

Commission on the
Status of Women

Commission on the Status of Women
Wednesday, February 21, 2024 – 7:00pm
North Berkeley Senior Center
1901 Hearst Ave, Berkeley, CA 94709

AGENDA

Mayor Arreguin:
Tiffaney Boyd

Rashi Kersarwani:

Terry Taplin:
Saanvi Arora

Ben Bartlett:
Kameka Goodwin

Kate Harrison
Shirley Posey

Sophie Hahn
Vice-Chair Radha Seshagiri


Susan Wengraf:
Chair-Carole Marasovic

Rigel Robinson:
Keyanna Ortiz-Cedeno

Mark Humbert
Linda Oliver

All items are for discussion and possible action.

1. Roll Call.
2. Land Acknowledgment.
3. Agenda Approval
4. Public Comments for Items not on the Agenda
5. Presentation with Q and A on Women's Economic Opportunity: Small Businesses and Credit Reporting. Presentation by East Bay Community Law Center, Desiree Nguyen Orth.
6. Presentation with Q and A on the War on DEI (Diversity, Equity, and Inclusion) by David Oppenheimer, Clinical Professor of Law; Director, Berkeley Center on Comparative Equality and Anti-Discrimination Law.
7. Approval on January 17, 2024 minutes.
8. Chair Report
9. Preliminary Discussion on Sex Trafficking Recommendations to be Made. Discussion and Possible Action.
10. Chair and Vice-Chair Elections. Discussion and Possible Action.

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SB 343 Disclaimer

Any writings or documents provided to a majority of the Commission regarding any item on this agenda will be made available for public inspection at the City Manager’s Office located at 2180 Milvia Street, 5th Floor.

Commission Contact Information

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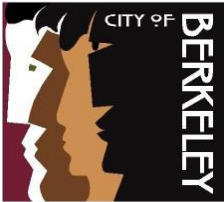
Commission on the Status of Women

Commission on the Status of Women Approved 2024 Meeting Schedule

1. ~~Wednesday, January 17, 2024 at 7pm~~
2. Wednesday, February 21, 2024 at 7pm
3. Wednesday, March 30, 2024 at 7pm
4. Wednesday, April 17, 2024 at 7pm
5. Wednesday, May 17, 2024 at 7pm
6. Wednesday, June 19, 2024 at 7pm
7. Wednesday, July 17, 2024 at 7pm
8. Wednesday, September 18, 2024 at 7pm
9. Wednesday, October 16, 2024 at 7pm
10. Wednesday, November 20, 2024 at 7pm

Land Acknowledgement Statement

The City of Berkeley recognizes that the community we live in was built on the territory of xučyun (Huchiun (Hooch-yoon)), the ancestral and unceded land of the Chochenyo (Cho-chen-yo)-speaking Ohlone (Oh-low-nee) people, the ancestors and descendants of the sovereign Verona Band of Alameda County. This land was and continues to be of great importance to all of the Ohlone Tribes and descendants of the Verona Band. As we begin our meeting tonight, we acknowledge and honor the original inhabitants of Berkeley, the documented 5,000-year history of a vibrant community at the West Berkeley Shellmound, and the Ohlone people who continue to reside in the East Bay. We recognize that Berkeley's residents have and continue to benefit from the use and occupation of this unceded stolen land since the City of Berkeley's incorporation in 1878. As stewards of the laws regulating the City of Berkeley, it is not only vital that we recognize the history of this land, but also recognize that the Ohlone people are present members of Berkeley and other East Bay communities today. The City of Berkeley will continue to build relationships with the Lisjan Tribe and to create meaningful actions that uphold the intention of this land acknowledgement.



Commission on the Status of Women

**Commission on the Status of Women
Regular Meeting – January 17, 2024
DRAFT MINUTES**

The meeting convened at 7:00pm with Chairperson Marasovic presiding.

ROLL CALL

Present: Marasovic, Posey, Ortiz-Cedeno, Boyd, Goodwin

Absent: Seshagiri

Leave of Absence: Arora, Oliver

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Comments from the Public

- Public attendance: 1
- Public comments: 1

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Action Items:

Item # 1:

Approval of Agenda. Discussion and Possible Action.

Meeting began with item #5, and staff would proceed to the following items until the presenter arrives and pick up once the presentation has concluded.

M/S/C: Posey, Goodwin

Ayes: Marasovic, Posey, Ortiz-Cedeno, Boyd, Goodwin

Absent: Seshagiri

Leave of Absence: Arora, Oliver

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Item # 2:

Presentation on Title IX and Affirmative Consent with Q and A. Discussion and Possible Action.

Presenter will send an informational mail to secretary which will distribute.

M/S/C:

Ayes: Marasovic, Posey, Ortiz-Cedeno, Boyd, Goodwin

Absent: Seshagiri
Leave of Absence: Arora, Oliver

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Item # 3:
Possible Presentation on Sex Trafficking with Q and A. Discussion and Possible Action.
Presenter was not available commissioners will move to another meeting date in the future.

M/S/C:
Ayes: Marasovic, Posey, Ortiz-Cedeno, Boyd, Goodwin
Absent: Seshagiri
Leave of Absence: Arora, Oliver

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Item # 4:
Update from the Small Business Subcommittee and Possible Presentation by Small Business Owner. Discussion and Possible Action.
This will be moved to a future meeting as all commissioners on the subcommittee were not present.

M/S/C:
Ayes: Marasovic, Posey, Ortiz-Cedeno, Boyd, Goodwin
Absent: Seshagiri
Leave of Absence: Arora, Oliver

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Item # 5:
Approval of the Minutes from November 15, 2023 COSOW Meeting. Discussion and Possible Action.
All commissioners with the exception of one approved minutes, the other abstained due to her not being present at the last meeting.

M/S/C: Marasovic, Goodwin
Ayes: Marasovic, Posey, Ortiz-Cedeno, Goodwin
Abstain: Boyd
Absent: Seshagiri
Leave of Absence: Arora, Oliver

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Item # 6:
Approval of 2024 Meeting Schedule. Discussion and Possible Action.
The calendar for 2024 was set and will be distributed to commissioners in the agenda packet.

M/S/C: Boyd, Posey

Ayes: Marasovic, Posey, Ortiz-Cedeno, Boyd, Goodwin

Absent: Seshagiri

Leave of Absence: Arora, Oliver

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Item # 7:

Letter to Council on Right to Reproductive Freedom. Discussion and Possible Action.

Commission Chair verbally read aloud the drafter letter to commissions. Discussion was had to include a few edits and would be sent to the secretary to send over to the council.

M/S/C: Marasovic, Ortiz-Cedeno

Ayes: Marasovic, Posey, Ortiz-Cedeno, Boyd, Goodwin

Absent: Seshagiri

Leave of Absence: Arora, Oliver

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The meeting was adjourned at 9:45pm

Respectfully Submitted,

**Okeya Vance-Dozier, Secretary
Commission on the Status of Women**



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University of California, Berkeley - Berkeley Center on Comparative Equality & Anti-Discrimination Law

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Berkeley Center on
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(<https://www.law.berkeley.edu/research/berkeley-comparative-equality-anti-discrimination-law-study-group/>)

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[Kennedy, King, Shuttlesworth and Walker: The Events Leading to the Introduction of the Civil Rights Act of 1964 \(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1500045\)](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1500045)

University of San Francisco Law Review, Vol. 29, No. 645, 1995

Number of pages: 36

Posted: 05 Nov 2009

David B. Oppenheimer

University of California, Berkeley - School of Law

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[What Is 'Systemic Racism?' How Is It Different from Racist Acts Caused by Bigotry, Prejudice or Bias? \(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3644684\)](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3644684)

Number of pages: 16

Posted: 07 Jul 2020

Last Revised: 10 Jul 2022

David B. Oppenheimer

University of California, Berkeley - School of Law

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[Why France Needs to Collect Data on Racial Identity - In a French Way](#)

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1236362)

Hastings International and Comparative Law Review, Vol. 31, No. 2, 2008, UC Berkeley Public Law Research Paper No. 1236362

Number of pages: 18

Posted: 20 Aug 2008

Last Revised: 01 Sep 2008

David B. Oppenheimer

University of California, Berkeley - School of Law

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4. [../Delivery.cfm/SSRN_ID2770841_code375395.pdf?abstractid=2770841](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2770841))

[Playing the Trump Card: The Enduring Legacy of Racism in Immigration Law](#)

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2770841)

Berkeley La Raza Journal, Vol. 26, No. 1, 2016, UC Berkeley Public Law Research Paper No. 2770841

Number of pages: 46

Posted: 01 May 2016

David B. Oppenheimer, Swati Prakash (https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=2544731) and Rachel

Burns (https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=2544733)

University of California, Berkeley - School of Law, Covington & Burling LLP and Latham & Watkins

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5. [../Delivery.cfm/SSRN_ID2745356_code375395.pdf?abstractid=2737679](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2737679))

[The Disappearance of Voluntary Affirmative Action from the U.S. Workplace](#)

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2737679)

Journal of Poverty and Social Justice, 2016, UC Berkeley Public Law Research Paper No. 2737679

Number of pages: 30

Posted: 26 Feb 2016

Last Revised: 15 Mar 2016

David B. Oppenheimer

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(137,202)

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6. [../Delivery.cfm/SSRN_ID2913310_code170891.pdf?abstractid=2913310](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2913310))

[Archibald Cox and the Diversity Justification for Affirmative Action](#)

