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Final Report: Community Engagement Work on Racism and Police Interactions for The City of Petaluma

V 3: Integration Interviews and Review of Data

(Work Period: November 18 – January 6, 2021)

Prepared by Tracey Elizabeth Webb
January 6, 2021

City of Petaluma: Community Engagement Work on Racism and Police Interactions V3

Executive Summary

Tracey Elizabeth Webb Associates has been retained by The City of Petaluma to provide consulting and community convening services to work toward solutions to improve the racial climate and police interactions in the city. Tracey Elizabeth Webb Associates engaged in the following process in Phase I:

- Twelve one-on-one interviews with the following community members during the first work period (October 6 – November 12, 2020):
 - Joanna Paun
 - Kinyatta Leonhardt Reynolds
 - Zahyra Garcia
 - Rabbi Ted Feldman (PCRC)
 - Jennifer Parsons Pritchard
 - Ann Daniels
 - Amber Szoboszlai and Erin Chmielewski (combined interview per their request)
 - Faith Ross (Petaluma Blacks for Community Development)
 - Claudia De La Pena
 - Marisol Garcia Reyes
 - Anthony Franklin

- Pastor Emmanuel Akognon (Village Baptist)
- Additional Interviews during Phase II (November 18 – December 11):
 - Phyllis Tajii
 - Lina Hoshino
 - Kim Tsuchimoto
 - Davin Tillman
 - Eliot Enriquez (Included in the LatinX section of this report)
- Review of video links (Council meeting), documentation forwarded (including the Listening Circle report), and attendance at the Emmanuel Acho taping.
- Review of the city-wide survey data to cull out the major themes

The research conducted during both Phase I and Phase II uncovered a palpable polarization in the City of Petaluma. There are those citizens who do not believe that Petaluma suffers from any issues relating to racism or to problematic policing practices when it comes to people of color. Other citizens perceive a very real threat to their safety and well-being. There is also a sense that inquiry about race unnecessarily stirs up the pot and creates division, simply by exploring the issues. The truth lies in people's lived experiences.

If people of color express that they have felt or are currently experiencing racism, they are to be believed. No one gains anything by creating unnecessary trauma for themselves and their loved ones. One of the goals of diversity and inclusion work is to create pathways for authentic dialogue, so that people can truly hear the stories of their fellow citizens, begin to understand their role in potentially perpetuating racist trauma, and begin to rectify the behavior and subsequently change the environment.

The key with any change initiative is to identify those individuals who are committed to robust dialogue that can be wrenching at times. I have come across many such citizens during my interviews. The City should consider enabling a process-- post the January 21st meeting-- that provides a safe and facilitated series of working dialogue sessions. The sessions would be attended by community members committed to achieving a significant and measurable milestone within the next 60 days that demonstrates progress toward addressing the racial climate in Petaluma. The milestone(s) can be selected during the January 21st meeting, after input from the community groups and after the research from this project is shared with the audience.

People support that which they help create. If we begin this meeting with set community objectives going forward, the project will lose credibility. We have the framework and input into what a sample of the community experiences around racism. The facilitation on the 21st will be key in determining a suggested course of action going forward that will produce meaningful results, so that this work is supported going forward.

The City Council is perceived as either being out of touch with the state of race relations in Petaluma, or to exhibit a lack of concern. The community of color and concerned citizens would like to see a commitment to action on the part of the council and the city, as well as literally meeting the community where they are—out in their communities—for engagement and listening sessions, not presentations.

There are many who commended the Petaluma Police Department for their service and work toward community policing. However, there are those who fear the police because of first hand experiences with profiling or harassment. Once again, listening sessions in the community, openness about the “how” and “why” of various police procedures, more cultural competence training, implicit bias work, and alternative forms of community engagement (mental health and social services specialists deployed in some situations instead of police), can go a long way toward bridging the racial divide.

The LatinX community needs to be engaged with particular care. There seems to be an unfortunate expectation that poor interactions with police are the norm. Additionally, there is concern about engaging this community on Zoom due to lack of technological access and fear for undocumented members of the community. Suggestions include: One-on-one phone calls; texts; in-person outreach at churches; the Petaluma Health Care Center; and at various apartment complexes.

