

City of Petaluma, California

Memorandum

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DATE: November 17, 2020

TO: Tracey Webb, TEWA
Peggy Flynn, City Manager

FROM: Ken Savano, Chief of Police

SUBJECT: **Summary on Diversity, Equality, and Inclusivity (DEI) Efforts**

The purpose of this summary report is to provide a response to Tracey Webb with TEWA following our meeting last week on Thursday, November 12, 2020. Deputy Chief Brian Miller and Community Engagement Liaison Jennifer Pritchard researched not only our internal efforts to address DEI, but also conducted an exhaustive search externally with our community engagement efforts related to the same.

As an organization we are committed to organizational excellence through continued training and community engagement. Below is a complete summary of internal training officers receive all the way from the police academy to present day related to DEI. Following the internal summary, we have provided the external summary for your information and reference.

Internal Staff Training and Engagement Related to DEI

Internally we provide a variety of informal, in-service, and formal trainings. We adopted a patrol shift schedule that prioritizes training with a built in 9-hour training day every six weeks. The 9-hour training days called “platoon training days” are facilitated for all sworn staff during which a variety of topics are covered. Additionally, we have foundational training for our line level officers, supervisors, and those assigned to specialty assignments. The following is a summary of required trainings and internal trainings as they relate to diversity, equality, and inclusion.

Police Academy Training - Every police officer to be certified to be employed as a peace officer in the state of California must successfully complete a 20-week long police academy. During that basic police academy, a total of 42 specific learning domains are covered. The following is a link to the entire list <https://post.ca.gov/Download-Student-Workbooks/CAv5POSTACC-Workbooks-1> and below are the specific sections that relate to our discussion.

Leadership, Professionalism, Ethics

https://post.ca.gov/portals/0/post_docs/basic_course_resources/workbooks/LD_01_V-5.6.pdf

Principled Policing in the Community

https://post.ca.gov/portals/0/post_docs/basic_course_resources/workbooks/LD_03_V-5.1.pdf

Use of Force/De-escalation

https://post.ca.gov/portals/0/post_docs/basic_course_resources/workbooks/LD_20_V-5.3.pdf

People with Disabilities

https://post.ca.gov/portals/0/post_docs/basic_course_resources/workbooks/LD_37_V-6.0.pdf

Cultural Diversity/Discrimination

https://post.ca.gov/portals/0/post_docs/basic_course_resources/workbooks/LD_42_V-6.4.pdf

Field Training Program - Upon completing police academy new officers must complete a field training program that generally takes thirteen or more weeks to complete. During this field training program, they are assigned to a Field Training Officer (FTO) who is specially trained to develop and mentor the new officers and follow a POST approved Field Training Plan. Specific relevant areas of the FTO program are the additional training in ethics, leadership, community relations/professional demeanor, and tactical communications. All of the training areas can be found at <https://post.ca.gov/field-training-program>.

In-Service Training - Annually our officers review and train on policies for Racial Profiling, Immigration Policy, Bias-Based Policing, and Hate Crimes. In the last two years, officers have received 32 hours of Crisis Intervention Training, 8 hours of Crisis Intervention Techniques. In January of 2020, all officers received 8 hours of De-escalation Training while our Defensive Tactics Instructors received an additional 16 hours of training in De-escalation Instructor Course. In November of 2020 all of our officers completed POST certified Implicit Bias and Racial Profiling training. Attachment “A” is a participant guide related to the training, and we are working with POST to share the video used to facilitate the course. The course was facilitated by FTO Zilverio Rivera.

The following relevant topics have been covered during our own internal trainings annually;

- Hate crime investigations
- Discriminatory harassment
- Use of force
- De-escalation
- Bias based policing/Racial Profiling
- California Values Act
- Immigration Violations
- AB 392 Use of Force Standards

All departmental trainings are listed on our department website at <https://cityofpetaluma.org/police-training-records/>

Through extensive training programs such as the [Sherman Leadership Institute](#), [Federal Bureau of Investigations National Academy](#) (FBINA), and [Command College](#) our first line supervisors and managers receive sensitivity training facilitated through visits to the Museum of Intolerance and the Holocaust Museums. We have maintained professional standards and leadership development by having our law enforcement executives attend the FBINA since 1949.

Former President Obama’s Task Force Report on 21st Century Policing – When we released, our Department embraced the report and conducted extensive discussions with our leadership team and staff. After a review of the [report](#), we adopted all recommendations contained in the report. Since then, the report is used as a foundation for leadership promotional opportunities, recruitment and hiring opportunities, as well as our current benchmark for the delivery of best practices in policing services.

External Engagement Related to DEI

Many of departmental members serve on a variety of local boards or maintain memberships with organizations such as [Committee on the Shelterless - COTS](#), [Petaluma Area Chamber of Commerce](#), [Petaluma Community Relations Council](#), [Police Executives Research Forum](#), NAACP, Rotary, Salvation Army, Elks Lodge, [Verity](#), [YWCA](#) and the Sonoma County Human Trafficking Task Force.