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2913310)

UC Berkeley Public Law Research Paper No. 2913310, *Virginia Journal of Social Policy and the Law*, Vol. 25, No. 2, 2018

Number of pages: 47

Posted: 10 Nov 2018

Last Revised: 23 Sep 2020

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University of California, Berkeley - School of Law

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7. (./Delivery.cfm/SSRN_ID1264102_code1862858.pdf?abstractid=1264102)

[Verdicts Matter: An Empirical Study of California Employment Discrimination and Wrongful Discharge Verdicts Reveals Low Success Rates for Women and Minorities](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1264102) (https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1264102)

UC Davis Law Review, Vol. 37, No. 2, 2003

Number of pages: 56

Posted: 06 Sep 2008

Last Revised: 08 Sep 2010

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8. (./Delivery.cfm/SSRN_ID2291762_code375395.pdf?abstractid=2287286)

[Religiosity and Same-Sex Marriage in the United States and Europe](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2287286) (https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2287286)

Berkeley Journal of International Law (BJIL), Fall 2013

Number of pages: 34

Posted: 30 Jun 2013

Last Revised: 10 Jul 2013

David B. Oppenheimer, Alvaro Oliveira (https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=1699799) and Aaron

Blumenthal (https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=2083758)

University of California, Berkeley - School of Law, European University Institute and University of California, Berkeley - School of Law

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9. (./Delivery.cfm/SSRN_ID2221667_code1524744.pdf?abstractid=2221667)

[Measuring Merit: The Shultz-Zedeck Research on Law School Admissions](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2221667) (https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2221667)

Journal of Legal Education, Forthcoming, UC Berkeley Public Law Research Paper No. 2221667

Number of pages: 22

Posted: 21 Feb 2013

Kristen Holmquist (https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=1524744), Marjorie Maguire Shultz

(https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=80099), Sheldon Zedeck

(https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=1313785) and David B. Oppenheimer

UC Berkeley School of Law, University of California, Berkeley - School of Law, University California, Berkeley and University of California, Berkeley - School of Law

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10. ([./Delivery.cfm/SSRN_ID3286313_code375395.pdf?abstractid=3015018](https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=1524744))

[Dr. King's Dream of Affirmative Action \(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3015018\)](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3015018)

UC Berkeley Public Law Research Paper, Harvard Latino Law Review

Number of pages: 33

Posted: 08 Aug 2017

Last Revised: 24 Jul 2020

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(247,173)

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11. ([./Delivery.cfm/SSRN_ID1898750_code375395.pdf?abstractid=1898750](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1898750))

[Color-Blindness, Racism-Blindness, and Racism-Awareness: Revisiting Judge Henderson's Proposition 209 Decision \(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1898750\)](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1898750)

Berkeley Journal of African-American Law & Policy, Vol. 13, 2011

Number of pages: 27

Posted: 31 Jul 2011

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(337,714)

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12. ([./Delivery.cfm/SSRN_ID3252112_code375395.pdf?abstractid=3252112](https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=375395))

[Twenty Years After Faragher and Ellerth, Is It Time to Re-visit Strict Vicarious Liability for On-The-Job-Sexual Harassment?](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3252112)

(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3252112)

UC Berkeley Public Law Research Paper, Berkeley Comparative Equality & Anti-Discrimination Law Study Group 2018 Conference at Melbourne Law School at the University of Melbourne

Number of pages: 90

Posted: 25 Sep 2018

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13. ([./Delivery.cfm/SSRN_ID1672832_code1327817.pdf?abstractid=1672832](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1672832))

[Sources of United States Equality Law: The View from 10,000 Meters](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1672832)

(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1672832)

European Anti-Discrimination Law Review, Vol. 10, No. 19, July 2010

Number of pages: 11

Posted: 06 Sep 2010

David B. Oppenheimer

University of California, Berkeley - School of Law

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(352,667)

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14. ([./Delivery.cfm/SSRN_ID1598862_code375395.pdf?abstractid=1598862](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1598862))

[California's Anti-Discrimination Legislation, Proposition 14, and the Constitutional Protection of Minority Rights: The Fiftieth Anniversary of the California Fair Employment and Housing Act](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1598862)

(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1598862)

Golden Gate University Law Review, Vol. 40, pp. 117-127, 2010

Number of pages: 11

Posted: 01 May 2010

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University of California, Berkeley - School of Law

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(368,765)

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15. ([./Delivery.cfm/SSRN_ID2737701_code375395.pdf?abstractid=2737701](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2737701))

[Negligent Discrimination \(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2737701\)](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2737701)

University of Pennsylvania Law Review, Vol. 141, pp. 899-972 (1992), UC Berkeley Public Law Research Paper No. 2737701

Number of pages: 75

Posted: 26 Feb 2016

David B. Oppenheimer

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(417,995)

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16. (./Delivery.cfm/SSRN_ID3378317_code375395.pdf?abstractid=3378317)

[Be Careful What You Wish For: Ronald Reagan, Donald Trump, The Assault on Civil Rights, and The Surprising Story of How Title VII Got Its Private Right of Action \(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3378317\)](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3378317)

Berkeley Journal of Employment and Labor Law, Vol. 39, No. 1, 2018

Number of pages: 31

Posted: 09 May 2019

Last Revised: 02 Jan 2021

David B. Oppenheimer, Henry Cornillie (https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=3499263), Henry

Bluestone Smith (https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=3499267), Thao Thai

(https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=3499270) and Richard Treadwell

(https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=2797000)

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17. (./Delivery.cfm/SSRN_ID2816343_code375395.pdf?abstractid=2816343)

[Using a Simulated Case File to Teach Civil Procedure: The Ninety-Percent Solution \(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2816343\)](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2816343)

65:4 Journal of Legal Education 817 (2016)

Number of pages: 22

Posted: 12 Aug 2016

David B. Oppenheimer

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18. ([./Delivery.cfm/SSRN_ID4158606_code375395.pdf?abstractid=3894732](#))

[The South African Sources of the Diversity Justification for U.S. Affirmative Action.](#) (https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3894732)

34 *California Law Review Online* 13:32 (July 2022)

Number of pages: 26

Posted: 02 Aug 2021

Last Revised: 10 Jul 2022

David B. Oppenheimer

University of California, Berkeley - School of Law

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David B. Oppenheimer, Sue Schechter (https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=743489), Shalini

Swaroop (https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=2051323) and Trish Keady

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[The Legality of Promoting Inclusiveness: May the University of California Use Race or Ethnicity as Factors in Applicant Outreach?](#)

(https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1239242)

UCLA Chicana/o Latina/o Law Review, Forthcoming, UC Berkeley Public Law Research Paper No. 1239242

Number of pages: 32

Posted: 20 Aug 2008

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David B. Oppenheimer


University of California, Berkeley - School of Law

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(<http://www.relx.com/>)



Commission on the Status of Women

To: Mayor and Members of the Berkeley City Council
From: Commission on the Status of Women
Submitted by: Carole Marasovic, Chair
Subject: Reproductive Rights

Dear Mayor and Council:

The Commission on the Status of Women expresses appreciation to the City Council for passing Resolution No. 71.150-N.S., Right to Reproductive Rights, on December 12, 2023 in support of women's reproductive rights.

Post-Dobbs, it has been clear that despite the strong reproductive rights afforded to women under California state laws, that local jurisdictions need to remain diligent to honor and protect those rights. This need is apparent given the recent litigation brought against the City of Beverly Hills, California by an abortion provider planning to lease in Beverly Hills who had their lease rescinded following protests from anti-abortion protestors.

The Commission on the Status of Women refers to the following laws in California protecting abortion rights.

17 Bills Introduced: <https://womenscaucus.legislature.ca.gov/news/2023-03-13-ca-legislative-women%E2%80%99s-caucus-fab-council-announce-2023-bill-package-reproductive>

Passed/Approved by Governor: <https://www.gov.ca.gov/2023/09/27/california-expands-access-and-protections-for-reproductive-health-care/>

of Women refers to the following laws recently passed in California protecting abortion rights.

<https://laist.com/news/health/abortion-provider-files-lawsuit-alleging-beverly-hills-officials-colluded-to-block-clinic-from-opening>

<https://beverlypress.com/2023/10/clinic-sues-beverly-hills-over-reproductive-health-facility/>

<https://www.beverlyhills.org/citymanager/newsroom/statementcaseofdupontclinicpcacaliforniaprofessionalcorporationetalvcityofbeverlyhills/>

On January 17, 2024, the Commission on the Status of Women passed the following motion:

I move that the Commission on the Status of Women submit to Council the letter in appreciation of Council Resolution No.71,150-N.S., Right to Reproductive Rights, passed on December 12, 2023.

M/S: Marasovic/Ortiz-Cedeno Yes: Boyd, Goodwin, Marasovic, Ortiz-Cedeno, Posey
Noes: None Abstentions: None Absent: Aaora, Oliver, Seshagari

Respectfully Submitted,

Carole Marasovic, Chair
Commission on the Status of Women

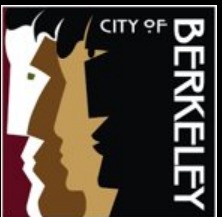
CITY OF BERKELEY

Reimagining Public Safety



Status Update and Report Out

January 23, 2024



Reimagining Public Safety Status Update Presentation

- Reimagining Public Safety Framework
 - Background
 - Leadership Team
 - Guiding Principles
 - Reimagining with Purpose
 - Phased Approach
- Status of Reimagining Public Safety Initiatives
 - Reimagine
 - Improve
 - Reinvest
- Considerations and Next Steps
 - Considerations/Challenges
 - Next Steps
- Comments from the City Council

Transition to GVP Presentation

Gun Violence Prevention Program Presentation

- Background
- Shooting Trends in Berkeley
- Gun Violence Prevention Program Design
- Ongoing Work and Next Steps

Closing Remarks & Thank You

Overview

An aerial photograph of a city, likely Berkeley, California, showing a dense residential area with many houses and trees. In the background, there is a large body of water (the San Francisco Bay) and a range of mountains under a cloudy sky. The image is overlaid with a semi-transparent orange filter.