There was also discussion about engaging youth BIPOC in this process, as well as parents of small children that are enrolled in Petaluma schools. This recommendation has tremendous merit, but it requires dedicated focus with very specific outreach that is outside of the time and investment constraints of the current engagement. This critical activity can be a follow-up activity that the community orchestrates following this engagement. It may emerge as a priority for further work after the January 21st meeting and subsequent working sessions.

Interview Data

Community Engagement Work on Racism and Police Interactions

Questionnaire: Next Steps After the Community Forum on Racism and Interactions with Police in Petaluma

1) What did you find to be the most informative aspects of the forum?

- I did not participate (two of his committee members participated)
- Process was well established
- POC (people of color) separated from white participants
- Some people were surprised that these issues existed in Petaluma

- When we got to see the responses in the report. Interesting to see the responses that the white people had. Not enough African Americans participated. Complacency—people just don't think that it will make a difference.
- Disproportionate actions against BIPOC community and lack of awareness on the part of white participants
- A lot of the statements were classified as “fear” even though they hadn't directly experienced violence (but were still fearful)
- Racist terms used against BIPOC (experienced as violence)
- Negative experiences that children have had in schools (experienced as violence)
- Escalation by police mentioned by POC and observed by whites
- The partnerships that created and /or organized the forum / listening circles
- Good to see trusted organizations involved
- What was said by the non-BIPOC people. Non-BIPOC people recognized their privilege and the injustice of it.
- We actually had smaller circles because of the affinity grouping
- We compared the responses to show the differences in perspective
- When it came to presenting the report two of the groups stepped back—largely around the term “defund the police”.
- The perception from white people is markedly different from POC.
- I was in the Spanish speaking group. I was surprised at how normalized police harassment is “that's how it is”.
- Hearing other people's experiences in the affinity groups
- Differing perspectives of white people
- Feelings of guilt from white people
- Did not attend
- Excited that non-Black people cared and that they were willing to follow through
- N/A—did not attend
- N/A—did not attend
- N/A—did not attend
- N/A-- did not attend

-N/A—did not attend

-N/A –did not attend

2) What “ah ha” moment did you experience as a result of your participation in the forum?

-Fear on the part of POC even though no violence had occurred in Petaluma

-I was shocked to hear how many people said “defund the police. A lot of what happened nationally had not happened in Petaluma.

-That we pulled it off (successfully provided a semi-safe space for POC to talk about this)

-Consensus around mental health services (more needed instead of police services—police might not always be the best answer)

-Having a variety of different people involved and dive into the community

-We tried going into the conversation in a safe and raw manner. Didn’t get a sense that the council member showed up as a leader in the conversation.

-A woman of color who has lived in Petaluma for 25 years now drives with her license and registration on the passenger seat so that she doesn’t have to go into the glove compartment. A young woman had a car follow her and call her the N word.

-Going over the data and finding the patterns.

-That people really care. That Petaluma does want to be a better place.

-One of the suggestions which was about community policing—getting to know the community (walk—get out of their cars)

-Did not attend

-The number of non-Black people who cared, were curious, and who were willing to put in the work

-N/A did not attend

-N/A did not attend

-N/A did not attend

-N/A did not attend

-N/A did not attend

-N/A did not attend

3) What are the three critical next steps that the City of Petaluma should undertake to ensure inclusive community engagement?

-Should be in cooperation with the organizations

-POC should be involved in the process

-City should do a lot of listening (the city was presenting at the town hall, not listening)

-Something similar to the listening circles with different questions

-Involve the youth (high school and college students)

-POC design the next session (POC separated from white participants)

-Further forums available to all members of the community

-Can they create a safe enough circle for BIPOC people that does not include white people—so that it is safe

-Clear action—not just more conversation

-What three things are you willing to follow-up on?

-Any of the first three recommendations in the report should be implemented

-We have to bridge the gap so that the right people are at the table.