We want to specifically highlight the department's involvement with the [Petaluma Community Relations Council](#) (PCRC) since its inception in 2016. PCRC serves "as a coalition of individuals and groups, promoting the values of respect, appreciation and understanding of diversity among all people in our community. By fostering positive human relations, we identify and confront discrimination, respond to the needs of our community, and serve as a source of information and advocacy." PCRC consists of 27 organizations and 243 individuals from our community. Including the Petaluma Police Department some of the other specific organizations involved in PCRC are [Mentor Me](#), [Hate Free Petaluma](#), [One Petaluma](#), [It Won't Happen Here](#), [Petaluma Blacks For Community Development](#), [Metta Center for Nonviolence](#), [Sonoma County Japanese American Citizens](#), and numerous different faith based organizations.

In June of 2020 the Mayor, City Manager, and the Police Chief participated in a [community conversation](#) on Policing via Zoom and created an online question portal which received over 350 community questions. Responses to those questions were posted later back on the website. Also, in June our Mayor joined other Mayors throughout Sonoma County and the Country taking the Mayor's Pledge to review policing in our communities. Mayor Barrett was joined by Chief Savano and representatives from 9 other municipalities. <https://www.pressdemocrat.com/article/news/sonoma-county-mayors-police-chiefs-discuss-police-reform/>

Petaluma PD joined the city of Petaluma in the statement regarding [Petaluma against Hate and Intolerance](#) issued in October of 2020.

In response to many questions about our department policies and procedures our department created to public documents and shared them with our communities. Those documents are entitled [How We Serve: Petaluma Policing Today](#) and [We Did Not Wait: Where We Have Stood Since 2015](#)

Additionally the Petaluma recognizes and implements [21st century policing](#) practices of [procedural justice](#) where we work to build public trust and police legitimacy through an extensive community engagement and outreach program. The following are a list of some of our past community engagement events and reoccurring programs;

- As an organization we have modeled community oriented policing practices for decades. In the past 5 years we significantly expanded some of these efforts and since 2015 we have hosted over 70 [community town hall meetings](#) throughout the city. These meetings have been in both English and Spanish, community wide, neighborhood focused, or incident specific as needed. We also implemented a district policing model assigning 1-2 officers to 15 smaller geographic areas where they serve as a long term point of contact for those areas. Every area of the city is assigned two district officers.
- We recognized a need to diversify our hiring and recruitment practices. We produced new recruitment materials focused on recruiting a more diverse applicant pool. We had volunteers post recruitment posters throughout the city at various locations and businesses and also expanded our recruitment at local police academies and military locations to include the entire state of California. https://www.instagram.com/p/CCBppfMlIm_/?igshid=80roma7of4se

- We have growing increasingly more transparent with our community. Through the years we have issued [press releases](#) and reported data such as arrest information by race. We have also issued [public statements](#) calling for peace and respect often as needed.
- In 2016 we partnered with Mentor Me to create a Restorative Justice program for our school aged youth. <https://www.facebook.com/PetalumaPoliceDepartment/posts/1263423920487797>, <https://fb.watch/1OPM8gdZyG/>, https://www.petaluma360.com/article/news/youth-restorative-justice-examined-in-petaluma/?fbclid=IwAR0BpPVwbCnurCSOVkIP2cgWBtib31MwTIVDvQiM_V3J0YxuBl9zi21zVv4, <https://www.facebook.com/PetalumaPoliceDepartment/posts/1318070418356480>, <https://fb.watch/1OWGanpzsl/>
- [Mental Health Community Meetings](#) As an organization we regularly hold community meetings focused on teen and transitional youth mental health, mental health trends, and available local resources. The meeting are conducted in both English and Spanish and we include our local service and non-profit partners in the discussions. We also incorporate other areas of mental illness experienced in our community as evidence in our support of [PTSD Awareness](#).
- We maintain an active partnership with Social Advocates for Youth -SAY supporting their drop in wellness groups for teens. <https://www.instagram.com/p/B0BQ5WiFE2-/?igshid=1thta6xy0d3sy>, <https://www.instagram.com/p/B0BQ5WiFE2-/?igshid=1thta6xy0d3sy>, <https://www.facebook.com/PetalumaPoliceDepartment/posts/984342131729312>, <https://www.facebook.com/PetalumaPoliceDepartment/photos/a.226435767519956/1336796949817160/>, <https://www.facebook.com/PetalumaPoliceDepartment/posts/984342131729312>, and https://www.instagram.com/p/B1ggdl-ln_/?igshid=o3f621thwa80
- Annually we host and participate in [National Night Out](#) a national community-building campaign promoting police-community partnerships to make communities safer and more caring. https://www.instagram.com/p/B0FF6wcFwL_/?igshid=4wp2e1s2usr1
- We hold both English and Spanish language community academies where community members receive extensive education and training from our staff about local crime, departmental operations, and the law. <https://www.instagram.com/p/BikJdhxF6Hp/?igshid=192bnu8akcefc> and <https://www.instagram.com/p/BikJQPRFkzZ/?igshid=1qpxhjno04106> We have also joined numerous ESL classes for meetings and have participated in joint meetings with North Bay Organizing Project (NBOP).
- Twice a year during both Spring and Summer break we host a week long Junior Police Camp for children grades 3-6. <https://www.instagram.com/p/BikJQPRFkzZ/?igshid=1qpxhjno04106>
- We participate in local career fairs at our high schools and colleges. <https://www.instagram.com/p/B9nMboWFEce/?igshid=19cjjigr2hh4g> and <https://www.instagram.com/p/BikJQPRFkzZ/?igshid=1qpxhjno04106>
- We help coordinated and work a number of special events such as the Gran Fondo Bicycle Race which supports childhood disabilities <https://www.instagram.com/p/BikJQPRFkzZ/?igshid=1qpxhjno04106>