The Team



*Dee Williams-Ridley
City Manager*



*LaTanya Bellow
Deputy City Manager*



*Anne Cardwell
Deputy City Manager*



*Farimah Brown
City Attorney*



*Jennifer Louis
Police Chief*



*David Sprague
Fire Chief*



*Dr. Lisa Warhuus
Health, Housing, and
Community Services Director*



*Sharon Friedrichsen
Budget Manager*

The Team (Continued)



*Rex Brown
Diversity, Equity, and
Inclusion (DEI) Officer*



*Carianna "Cari" Arredondo
Assistant to the City Manager
Reimagining Public Safety*



*Emile Durette
Assistant to the City Attorney*



*Brendan Darrow
Assistant City Attorney*



*Matthew McGee
Lieutenant, BPD*



*Keith May
Deputy Fire Chief, BFD*



*Shanalee Gallagher
Program Manager, BFD*



*Katherine Hawn
Senior Management
Analyst, HHCS*



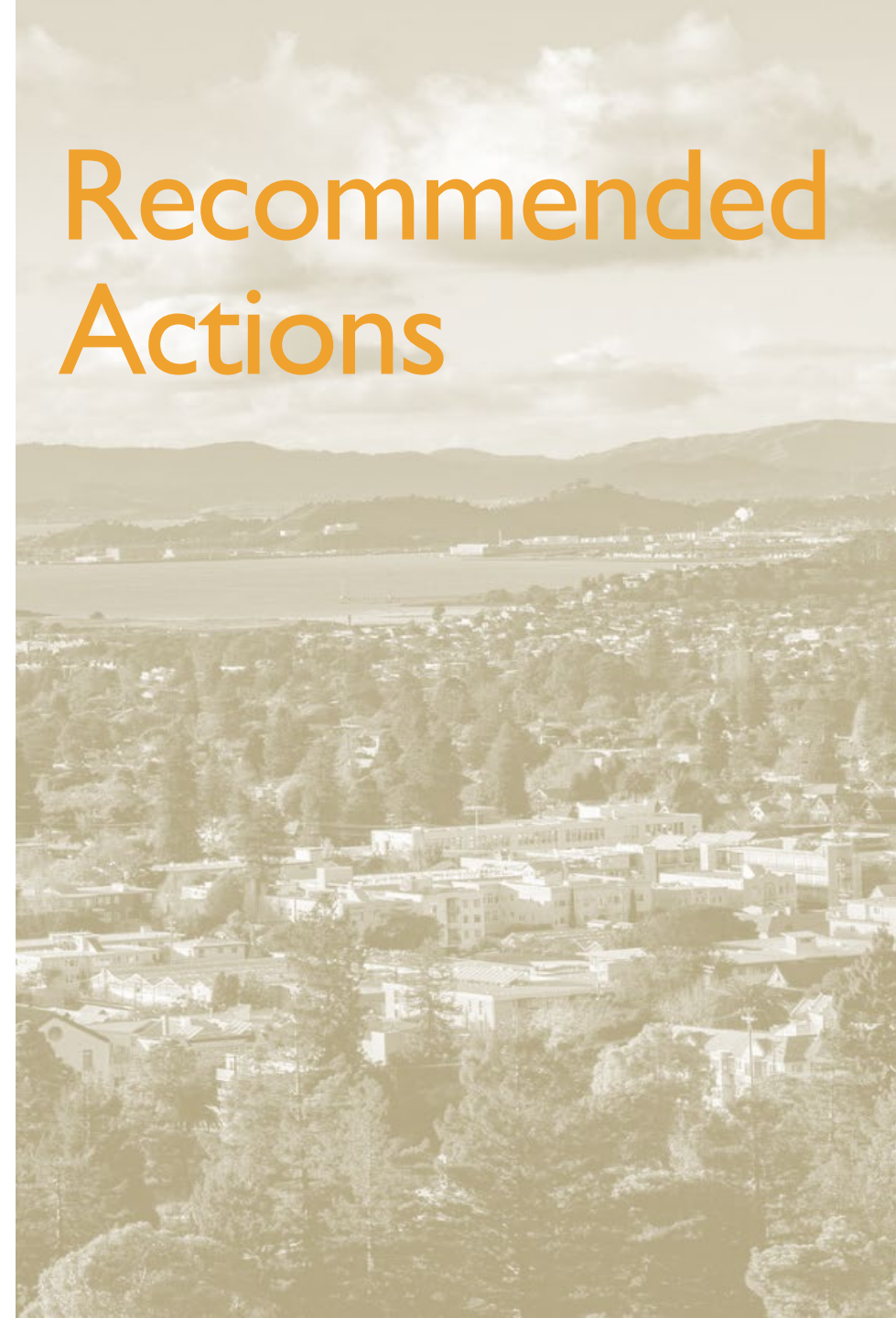
*Hamid Mostowfi
Transportation Manager,
Public Works*



*Eric Anderson
Principal Transportation
Planner, Public Works*

- ***Review and discuss the provided status report*** from the City Manager with the goal of demonstrating transparency and facilitating informed council discussion towards the advancement of the Reimagining Public Safety initiative in Berkeley.
- ***Provide comments on the Gun Violence Prevention program model report*** for Berkeley with the goal of facilitating informed council discussion.

Recommended Actions



An aerial, grayscale photograph of a university campus. In the foreground, there are several large, multi-story buildings with classical architectural features, surrounded by dense trees. In the background, a range of mountains stretches across the horizon under a sky filled with scattered clouds. A white rectangular box with a black border is centered over the middle of the image, containing the title text.

REIMAGINE PUBLIC SAFETY FRAMEWORK


Background

On **July 14, 2020**, City Council voted to progress on public safety reform with the *omnibus motion*, committing to:

a transformative and equitable approach to community-centered safety that includes a broad and inclusive process.



Page 1 of 52 18d


Office of the Mayor
Jesse Arreguin

ACTION CALENDAR
July 14, 2020

To: Honorable Members of the City Council
From: Mayor Jesse Arreguin, Vice-Mayor Sophie Hahn, Councilmember Ben Bartlett, Councilmember Kate Harrison
Subject: Transform Community Safety and Initiate a Robust Community Engagement Process

RECOMMENDATIONS

1. Adopt a Resolution expressing the City Council's commitment to:
 - a. A transformative approach to community-centered safety and reducing the scope of policing,
 - b. Equitable investment in the essential conditions of a safe and healthy community, especially for those who have been historically marginalized and have experienced disinvestment, and
 - c. A broad, inclusive community process that will result in deep and lasting change to support safety and wellbeing for all Berkeley residents.
2. Direct the City Manager to track and report progress on actions to implement this initiative, and other actions that may be identified by the Coalition and referred by Council to the City Manager. Updates shall be provided by written and verbal reports to Council and posted on a regularly updated and dedicated page on the City website.
3. Direct the City Manager to collaborate with Mayor and select Councilmembers to complete the following work, to inform investments and reallocations to be incorporated into future Budget processes:
 - a. Contract with independent subject matter experts to:
 - i. Analyze the scope of work of, and community needs addressed by, the Berkeley Police Department, to identify a more limited role for law enforcement, and identify elements of police work that could be achieved through alternative programs, policies, systems, and community