-Get organizations in synch so that they all understand what is at stake without getting in the way.

-Actively commit to defunding, however that is defined.

-Adopt and independent oversight board, as in Measure P for Petaluma (should have power to collect someone's badge, stop retirement, and not hire anyone with an infraction)

- Community outreach in a multicultural setting
- City should continue to do listening circles—we need more
- A lot of concern about safety because the police seem to show up and escalate situations (excessive gear, etc.)
- We need to have a forum with the police department
- We need to have a forum with the City Council
- Police department is “super white”—most of them have grown up here and have ties to people here—I don’t feel that people will be held accountable (maybe not hire people from here)
- Police department being present at community events but in relaxed uniforms (like polo shirts)
- Give the group a chance to present the listening circles report to the City Council
- Choose an option to take
- Follow through on chosen course of action
- Concept of proximity—actively going into the community
- Hosting bi-lingual events
- Hold police community academies in the community—not at the police department
- Solicit new police department recruits from the diverse community and in their community
- Going beyond blind recruiting and actively recruiting diverse candidates
- Have a city-wide discussion to explore racial issues in Petaluma
- Work with Petaluma Black for Community Development to plan outreach around their MLK celebration
- Communicating with parts of the community that are underserved
- Remember that when a police officer dons that uniform they represent all of the experiences that a person has had with the police in the past
- Moving forward with empathy
- Moving forward with intention to improve the situation
- Reaching out to the community to gather input
- Continued dialogue—don’t let the initial energy drop off
- Don’t wait until the next incident

- Actively engage diverse populations, including LatinX
- Looking into DEI education for city workers (a lot of reading and education)
- Start by codifying and prioritizing DEI education
- The police should have a citizen oversight committee to rebuild trust
- The community should be educated about racism
- Be aware of who is not in the room when city-wide policies are being developed
- Broader socio-economic representation on the city council
- Market the city in a way that shows more diversity

4) As we move forward in the community engagement process, what are the three most important actions that the City must avoid in your opinion?

- Do not dictate the process
- Do not exclude groups from the process
- Trying to change things in one fell swoop—it is a process
- Designing and telling people what they want to do—listen first
- Not really listening to POC
- Not having the police department be the lead for these initiative
- Act now, make changes now
- Jump in—need to have a dais conversation with the City Council
- Avoid having the police department as a part of the process in a way where they are talking to us and not listening
- Don't just give the police department a platform to present
- Thinking that they know better than the community on how this should be done
- No ulterior motives on the part of anyone or any organization

- Organizations asked not to participate if they are not working toward the same goals
- Sitting down with people of color

- Avoid making it a platform for the speak—they need to listen
- City Council and city officials recognize that Petaluma is not in a bubble—it is part of the country and these systems impact Petaluma (there is racism in Petaluma)

- Defending the police without consideration for the other points of view
- Increasing police investment
- Police handling cases that are not really police cases (e.g. mental health issue)

- Stop hiring police officers who were born and raised in Petaluma (hard for them to enforce actions against their friends)
- Don't exclude community from conversations
- Don't assume that the city knows what the community feels—really listen and be careful with the response

- Nixle reporting should have the same protocol for all types of suspects

- Trying to deny that a problem exists
- Being defensive about feedback data
- Downplaying the seriousness of the problem

- We must manage the extremes –conversations must include all voices

- City must avoid being silent on some of the basic racial issues (no city official has come out to condemn racial issues)

- Implicit bias

- Believing that one person speaks for an entire group

- Holding a thought that one side or the other is correct

- Avoid the appearance of trying to steer the process in any particular direction (some of the community is skeptical of the process)

- It must seem like the city is trying to include all of the voices and not appear that they are highlighting some voices and not others

- Avoid blanket statements (like “defund the police”) because they have different meaning to different people

- Avoid making decisions without having a diverse group at the table
- Avoid putting DEI on the back burner
- Stopping the discussion—calling it finished
- We need a cultural shift – this has to be part of who we are as a city
- Putting Black Lives Matter posters won't change things
- Desegregating schools and neighborhoods

5) What could derail success?