- Our traffic team holds Elementary School Bike Rodeos discussing bicycle safety with numerous elementary school students annually throughout the city. <https://www.instagram.com/p/BikJQPRFkzZ/?igshid=1qpxhjno04106>
- Our department has a long-standing participation with the Northern California Special Olympics where we volunteer in their Tip a Cop, Torch Run, and Basketball tournaments every year. <https://www.instagram.com/p/BRlylXfj4-r/?igshid=ds6xuhquz3te>
- Every December our officers participate in Shop with a cop where officers are partnered with disadvantaged youth from our community and we help them purchase gifts for themselves and their family. https://www.instagram.com/p/BOV_8okjg18/?igshid=104mxu4rzj3pe
- In addition to our town hall meetings we hold less formal more frequent Coffee with a Cop events throughout the city where our staff is made available to community members to have impromptu conversations. <https://www.instagram.com/p/BoHBUxaFOCg/?igshid=12gp80rmwl6d5> and <https://www.instagram.com/p/B2my8dwF8jw/?igshid=1ci77t8jznnau>
- We are increasingly working to better support and recognize significant holidays and cultures of others throughout of community. Some examples have been the police department's and the city's recognition of MLK Day, Juneteenth, and Pride week. <https://www.instagram.com/p/Bs5zLQOgN6k/?igshid=511s7vmk9yva>
- We recognized language barriers in our messaging and have established partnerships with local Spanish Radio stations when seeking assistance during certain criminal investigations, announcing important COVID health information, and promoting town hall events. https://www.instagram.com/p/BtV847_gsJC/?igshid=1aavwpjxuxcly
- We participated and encouraged community members to join us in a city-wide workshop aimed at identifying Community Goals. Our outreach was focused in English and Spanish and the city created an survey to assist those who couldn't attend. <https://www.instagram.com/p/BvWxLrggmIE/?igshid=nin4pdogmy24> and <https://www.instagram.com/p/B1jNCIRFpzp/?igshid=1wxd2qckbmvqt>
- On a rotating basis our traffic team conducts the Every 15 Minutes DUI/Traffic Safety presentation at local high schools. <https://www.instagram.com/p/Bv25cGSAZbH/?igshid=1ivt701vyjz27>
- We have a long standing partnership with the Polly Klaas Foundation where we work on child abductions, missing person investigations, human trafficking, and teen safety. <https://www.instagram.com/p/B6VtZpcFrgH/?igshid=1shs0a9q6bods>
- We have a robust Volunteer and Intern Program. Our interns often are local college students with an interest in criminal justice and public safety. We additionally provide training at this education institutions about crime and policing. <https://www.instagram.com/p/Bw6-KsFAoO0/?igshid=1snv9w0lwu4xz>
- Annually we select one department member to participate in the 10 month long [Leadership Petaluma](#) program where we network and work with others in our community from various businesses, government and non-profit organizations.

- We sponsored and maintain a Little Library installation of free books for youth at the Petaluma Health Center. https://www.instagram.com/p/B4iGIN_1QGE/?igshid=yk15pmep24qx
- We offer a diverse Chaplain Program to our community during times of tragedy and need. These Chaplains represent numerous different faith based and non-denominational organizations from our community. <https://www.instagram.com/p/CE64iQnJhj/?igshid=1obwxmanei9n>

Where We Can Do Better – After reviewing the internal and external efforts related to DEI, and looking at the demographic of our community, we have recognized gaps where we need to better focus our community engagement efforts. We acknowledge that more focus can be given to expanding our outreach to communities beyond the Spanish speaking/Latinx community, Asian American community, and other BIPOC communities. Much more work can be done fostering relationships with our LGBTQ+ community as well.