1
265

Reimagining Public Safety

Guiding Principles

REIMAGINE

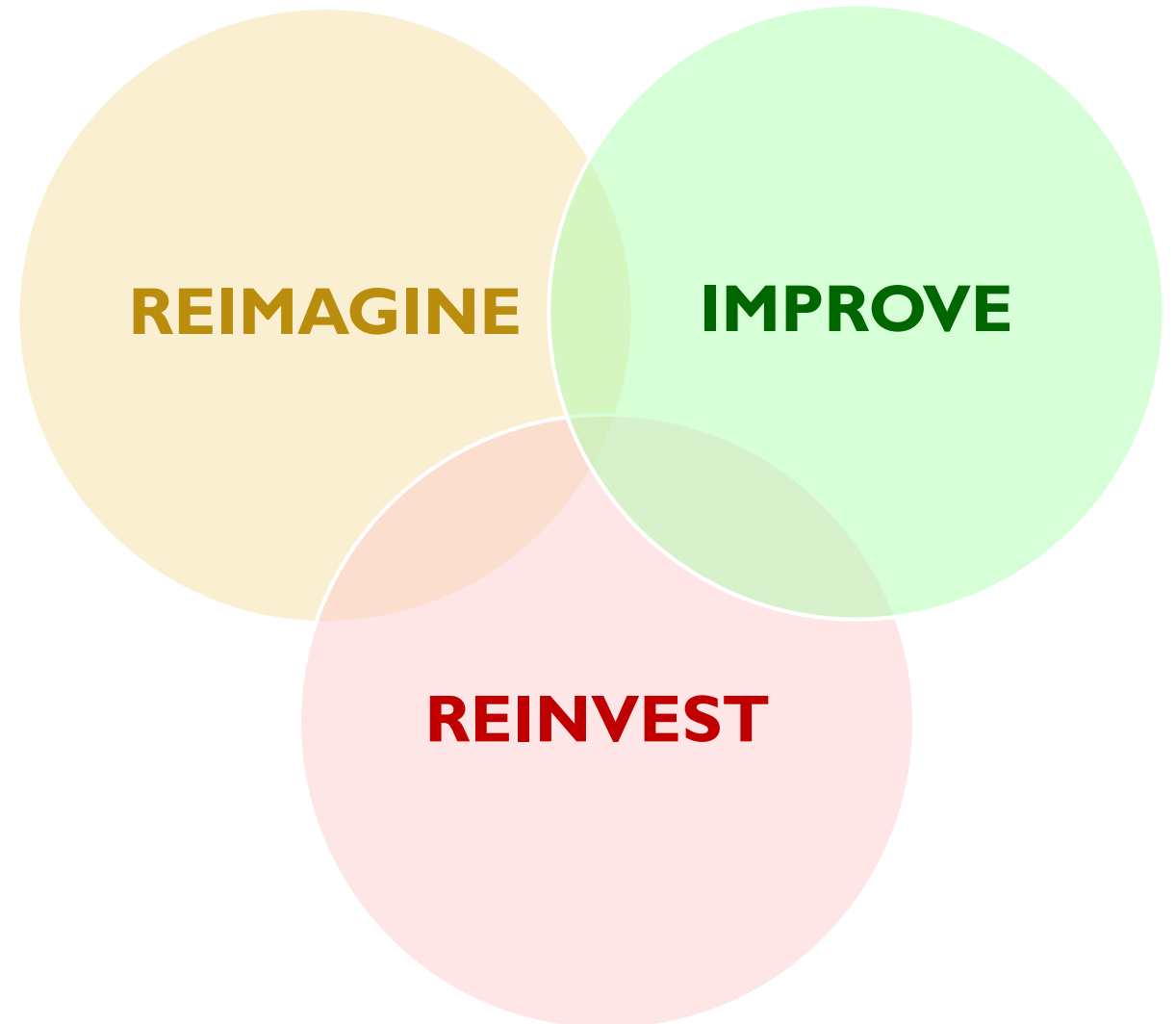
Redesign public safety from a traditional Police-Centered Model (Police Department) to one that is focused on the diverse needs of the community it serves.

IMPROVE

Improve the City of Berkeley's public safety system for residents and communities that have experienced the greatest harm from the existing public safety model.

REINVEST

Increase equitable investment in vulnerable communities and for those who have been historically marginalized.



Reimagining Public Safety

Reimagining with Purpose

INPUTS

- Partnerships
- Advisory Services
- Thought Leadership
- Financial Resources
- Grantmaking
- Training and Education

ACTIVITIES

- Community Engagement and Consultation
- Policy and Infrastructure Development
- Specialized Recruitment and Training
- Comprehensive Public Safety Programs
- Technological and Operational Innovation

OUTPUTS

- Implemented Public Safety Initiatives
 - Gun Violence Prevention
 - Mental Health Crisis Response (SCU)
- Community-Centric Measures
 - Community Investments
- Strategic Organizational Development
 - BerkDOT
 - Office of Equity

OUTCOMES

- Strengthened Community Relations
- Enhanced Public Safety Metrics
- Accessible and Equitable Support Services
- Community Empowerment and Safety Infrastructure

IMPACT

- A resilient, safe, connected, and prepared city.

Reimagining Public Safety

Phased Timeline

PHASE 1

July 2020 – July 2022
Community Process &
Research

PHASE 2

July 2022 – July 2024
Continued Analysis &
Implementation

PHASE 3

July 2024 – July 2026
Continued Implementation
& Expansion

Phase I Deliverables

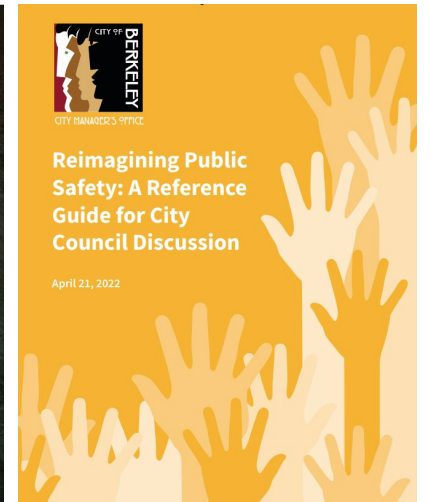
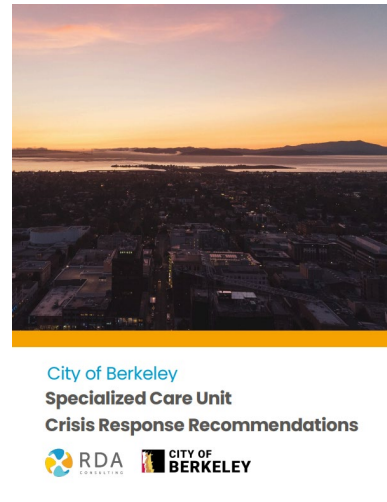
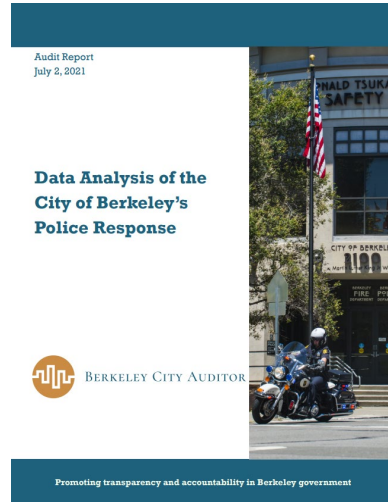
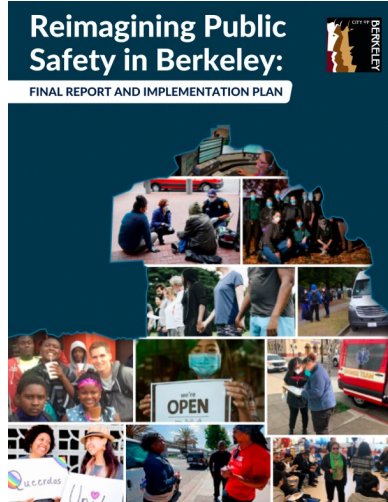
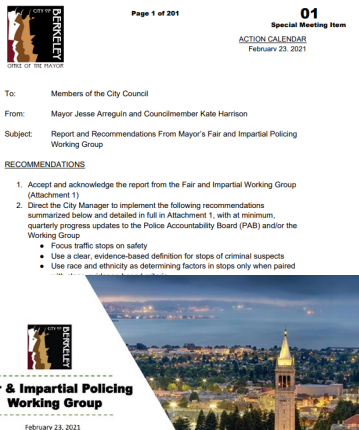
2020-2022 | Community Process & Research

Completed

- Community/Consultant Engagement Process
- SCU *Development*
- City Auditor Analysis
- Crossing Guards Transition

In Progress

- Community Crisis Response (CCR) Bridge Services
- Gender Violence Recommendations
- BerkDOT *Development*
- Gun Violence Intervention Program
- Fair and Impartial Policing Recommendations
- Dispatch Needs Assessment



Phase 2 *Deliverables*

2022-2024 | Continued Analysis & Implementation

Completed

Key City Staffing Hires:

- Reimagining Public Safety Project Coordinator
- Vision Zero Coordinator
- Diversity, Equity, and Inclusion Officer
- Community Services Specialist II

Key Milestones:

- Dispatch Needs Assessment (Phase I)

In Progress

- Specialized Care Unit *Implementation* (Phase I)
- Bridge Services (Phase I)
- Dispatch Needs Assessment *Validation*
- Crisis Needs Assessment
- Respite from Gender Violence
- Violence Prevention and Youth Services
- Youth Peers Mental Health Response
- Fair and Impartial Policing (Phase I)
- Police Staffing Assessment
- Staffing (Community Service Officers & Dispatchers)
- Wellness Funding
- BerkDOT *Development and Continued Assessment* (Phase I)
- Collision Analysis
- Office of Equity
- Grant Assistance
- Gun Violence Prevention Program *Implementation*

To Be Initiated/Pending Funding

- Language Equity
- Transportation Fines/Fees Analysis
- Department of Community Safety
- Expand Downtown Streets Teams
- Alternatives to Sanctions/Fines

REIMAGINING PUBLIC SAFETY



Status Update and Report Out
City Manager's Office
Fall 2023

An aerial photograph of a university campus, likely the University of Georgia, showing various academic buildings, a large green lawn, and a prominent clock tower. In the background, a range of mountains is visible under a sky with scattered clouds. The entire image is in grayscale and has a semi-transparent white rectangular box overlaid in the center.

STATUS OF KEY RPS INITIATIVES

REIMAGINE

Pilot Units /
Staffing

Specialized Care Unit

Community Service Officer Unit

Departments /
Divisions

Berkeley Department of
Transportation

Office of Equity

Project
Coordination

Reimagining Public Safety Assistant
to the City Manager

***Redesign
public safety from
a traditional Police-
Centered Model
(Police Department)
to one that is
focused on the
diverse needs of the
community it serves.***

Specialized Care Unit

Overview & Implementation Progress

Deliverable/Recommendation:

Implement the Specialized Care Unit --Berkeley's first independent crisis response team (See pp. 29-30 of the RPS Status Report).