- Poor communication on both sides
- Making assumptions
- The national picture can impact the sense of safety in Petaluma

- If people get angry with each other and clam up
- People deflecting comments (I'm not racist)

- Worried about the election and police involvement post-election (worried about mutual aid and the over use of force)
- There are generational hurdles—need to capture some of the younger voices and voices of POC with small children

- Police talking and not listening
- City Council is all white—they are culturally incompetent—they don't take racism seriously.
- Lack of cultural competence impedes progress

- Not recognizing a massive disconnect in terms of white privilege (because African Americans are only 1% of the populations)
- White people not understanding the pain and fear of people of color

- A middle of the road approach
- Wrong definition of success

- Making unilateral decisions—people felt left out from the town hall—
police chief talked and didn't listen / one sided conversation
- Not acknowledging that there is an issue
- Not understanding the fear of people of color (“we are scared”)
- Lip service, but no action
- Police department answers sound cut and pasted—not really listening
- A lack of understanding of terminology like “defund the police”
- Defensiveness—denying that there is a problem
- Treating this work as the “flavor of the month”—not following-up
- Only catering to one side (whatever that is)
- Blending of opinions—we need as close to genuine unity as possible
- Use of language
- If the city doesn't take a strong stance against racism
- Being closed-minded
- Coming in with a set view
- Not hearing another person's point of view
- When dialogue stops (keep trying to have on-going dialogue—it is a slow
and painful process—we won't see instant results)
- Putting a political spin on this process could derail the process
- Diverse political affiliations involved in the process
- Defensiveness
- Not being able to look in the mirror
- Not being able to listen
- People of color need to be a part of the solution (“not just ‘calling out’,
but also ‘calling in’—being involved)

6) What does success look like six months from today in terms of improving the racial climate in Petaluma?

- National picture will make a difference
- I would like to see the process continually unfolding—groups of people working together on this at the same table

- Police walking in our communities
- Go to Black Baptist church (Village Baptist—including PD) for discussions
- Meet at storefronts for conversations

- I don't even know what this looks like
- BIPOC experiences need to be validated

- I would like to see more of a campaign where Petaluma is inviting diversity (inviting POC to move in to the city)
- Festivals that celebrate diversity and multiculturalism

- A plan and processes in place for the next six month and perhaps work it into the General Plan

- City really acknowledging and having a plan to try and improve things
- Really taking advice from Petaluma citizens

- More community meetings
- City officials take part in unconscious bias training

- It would be nice if the Petaluma police department made a formal statement about inappropriate actions

- An audience with the City Council and Mayor, presenting findings
- Measurable action items
- Follow-up on the success of the action items

- Community organizations saying that they are happy with the changes
- People saying “thank you—I felt heard”

- City shows no tolerance at all for any racial bigotry

- Much more adequate training and understanding for police officers and for city government

- I would like to see more of an openness on the part of the community to trust the city and the police (this happens when the community feels that they are doing their part)

- The city leadership will come out and say that this is a priority
- Hire more diverse people
- Focus on inclusivity and sensitivity training in the police department (budget for it)
- Follow-through on commitments
- More affordable housing in the works
- Schools are less segregated
- City Council meetings attended by a diverse population (not just people on the West Side)

7) Please explain why you do or do not agree with both the analysis and the recommendations presented in the September final report from the Community Forum.

- Bothered by “defund the police”. Apparently the word had not come up in listening circles but made it into the recommendations. This language is not the way to begin a dialogue.
- The wording is off in a lot of places
- There were items in the report that were not discussed in the groups
- Some of the national issues was put onto Petaluma
- Leadership deferred to our BIPOC members in the coalition
- Dissent was from 2 groups, but 80% of the groups supported the findings
- I support the report 100%
- The organizations that supported it vetted it with their constituents
- I agree with the recommendations because I helped come up with the recommendations. Everyone agreed to the language up to a certain point, then they took a vote. They had a chance to speak up. The verbiage in the recommendations came from the language used by the participants in the circles.
- I agree with it because we included all of the data and we included context.
- I do agree but I am biased because I worked on the report.

