 Adopted" value is circled in orange.

By Cost Center	2018 Actuals	2019 Actuals	2020 Revised	2021 Adopted
General Fund Police Department	17,309,417	19,225,092	20,744,079	20,994,795

WE CALL ON YOU: 1

January 21st Motion

By February 21, 2021

- **City manager extends the contract with Tracey Webb to continue the community listening circles on racial issues and equity**
- **Include police officers so they can develop relationships with Petaluma's BIPOC community**

WE CALL ON YOU: 2

January 21st Motion

By March 21, 2021

City manager will commission a task force including 2 councilmembers, 2 police/union reps, and 6 diverse community members to

- a. Review PPD policies and procedures**
- b. Review data on use of force, misdemeanor arrests, and traffic stops for different race/ethnicity groups**
- c. Research models of civilian oversight**
- d. Submit a report within 6 months**

WE CALL ON YOU: 3

January 21st Motion

By July 1, 2021

Staff is to provide a proposal to Council to launch a mental health response pilot (e.g., CAHOOTS) that includes:

- a. impacts on PPD's current FY21 budget and FY22 budget request**
- b. consider if program oversight is to be managed by Petaluma Police Department or managed by a third-party**
- c. alternatives to existing dispatch protocol**
- d. plans for staff training and integration with existing emergency services**

WE CALL ON YOU: 4

January 21st Motion

Thereafter, at least quarterly:

Chief of Police to provide a report on:

- a. Methods to track use of force, implicit bias, and early warning signs for Officers**
- b. Number of Petaluma Police Officers that exhibit behavior patterns demonstrating that they are a potential risk**
- c. Steps being taken to act on early warning signs and citizen complaints**
- d. Demographics of those involved in the various early warning sign reports, and the Department response**

CLOSING STATEMENT

Our community supports these actions!

1. North Bay Organizing Project - Executive Committee
2. North Bay Organizing Project - Petaluma Chapter
3. Sonoma County Black Coalition
4. Indivisible Petaluma
5. Petaluma TIDE
6. Save Your VI
7. Sunrise Movement Sonoma County
8. North Bay LGBTQ+ Families
9. Committee for Law Enforcement Accountability Now (CLEAN, formerly YES on Measure P)
10. Petaluma Tomorrow



To: Petaluma City Manager Peggy Flynn, Mayor Teresa Barrett, Vice-Mayor Brian Barnacle, Councilmembers Dennis Pockay, D'Lynda Fischer, Kevin McDonnell, Dave King, Mike Healy, and Police Chief Ken Savano

From: North Bay Organizing Project-Petaluma, Indivisible Petaluma, Sonoma County Black Coalition, Petaluma TIDE

Date: January 21, 2021

Subject: Next steps to take action on policing reform in Petaluma

Attachments: List of additional signing institutions

Dear Petaluma City Manager, Mayor, Councilmembers and Police Chief,

We are writing to follow up on the report from the community-based listening circles that centered the voices of Petaluma's Black, Indigenous, People of Color in July 2020. The report included a set of 15 recommended actions based on the community input received during the listening sessions. Since then we have witnessed additional incidents in Petaluma that reinforce the need for policing reform to be implemented without delay. Therefore, we present to you an updated framework and timeline of recommended actions that takes into account community feedback. This framework is supported by many community organizations who advocate for racial justice in Petaluma and Sonoma County (see attached list).

“...we are striving to forge a union with purpose, to compose a country committed to all cultures, colors, characters and conditions of man. So we lift our gazes not to what stands between us, but what stands before us. We close the divide because we know to put our future first, we must first put our differences aside. We lay down our arms so we can reach out our arms to one another, we seek harm to none and harmony for all...the new dawn blooms as we free it, for there is always light if only we're brave enough to see it, if only we're brave enough to be it.

- Amanda Gorman, 2021