Goals/Outcomes:

Ensure responsive crisis intervention, promoting community well-being, and enhancing public safety.

Milestone	Status
SCU Design Process (Phase I)	Complete
Hiring and Training of SCU Staff.	In Progress January 2023 – ongoing
Community Engagement.	In Progress February 2023 – ongoing
Soft launch of SCU with alternative number.	In Progress September 2023
Ongoing Staff Recruitment for 24/7 Operations.	In Progress Fall 2023 – ongoing
Accessibility through 911 and alternative number.	In Progress

Staffing (CSO and Dispatch Pilot Positions)

Overview & Implementation Progress

Deliverable/Recommendation:

Launch a pilot (2 year) Community Services Officer unit.

Goals/Outcomes:

Evaluate pilot and determine the appropriate location of the CSO unit within a new Public Safety Department.

Milestone	Status
Summer/Fall 2022 BPD Recruitment Cycle.	Complete
Recruiting and Retention Incentive Program <i>Initiated.</i>	Complete
Contract with Citygate for BPD Staffing Assessment <i>Initiated.</i>	Complete
Summer/Fall 2023 Recruitment Cycle.	Complete
Assessing applicants and next steps.	In Progress Fall 2023 – ongoing

Berkeley Department of Transportation

Overview & Implementation Progress

Deliverable/Recommendation:

Continue BerkDOT *Development* process.

Goals/Outcomes:

Advance BerkDOT's role in Reimagining Public Safety through the development of alternative enforcement options in traffic safety.

Milestone	Status
Berkeley Department of Transportation (BerkDOT) <i>Development</i> process.	In Progress
Continued preliminary efforts and research.	In Progress Fall 2023 – ongoing

Office of Equity (DEI Officer)

Overview & Implementation Progress

Deliverable/Recommendation:

Establish an Office of Equity.

Goals/Outcomes:

Execute initiatives in alignment with Berkeley's mission for inclusivity and equity.

Milestone	Status
DEI Officer Hired.	Complete
Onboarding and preliminary planning.	In Progress Fall 2023 – ongoing

RPS Project Coordinator

Overview & Implementation Progress

Deliverable/Recommendation:

Hire an Assistant to the City Manager to serve as the Reimagining Public Safety Project Coordinator.

Goals/Outcomes:

Ensure dynamic progression and implementation of all endeavors associated with Reimagining Public Safety.

Milestone	Status
Assistant to the City Manager (RPS Coordinator) hired.	Complete
Reimagining Public Safety Coordination Plan created.	Complete
Continued project monitoring, tracking, and reporting.	In Progress Fall 2023 – ongoing

Assessments /
Analysis

Dispatch Needs Assessment

Crisis Needs Assessment

BPD Staffing Assessment

Vision Zero Collision Analysis

Training

Fair and Impartial Policing

Wellness Funds

IMPROVE

Improve the City of Berkeley's public safety system for residents and communities that have experienced the greatest harm from the existing public safety model.

Dispatch Needs Assessment

Overview & Implementation Progress

Deliverable/Recommendation:

Assessment to examine existing dispatch capabilities and the City's goals to develop a gap analysis and path forward (See pp. 44-47 of the RPS Status Report).

Goals/Outcomes:

Enhance the City's Dispatch center:

- to allow for the **systematic triage** of emergency calls,
- to provide **pre-arrival emergency medical instructions** to callers, and,
- to create the opportunity to **send alternate resources** like an alternative mobile health unit (BFD Advanced Medical Unit) or the Specialized Care Unit (SCU).

Milestone	Status
Contract with Federal Engineering Initiated. (Phase I)	Complete
Federal Engineering Conducts Assessment.	Complete
Contract with vendor for Second Opinion.	In Progress Fall 2023
Second opinion report complete.	In Progress Winter/Spring 2024
Discussion with City project stakeholders of FE's report and the second opinion to determine next steps for the DNA.	To Be Initiated Winter/Spring 2024

Crisis Needs Assessment

Overview & Implementation Progress

Deliverable/Recommendation:

Analyze 911 call data to assess calls for service that could apply to the Specialized Care Unit and other crisis programs.

Goals/Outcomes:

Enhance effectiveness and optimization of crisis response in Berkeley.

Milestone	Status
Contract with Resource Development Associates established.	Complete
Data collection and systems planning.	In Progress Ongoing – December 2023
Reporting.	To Be Initiated December 2023 – ongoing

Staffing Assessment

Overview & Implementation Progress

Deliverable/Recommendation:

Analyze BPD Staffing and Beat Structure (See pg. 41 of the RPS Status Report).

Goals/Outcomes:

Conduct an in-depth study of the Berkeley Police Department to ultimately contribute to:

- *Enhanced **organizational structure**,*
- *Optimized **resource allocation**,*
- *Improved **patrol boundaries**,*
- *and other **actionable recommendations**.*

Milestone	Status
Contract with Citygate for Staffing Assessment Initiated.	Complete
Citygate Staffing Assessment data collection.	In Progress August 2023 – ongoing
Stakeholder Interviews and Community Survey.	In Progress October 2023 – November 2023
Review of Organizational Functions and Workload.	In Progress November 2023 – December 2023

Vision Zero & Collision Analysis

Implementation Progress & Next Steps

Deliverable/Recommendation:

Hire Vision Zero staffer to conduct collision analysis.

Goals/Outcomes:

Prioritize Vision Zero action items, including the collision analysis, with an equity-focused, data-driven effort to eliminate traffic deaths and severe injuries on Berkeley's city streets by 2028.

Milestone	Status
Vision Zero Program Coordinator (Associate Planner Hired October 2023).	Complete
The Associate Planner will be supporting with implementation of Vision Zero items, including the collision analysis as described in the Reimagining Public Safety initiative.	In Progress January 2024 – onwards

Fair and Impartial Policing

Overview & Implementation Progress

Deliverable/Recommendation:

Complete the implementation of Fair and Impartial Policing Recommendations.

Goals/Outcomes:

Advance recommendations from the Mayor's Fair and Impartial Policing Taskforce, including specialized training, to enhance Berkeley Police Department's fairness, impartiality, and community trust.

Milestone	Status
Fair and Impartial Policing Recommendations Development (Phase I)	Complete
Continued training inclusive of FIP tenets.	In Progress July 2022 – ongoing
KIND Policing Educational Incentive Initiated.	In Progress August 2023
Continued training needs through Fiscal Year 2025.	In Progress October 2023 – ongoing

Wellness Funding

Overview & Implementation Progress

Deliverable/Recommendation:

Continue to support employee health and wellness for Berkeley Police officers.

Goals/Outcomes:

Sustain and enhance the health and wellness of Berkeley Police officers, further boosting workforce effectiveness with ongoing initiatives.

Milestone	Status
FY 2023 Wellness Efforts Include: <ul style="list-style-type: none"> Contracted with a local first responder-specific counseling group Critical Incident Stress Foundation training Gym updates Access to immersive group therapy 	Complete
FY 2024 Wellness Efforts Include: <ul style="list-style-type: none"> O2X Partnership First Responder Wellness Apps & Resources 	In Progress
Continued partnerships and efforts towards BPD Wellness Practices for officers.	In Progress October 2023 – ongoing

Resource
Optimization

Grant Assistance

Respite from Gender Violence

Community
Investments

Youth Peers Mental Health
Response

Violence Prevention & Youth
Services

Gun Violence Prevention

REINVEST

Increase equitable investment in vulnerable communities and for those who have been historically marginalized.

Grant Assistance

Overview & Implementation Progress

Deliverable/Recommendation:

Apply for grants to support Reimagining Public Safety efforts.

Goals/Outcomes:

Advance the City's mission to reimagine public safety dynamically and ensure initiative sustainability with external funding.

Milestone	Status
Contract with California Consulting, LLC. Initiated.	In Progress Summer – Fall 2023
Continued efforts in grant identification, application, and management.	In Progress Winter 2023 ongoing

Respite from Gender Violence

Overview & Implementation Progress

Deliverable/Recommendation:

Perform systems analysis concerning respite from gender violence and its intersections with other pertinent crisis response systems.

Goals/Outcomes:

Increase the community's knowledge about respite resources, understand their strengths and challenges, and to identify gaps that can be addressed.

Milestone	Status
Temporary Community Services Specialist II hired.	Complete
Preliminary research to identify resources (local, state, and federal).	In Progress October 2023 – November 2023
Continued research and evaluation. Initial recommendations to be presented at Commission on the Status of Women in Spring 2024.	In Progress Fall 2023 – ongoing

Youth Peers Mental Health Response

Overview & Implementation Progress

Deliverable/Recommendation:

In partnership with BUSD, establish a Wellness Center at Berkeley High School and evaluate its impact.

Goals/Outcomes:

Provide an environment conducive to rejuvenation, connectivity, and well-being for Berkeley students.

Milestone	Status
Mental Health Wellness Coordinator Hired.	Complete
Mental Health Wellness Center grand opening and services offered.	Complete
Evaluation #1 due to HHCS.	To Be Initiated July 2024

Violence Prevention & Youth Services

Overview & Implementation Progress

Deliverable/Recommendation:

Provide community investments to designated CBO's.