- There was nothing that I disagreed with.
- Defunding language throws people off
- Police department echoed some of the report's recommendations in the Emmanuel Acho taping (i.e. use of more mental health workers)

- I wasn't there

- I support it because I was there from the beginning (the planning, the session, the debrief, and putting the report together).
- Report seems consistent with what they've found.

- N/A not present

- N/A not present

- N/A not present

- I was not able to attend the session, but attended the post-session analysis / discussion. I expected raw data to be given to the city, but I felt that some of the items in the report weren't mentioned in the listening circles.

- N/A not present

- N/A not present

8) What is the best way to engage Petaluma's diverse community in further conversation and action planning as we work toward an improved racial climate?

- We need a direct route to the diverse population—not through liberal white people (need to hear directly from diverse population)

- Really, really hard now with everyone working in Zoom
- Start early enough to get people involved
- Advertise to get buy-in
- Getting parents of young kids to participate and push through the schools

- Speak to other communities who are Black and Brown
- Different age groups
- Reach out in different ways (not in Zoom, especially LatinX)

- Translator from the community for LatinX
- Target the youth through schools and social media (FB and Instagram)

- Community coffee chats (listen, don't talk)
- DEI / Sensitivity training for the city and the police department

- More listening circles
- Emmanuel Acho video was a good step—include this as an official agenda item for discussion
- Create a committee on this (include community constituents) that meets regularly

- Figure out new ways to really, really listen to groups who feel left out (Black and LatinX)
- LatinX really afraid of police (immigration and personal safety) so phone might be the best mode of connecting

- People had declined to participate in the listening circles because they thought that it wouldn't change anything—so make direct connection from words to action

- It was hard to get people to go to the listening circles because people don't think that anything will change. People have to come together and sit down and talk about situations.

- Get the Council to agree that diversity is a good thing.
- Having a diverse police department
- Diversity training for the police department
- City Council being open to feedback

- We need to make sure that our representatives can meet people where they are (we need to go out into those environments)
- More research on the programs that people want

- There needs to be dialogue that involves churches in Petaluma (religious community needs to be involved)

- Measure P passed (civilian oversight over police department)-a good step

- Police should be out in the community in a positive aspect, vs. just patrolling

- Let the community see the police do kind things in the community (volunteering)

- Putting out a city-wide invitation / announcement to anyone who would like to participate – especially BIPOC people

- Let the community work out the ground rules and the next steps
- Community forum facilitated by a skilled facilitator to encourage dialogue
- More inclusive discussions about policing
- Include unsheltered people
- Develop other options (other than police) for people dealing with mental health issues)

9) How hopeful are you that race relations will improve in Petaluma:

<i>Not Hopeful</i>	<i>Minimally Hopeful</i>	<i>Moderately Hopeful</i>	<i>Reasonably Hopeful</i>	<i>Extremely Hopeful</i>
1	2	3	4	5

Average = 3.264 (average of 17 scores)

-5 (We have a good community and a lot of people who are concerned. I think that it's going to work.

-5(I want Petaluma to be the model)

-3(Less hopeful because people are resistant to change – I know that there will be push back)

-4(We have built a lot of political power to push—but we need to see change / action)

-3(We still have to deal with white privilege and white fragility; It is not the Trump supporters that I worry about, but rather the white peoples with unconscious bias within liberal democrats)

-2.5(People don't seem to want to believe that we have these problems; there are a lot of "woke" people in Petaluma as well.

-3(I think that we have very smart, educated, progressive people here. But we also have people who want to turn back the clock on race).

-4(Hopeful because I see the desire to work together)

-1(if the same council is elected) or 3(if new leadership) --going with 3 since new members elected

-3(Only if the police department and the city put out a statement stating that they have an intolerance for hatred.

-3(We have a disconnect or lack of understanding / interpretation of the issues and problems; some people don't care)

-4(I believe in it)

-2(Because Petaluma has never addressed it—not sure if they are open to it).