Goals/Outcomes:

Enhance community enrichment and youth services, ultimately contributing to violence prevention in Berkeley.

Milestone	Status
Funds allocated to McGee Ave Baptist Church Center Food, Faith, and Justice for Voices against Violence and Berkeley Youth Alternatives for counseling program and Summer Jam Day Camp in FY 2023.	Complete
Continued allocation to CBOs through FY 2024.	In Progress Ongoing – June 2024

Gun Violence Prevention

Overview & Implementation Progress

Deliverable/Recommendation:

Design and implement a Gun Violence Prevention Program in the City of Berkeley.

Goals/Outcomes:

Address Berkeley shootings by developing evidence-based gun violence prevention strategies, drawing insights from successful programs in mid-sized cities across the nation.

Milestone	Status
Preliminary recommendation stages of Project Ceasefire. (Phase I)	Complete
Completion of GVP Report.	Complete
Hiring of A to CM – RPS Project Coordinator.	Complete
Preliminary research and stakeholder engagement for next steps and process exploration.	In Progress Winter 2024 – ongoing

An aerial, grayscale photograph of a university campus. The foreground is filled with dense green trees. In the middle ground, several large, multi-story academic buildings are visible, interspersed with more trees. In the background, a range of mountains stretches across the horizon under a sky with scattered clouds. A white rectangular box with a black border is centered horizontally across the middle of the image, containing the text 'CONSIDERATIONS AND NEXT STEPS' in a bold, black, sans-serif font.

CONSIDERATIONS AND NEXT STEPS

Staffing Vacancies and Attrition

- **Challenge:** High turnover for a stable workforce.
- **Proactive Efforts:** Employer of Choice initiative.

Regulatory Compliance

- **Challenge:** Meeting all-level regulations.
- **Proactive Efforts:** Ongoing partnership with the City Attorney's Office.

Ongoing Funding

- **Challenge:** Managing budgets and grant uncertainties.
- **Proactive Efforts:** Effective grants management with RPS allocation.

Implementation Timeline

- **Challenge:** Navigating the dynamic timeline.
- **Proactive Efforts:** Strategic project management and assessment time.

Shared Considerations & Challenges



Fall 2023

- Continued Phase 2 Analysis and Implementation of priority Reimagining Public Safety initiatives.

Winter 2023/24

- Continued Phase 2 work and engagement.

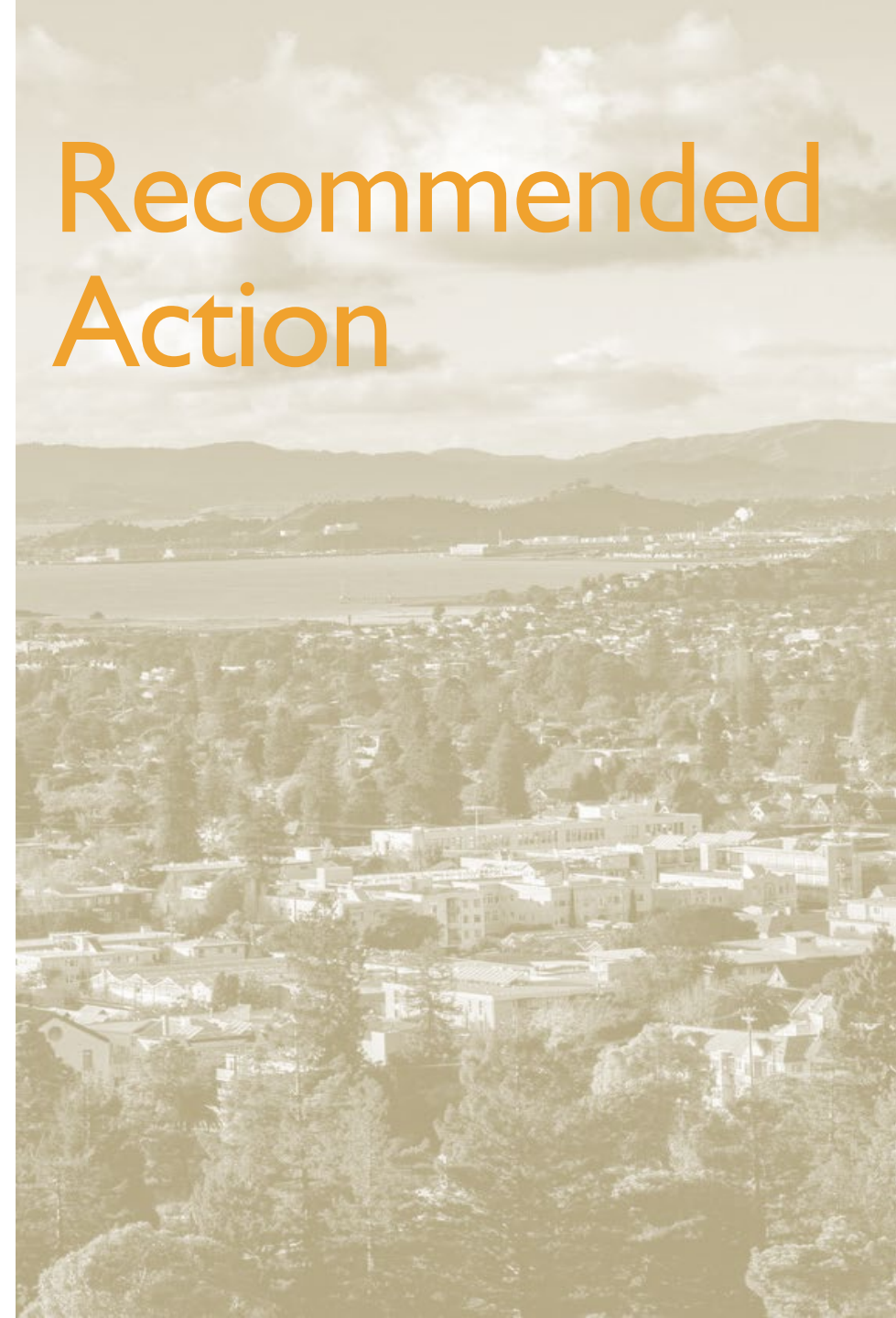
Spring 2024

- Second progress update on Reimagining Public Safety.
- Budgetary recommendations to inform FY 25-26.

Next Steps

Review and discuss the provided status report from the City Manager with the goal of demonstrating transparency and facilitating informed council discussion towards the advancement of the Reimagining Public Safety initiative in Berkeley.

Recommended Action



Comments from City Council





Transition to Next Presentation

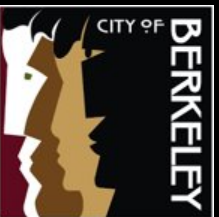
CITY OF BERKELEY

Reimagining Public Safety



Gun Violence Intervention & Prevention Update

January 23, 2024





Overview

- **Gun Violence Intervention Background:**
 - *Context, Timeline, and Goals*
- **Shooting Trends in Berkeley:**
 - *Trends and Analysis*
- **Gun Violence Intervention and Prevention Program Design:**
 - *Place-based*
 - *Custom Notifications*
 - *Street Outreach*
 - *Social Services*
- **Ongoing Work and Next Steps:**
 - *Next Steps*
 - *Recommended Action*

Presenters



Carianna "Cari" Arredondo (she/ella/they)
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Arlo Malmberg (he/him)
Data & Policy Analyst at BPD
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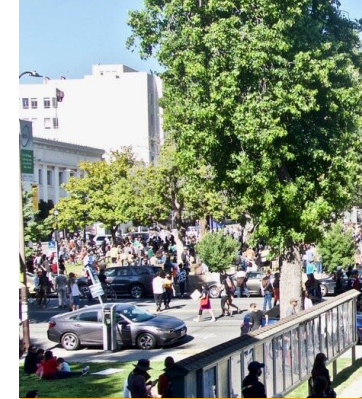


Michelle "Shay" Verger (she/ella/they)
Data & Policy Analyst at ODP
Master's thesis with BPD on Gun Violence Prevention
mverger@berkeleyca.gov

Background

Intervention and violence interruption have long been a priority initiative of the City, Mayor and Council, the community.

This work is rooted in our goal to create a resilient, safe, connected, and prepared city.



To: Honorable Mayor and Members of the City Council
From: Councilmember Taplin
Subject: Budget Referral: Ceasefire Program Staffing

RECOMMENDATION
Refer \$1,000,000 (\$1M) to the budget process to provide full staffing for a Berkeley Ceasefire program.

FINANCIAL IMPLICATIONS
\$1 million in General Fund costs per annum in FY 23-24 biennial budget.

According to the Everytown Economic Cost of Gun Violence Calculator Tool, a single gun homicide directly costs state taxpayers \$1 million, and costs Californians \$9 million when including externalities imposed on family members, survivors, and the community at large.¹

CURRENT SITUATION AND ITS EFFECTS
Berkeley Ceasefire is a Strategic Plan Priority Project, advancing our goal to create a resilient, safe, connected, and prepared city.

Gun violence is increasing at an alarming rate in the city of Berkeley. In 2021, there was a 30% increase in reported gun violence in Berkeley, with 52 confirmed shooting incidents compared to 40 in 2020. In 2021, the Berkeley Police Department recovered a total of 118 firearms, an increase of 38.8%. In 2021, 33 of the firearms seized were ghost guns compared to 6 in 2020 and 8 in 2019.²

On November 9, 2021, the Berkeley City Council unanimously approved a budget referral for \$200,000 in consulting costs to begin developing a multi-jurisdictional Gun Violence Intervention (GVI) program, a.k.a. Ceasefire, in Berkeley. On May 6, 2022, the City Council approved an omnibus budget referral to pursue a phased approach to the Reimagining Public Safety process, which included an additional \$200,000 for Ceasefire.



Councilmember Ben Bartlett
City of Berkeley, District 3

To: Honorable Mayor and Members of the City Council
From: Councilmember Ben Bartlett (Author), Mayor Jesse Arreguin (Co-Sponsor), and Councilmember Rashi Kesarwani (Co-Sponsor)
Subject: Create an Interjurisdictional Group Violence Intervention Program, or "Operation Ceasefire," to Reduce Gun Violence

RECOMMENDATION:
Refer to the Community Engagement Process for Reimagining Public Safety creation of a Group Violence Intervention Program (GVI), or "Operation Ceasefire," that will assemble a Berkeley-centered interjurisdictional working group of community members, law enforcement personnel, and supportive services providers to address gun violence.

CURRENT SITUATION
The City of Berkeley is experiencing an alarming rise in shootings. In 2018, the City had 20 shootings while experiencing 28 last year.¹ This year alone, there have been more than 30 shootings, including the October 21, 2020 drive-by shooting that tragically left Sereinat'e Henderson, a 19 year old pregnant mother dead.² This marks the fourth homicide by gunfire in Berkeley in 2020. Gun violence is intolerable, and the City must take preventative measures to staunch its growth. The City should invest in long-term solutions designed to end this cycle of cascading violence.

The Berkeley Black Ecumenical Ministerial Alliance (BBEMA)—an alliance of community members and partners—has been working for years to deliver a community driven alternative to traditional gun violence suppression practices.³ The Council is currently working on a Specialized Care Unit pilot, which invests in a network of unarmed crisis workers to respond to non-criminal calls, such as homeless, mental health, addiction, and others in personal distress. However, no action has been taken by elected officials to specifically address the rising number of shootings and homicides in the city.

As a result, the Council should work with BBEMA and other community partners to create and implement a Group Violence Intervention (GVI) program to further transform public safety, reimagine policing, and directly address the issue of gun violence. Known

¹ <https://www.berkeleyside.com/2020/10/03/2020-berkeley-gunfire-map>
² <https://www.berkeleyside.com/2020/10/21/woman-wounded-drive-by-shooting-south-berkeley>
³ <https://www.berkeleyside.com/2020/10/24/opinion-clergy-and-community-leaders-call-for-an-end-to-the-violence-that-killed-sereinat-henderson>

calculator
52
a.pdf

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Gun Violence Prevention Timeline

2020-2023 | Community Process & Research

Council approves Reimagining Public Safety framework for direction and phased approach

Councilmember Taplin's \$1M Recommendation accepted

Gun Violence Prevention (GVP) Preliminary Analysis Initiated

GVP Preliminary Analysis Report Complete

Comprehensive update on Reimagining and Project update for GVP

May 25, 2022

Summer/Fall 2022

Winter/Spring 2023

August 21, 2023

May 5, 2022

May 31, 2022

November 28, 2022

May 12, 2023

December 5, 2023

BPD Launches Transparency Hub

Berkeley Ceasefire D2 Ad Hoc Advisory Sessions #1 (7/13) #2 (9/15) #3 (11/10)

Berkeley Ceasefire D2 Ad Hoc Advisory Group Sessions #4 (1/25) #5 (3/14)

Assistant to the City Manager for Reimagining Public Safety Hired

Goals

Fitting within the broader context and mission of Reimagining Public Safety...

*This program addresses **shootings in Berkeley**, through assembling **gun violence prevention approaches** based on **local data** and evidence from **midsized-city gun violence prevention** programs around the country.*



An aerial photograph of Berkeley, California, showing a suspension bridge in the distance across a large body of water. The foreground is filled with dense green trees and residential buildings. A white rectangular box with a black border is centered in the image, containing the text "SHOOTING TRENDS IN BERKELEY".

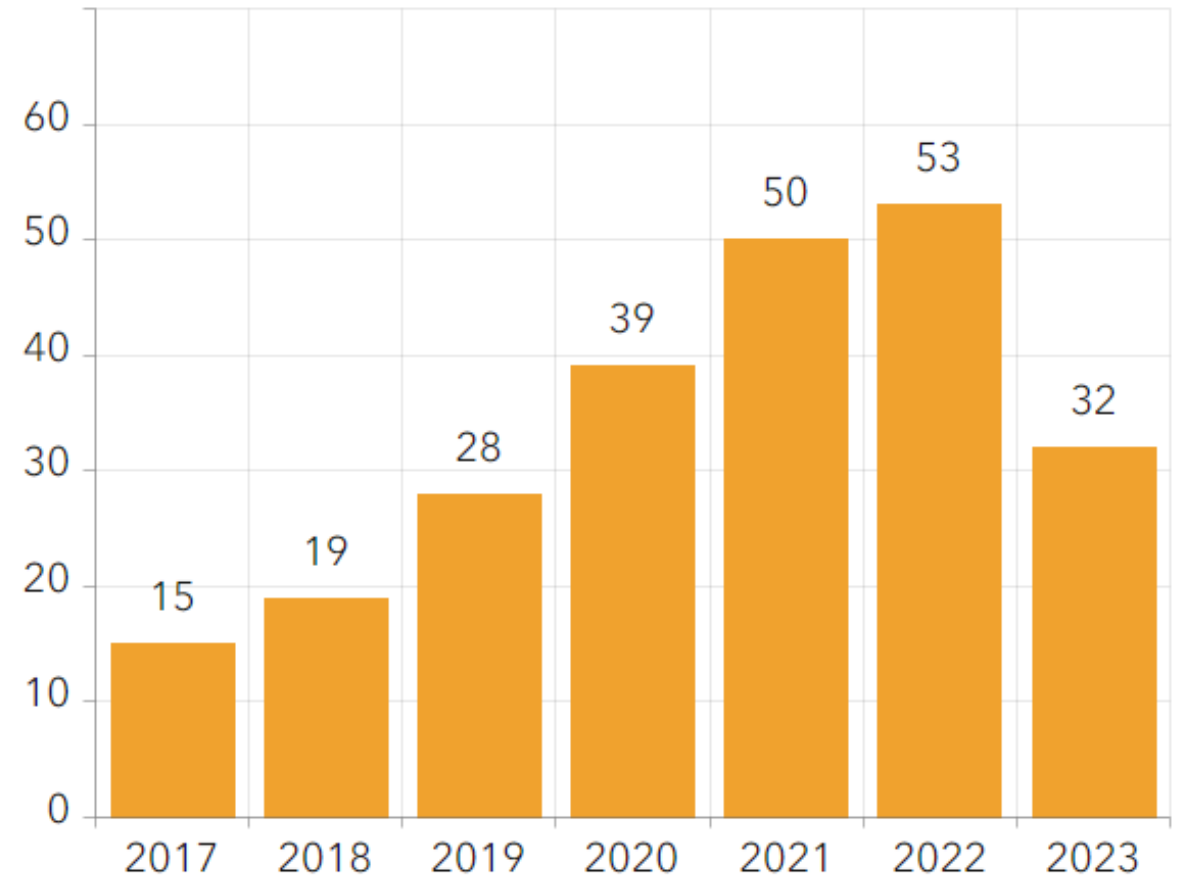
SHOOTING TRENDS IN BERKELEY

SHOOTING TRENDS

Shootings increased steadily through 2022.