-3(I've seen the waves regarding change before and then nothing happens (nationally and in Petaluma; waiting to see)

-3(I really appreciate that the city and the police department are trying to make things better; The challenge is getting those to participate who might not normally do so; Some people don't want contact with officers/police; Continually try to invite people)

-4(Because of Ms. Webb's involvement—worked with her in Novato)

-3(There is a willingness; Success may come from genuine integration; Change has to be real)

10) Are there other individuals or organizations that we should contact for input into this community conversation about race in Petaluma?

-Claudia De La Pena (farmlinglocal@gmail.com); dmitra.smith@sonoma-county.org; North Bay Organizing Project (NBOP)

-Sonoma County Coalition, Indivisible Petaluma, NBOP, TIDE, Outreach to Black population (through schools—Old Adobe has a Black Superintendent; Village Baptist; Sonoma State has Black professors who live in Petaluma)

-LatinX groups (St. Vincent de Paul Church)

-Catholic church for LatinX (St. Vincent de Paul)

-Schools

-Petaluma People Services

-Mentor Me (Restorative Justice)

-COTS (homeless services)

-NBOC (North Bay Organizing Committee)

-Indivisible

-Petaluma Blacks for Community Development

- We should reach out to the Muslim community
- Interfaith Movement for Human Integrity (Rev. Deborah Lee)

Report from Tracey Webb's Meeting with Petaluma Blacks for Community Development (11.19.2020)

**City of Petaluma
Race Relations and Police Interaction Engagement**

Facilitation Questions for Petaluma Blacks for Community Development Zoom Meeting on 11.19.2020

-What one word would you use to describe the racial climate in Petaluma?

- Small -Hidden -Silence -Tense
- Fear -Unaware -Ignorance -Conflicted
- Deteriorating -Politicized -Implicit

-Have national events / the national climate impacted your perception of race relations in Petaluma? If so, how?

- Confirmation bias
- National climate makes people pick their teams—also impacts people taking sides regarding policing
- Felt less safe in the city because leadership begins at the top—President interested in dividing us
- Petaluma is not special—it could be the next Kinosh
- As a white person—when I see a police car behind me—I think I am glad that I am not Black
- National climate has made me more aware of what has gone on around me

- Makes me, as a white person, aware of what part of my behavior may be racist
- I am at the meeting because of national events
- Made me recognize the word “privilege” and awareness and excitement about maybe continuing the conversation
- Fear for the safety of my kids in Petaluma
- Terrified that these types of events could happen in Petaluma
- Protest movements become demonized by misinformation (constantly trying to explain what these movements are about)
- What ways are there to measure police culture here in Petaluma? Is there a way for the chief to measure and monitor attitudes and beliefs in his department?
- Dominant voice getting louder—white culture is telling the story (vs. people of color)

-Please describe the state of the relationship between the African American community and the Petaluma Police Department?

- I don’t know because I’ve had no contact with the police
- No experience with the police, but I’ve heard stories (police slowing down when they see an African American walking down the street and asking them what they are doing)
- Generally my interaction with the Petaluma Police department has been better than my relationship with the Sonoma County Sheriff (maybe less of an issue because African Americans are a small part of the population in Petaluma and not perceived as a threat)
- As an African American man—I explain to my sons that the system treats you differently and how to comport themselves
- The fact that no one wants to walk into the police department and talk to them is due to fear and the militarization with new weapons
- The relationship starts in our schools with adults in our schools pushing youth of color toward police and feeding the schools to prison pipeline

-How can the police department best reach out to the African American community? What specific actions should the police department take?

-Have a BBQ

-Partner with an African American person on an event

-Interact with African Americans during their off time (coaching, attend Black History month, etc.)

-Wear polo shirts (not full uniforms)

-Reach out for coffee with community members

-Educate police department about macro and micro aggressions

-2-3 weeks since the Acho video came out but we haven't seen anything else

-Police assume aggressive behavior on the part of African Americans

-City can work with the police department to sponsor multicultural programs and bias training for the community (police and city attend with the community)

-How can we increase cross-cultural understanding in Petaluma?

-Get involved with each other—get to know each other

-All people have to be willing to learn

-City Council members should show up at events

-We can all be advocates

-City can address things happening nationally

- How can we move from awareness to advocacy to action to systemic change?
- Begin working on the foundation to do the real work

LatinX Interview Responses

We reached out to at least 5 members of the LatinX community who were referred to us through the city and the community. Three interviewees responded:

- David Martin
- Abraham Solar
- Eliot Enriquez

Please note that some of the interviewees from the initial round of interviews identified as LatinX and provided insight into means to reach the community.

Here is the email that was sent out to LatinX residents of Petaluma to whom we were referred:

My name is Tracey Webb and I am working within the City of Petaluma to facilitate further conversations on race relations and police interaction in the city. I own and run a consulting practice that specializes in facilitating authentic dialogue. You can view my social media as follows:

- [-www.traceyelizabethwebbassociates.com](http://www.traceyelizabethwebbassociates.com)
- [-https://www.linkedin.com/in/iamauthentic/](https://www.linkedin.com/in/iamauthentic/)

As an African American woman, I feel particularly aggrieved by the state of race relations in this country. I had a number of appearances on KTVU Channel 2 discussing the protests and murders from earlier this year. While watching a replay of one of my interviews, I happened to stay tuned to see the story of the Black Lives Matter signs being removed from the tennis court fence in Petaluma.

I reached out to your mayor, who then put me in contact with Peggy Flynn, the City Manager. Peggy remembered the work that I had done about five years ago helping Novato to revitalize their Multicultural Commission. The City waited until after the listening circles were completed to bring me on board. My goal is to

facilitate further inclusive conversations on race relations and police interaction in order to produce a plan forward that reflects the diverse voices of all constituents.

Your names were given to me by several sources. I have sent this email via BCC so that I don't reveal potentially confidential email addresses. I need your guidance regarding reaching out to the LatinX community. Specifically, if you could answer the following questions and send it back via "reply" NOT "reply all" by Friday, Nov. 13, I would be very grateful.

Here are the responses to the LatinX questions:

Petaluma Project on Race and Police Interaction
Questions for LatinX Community Members

1. How can we best engage LatinX community members in Petaluma in this conversation about race relations in the city and interactions with the Petaluma PD? (Please give specific means / venues for outreach)

- We need to break through barriers and hire more bilingual police officers, city workers, firemen, etc.
- Petaluma was more of a red neck town but started changing in the last 15 years
- Demographics changing—more middle class people moving from San Francisco
- We need more Latino politicians
- Language barrier has to come down
- Platform needs to include smart phones (Latino families reply through this tool)
- Social media (What's App, Messenger, Text) very important
- To just send information: School districts, churches, and apartment complexes (Marin Circle, Round Walk Circle, Lakeville Apartments, "Greenbrae Apartment"—behind McDowell Elementary School, and some apartments on Western Avenue, low income apartments on Golden Eagle Plaza)
- Petaluma Health Center
- St Vincent's Church
- Seven Door Church near the police department

-St. James Church (Christian church with Spanish speaking services)

-Best way to engage is to really attempt to engage the community. There are no materials in Spanish, there is no one that can really translate, and the LatinX community feels left out. No one is reaching out other than Mayor Barrett attending the meeting at Petaluma Health Care.

2. Are there specific translators that we should use that have credibility in the LatinX community?

-No, but translators are needed

-If there is a structure in the meeting that supports improvement in the quality of life, then a specific translator isn't necessary.

-Translation is not as easy as it seems because it has to be culturally relevant. The content also has to be relevant. Petaluma Health Care translates at a 3rd grade level so it is clear.

3. How can we help LatinX community members feel safe when telling their stories about race relations and police interactions?

-This won't happen—they are scared (a lot may be illegal)

-Latino person intimidated by a white police officer if the language barrier is in place

-I personally think that Petaluma is the best town in Sonoma County

-By stating in the meeting that none of this information will be shared with the federal government

-Presenters introduce themselves (tell who they are and why this work is important to them)

-By giving them the opportunities to tell their stories. The LatinX community is hungry to be engaged.

-People will share if they believe that they are in a safe place (schools, churches, community health centers,etc.)

-The Patient and Family Advisory Council (Spanish Speaking) at Petaluma Health Center might be a good place to engage people to tell their stories.

Major Themes From the City Wide Survey

City-Wide Survey Questions

(785 Responses; Please see the slides and the full data report)

DEMOGRAPHIC QUESTIONS

- 1) Please identify your ethnicity:
 - a. Asian, LatinX, White, Native American, Pacific Islander, Mixed Race, Other
- 2) How long have you lived in Petaluma?

COMMUNITY EXPERIENCE

- 3) Please share ONE WORD that describes race relations in Petaluma.

POLICE DEPARTMENT EXPERIENCE

- 4) What is your experience with the Petaluma Police Department?
 - a. Very Poor, Needs Work, Neutral, Good, Very Good
- 5) Please share ONE WORD that describes Petaluma Police Department interactions with people of color:
- 6) What is the most important action that the Petaluma Police Department can do to improve experiences and interactions with people of color within Petaluma?

CITY OF PETALUMA GOVT. OFFICE EXPERIENCE

- 7) How do you most commonly interact with the government offices of the City of Petaluma City of Petaluma?
 - a. Parks, Development / Construction Permits, Water Bill, Emergency 911, Police Help, Other
- 8) How was your most recent experience with the government offices of the City of Petaluma City of Petaluma?
 - a. Very Poor, Needs Work, Neutral, Good, Very Good

- 9) What is the most important action that the government offices of the City of Petaluma can do to improve the experiences of people of color within the city?

OUTREACH QUESTIONS

- 10) How did you learn about this survey?
a. Email, Newspaper, Facebook, Instagram, Twitter, Nextdoor, Word of Mouth, Other
- 11) What groups should be included in future conversations about making our community more inclusive and supportive of people of color?

Major Themes Culled From the Survey Results

A. General Themes About the Social Fabric in Petaluma

- Lack of a sense of belonging on the part of some BIPOC citizens
- BIPOC citizens feel safe and welcome at times, yet at other times they fear for their safety
- White supremacy does exist in Petaluma (others feel that racism does not exist)
- Xenophobia passed down through generations
- People create racial issues that don't exist
- Sense that "radical left" is forcing issues that don't exist
- People should also be open to moderate and conservative ideology
- The survey creates more of a racial divide
- Petaluma has become very political and polarized: shamed if you don't believe as others do
- Sense that white liberals erroneously try to speak for BIPOC
- In general, the city climate feels very closed minded, racist, and white-centric

B. Themes About the Petaluma Police Department

- Differential treatment of BIPOC by police: Profiling; dismissiveness; harassment
- Alternative forms of policing should be explored (such as the Cahoots Program)—with mental health and social services professionals making more of the calls
- Some feel that police are doing an excellent job and that they are making efforts (such as the Uncomfortable Conversations session)
- More community policing (foot patrols; community involvement) needed

- Militarization of the police department (tanks, advanced weapons) is not a good use of funds and contributes to escalation
- Police need more de-escalation, implicit bias, and cultural competency training
- People should try and see police as protectors vs. adversaries
- Police department should be more open about how they work
- Police should hold listening sessions in the community (not presentations)
- Police force should be more diverse and bilingual (more Spanish speakers)

C. Themes About the City Government

- Marketing material should show more diversity to invite a more diverse workforce and residence base (more welcoming to BIPOC)
- More Spanish language services and materials
- City allocate more funds toward social work and mental health services
- Work with schools to promote more desegregation
- Create more and better lower income housing alternatives
- More diverse City workforce
- Promote more multicultural activities and awareness (and not just on holidays)
- Know that representation matters
- District elections to give minorities a chance to elect candidates who represent them
- The City should train its employees and officers in diversity / equity / inclusion / implicit bias training