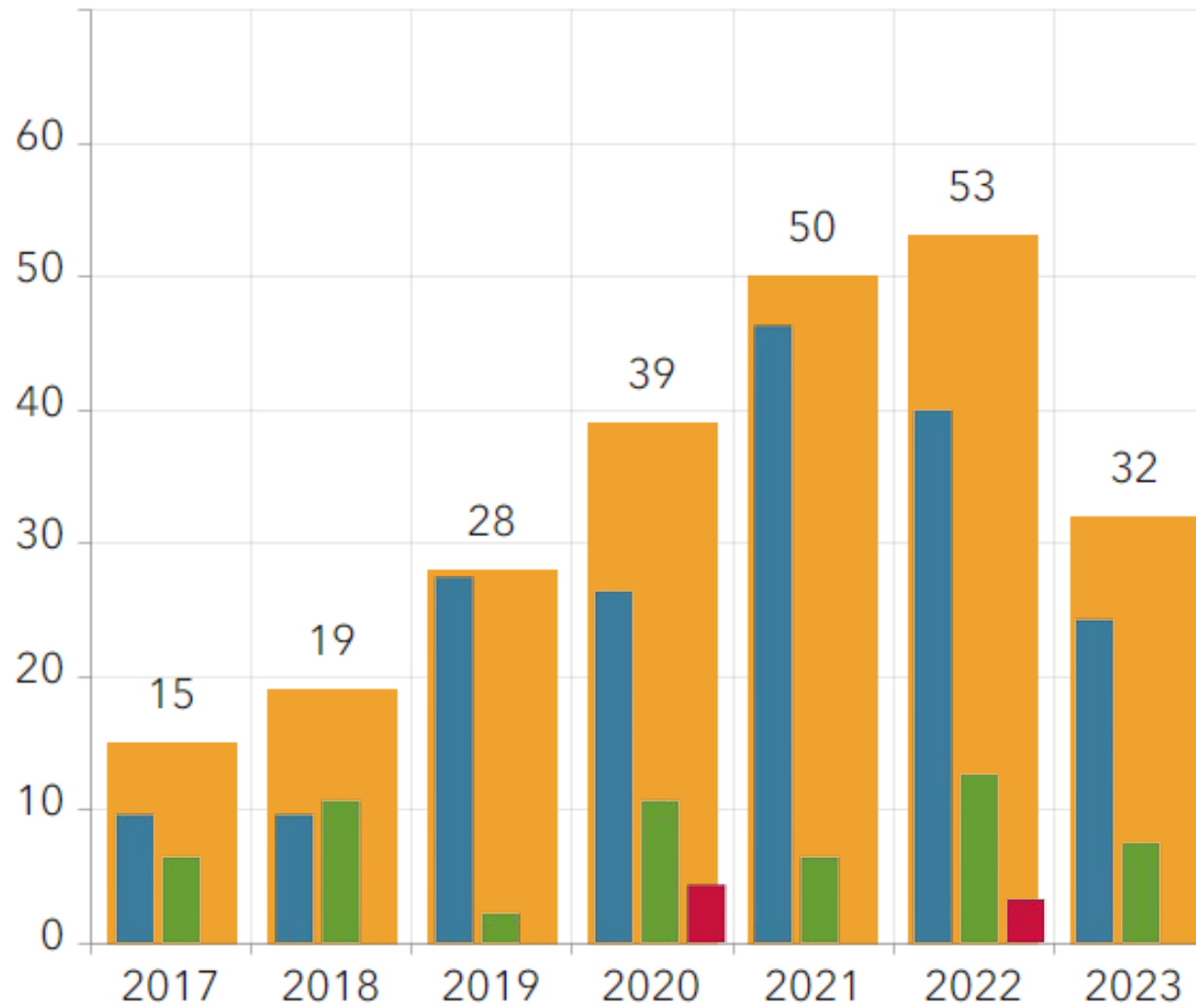
- Black community members are disproportionately impacted by gun violence in Berkeley.
- Shooting victims and suspects are less likely to be teenagers in Berkeley than in the rest of the country.
- Bigger increase in "shots fired" incidents than "non-fatal" or "fatal" shootings

Shootings by Year

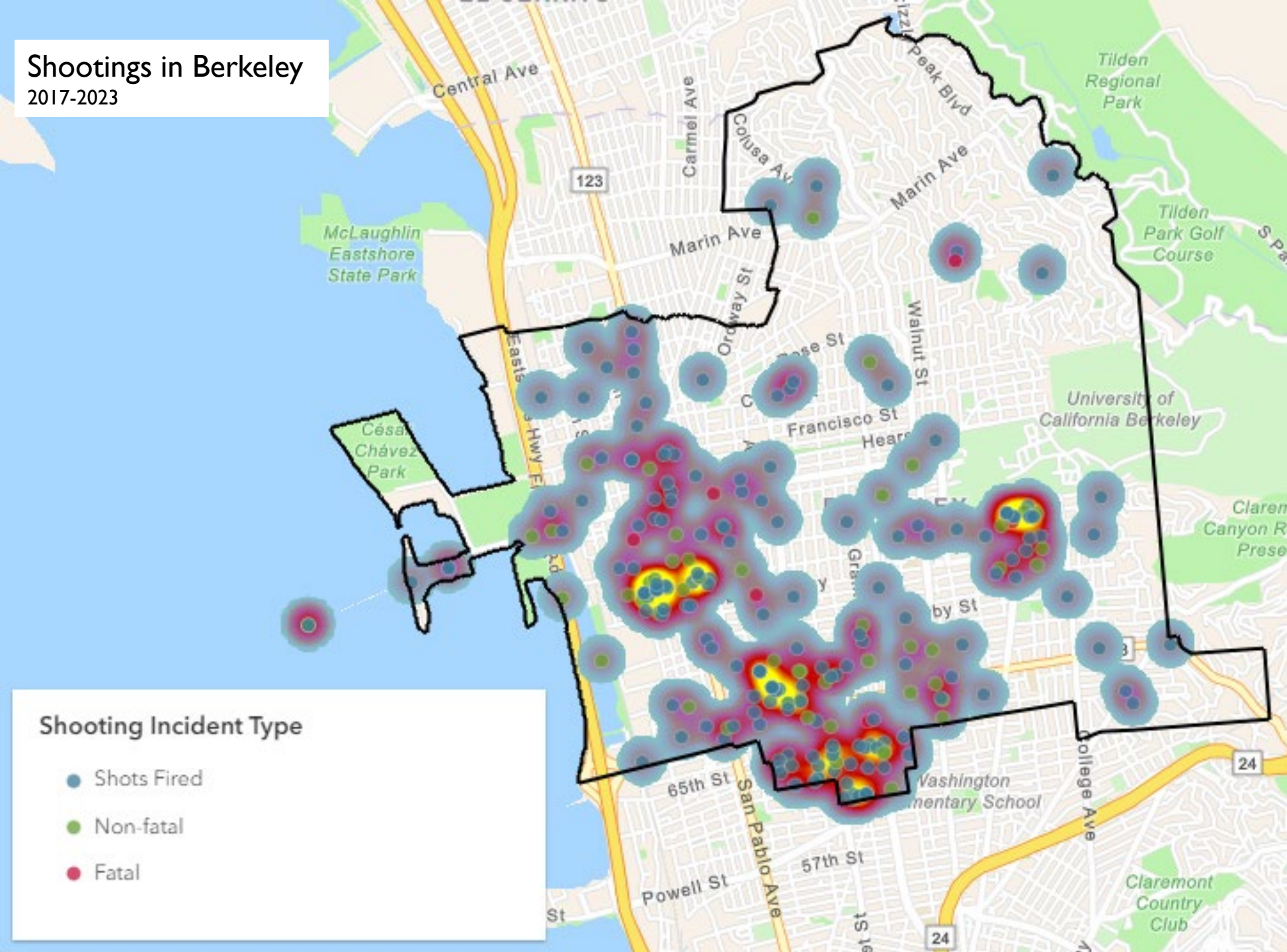


Shootings by Year

● Total ● Shots Fired ● Non-fatal ● Fatal



Shootings in Berkeley 2017-2023

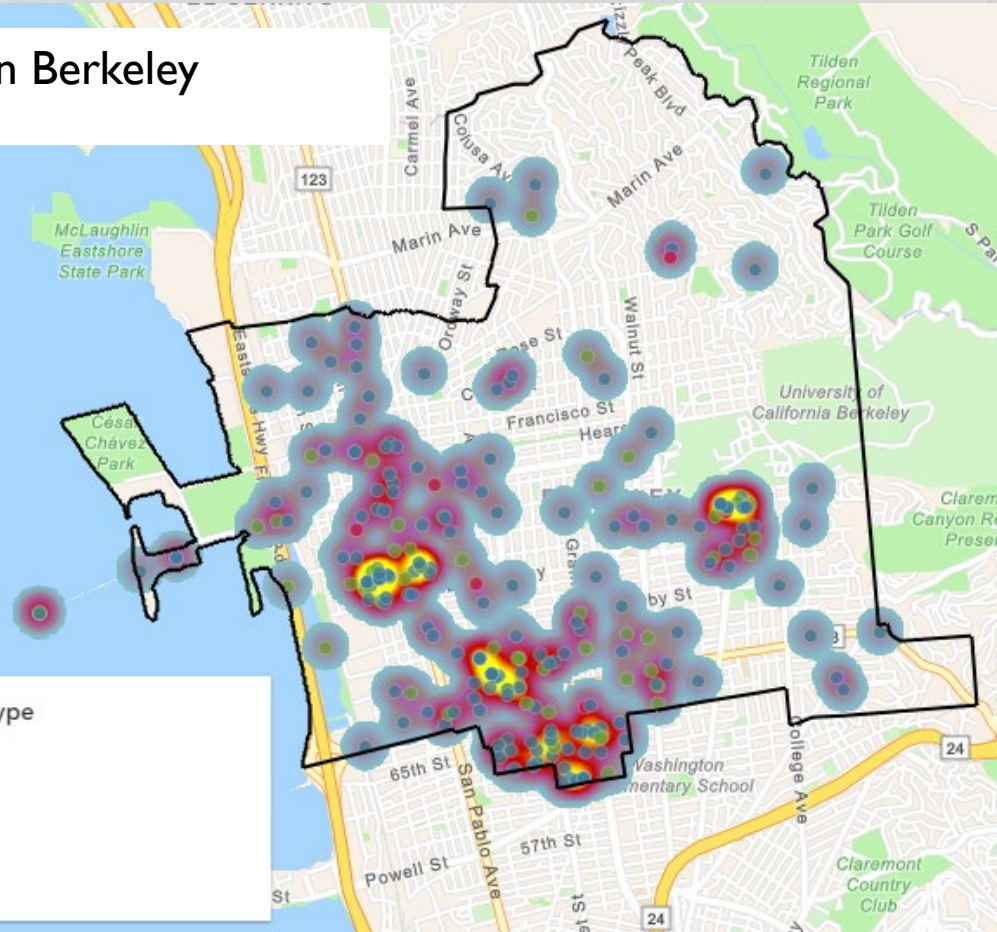


Shooting Incident Type

- Shots Fired
- Non-fatal
- Fatal

GEOGRAPHIC DISTRIBUTION

Shootings in Berkeley 2017-2023

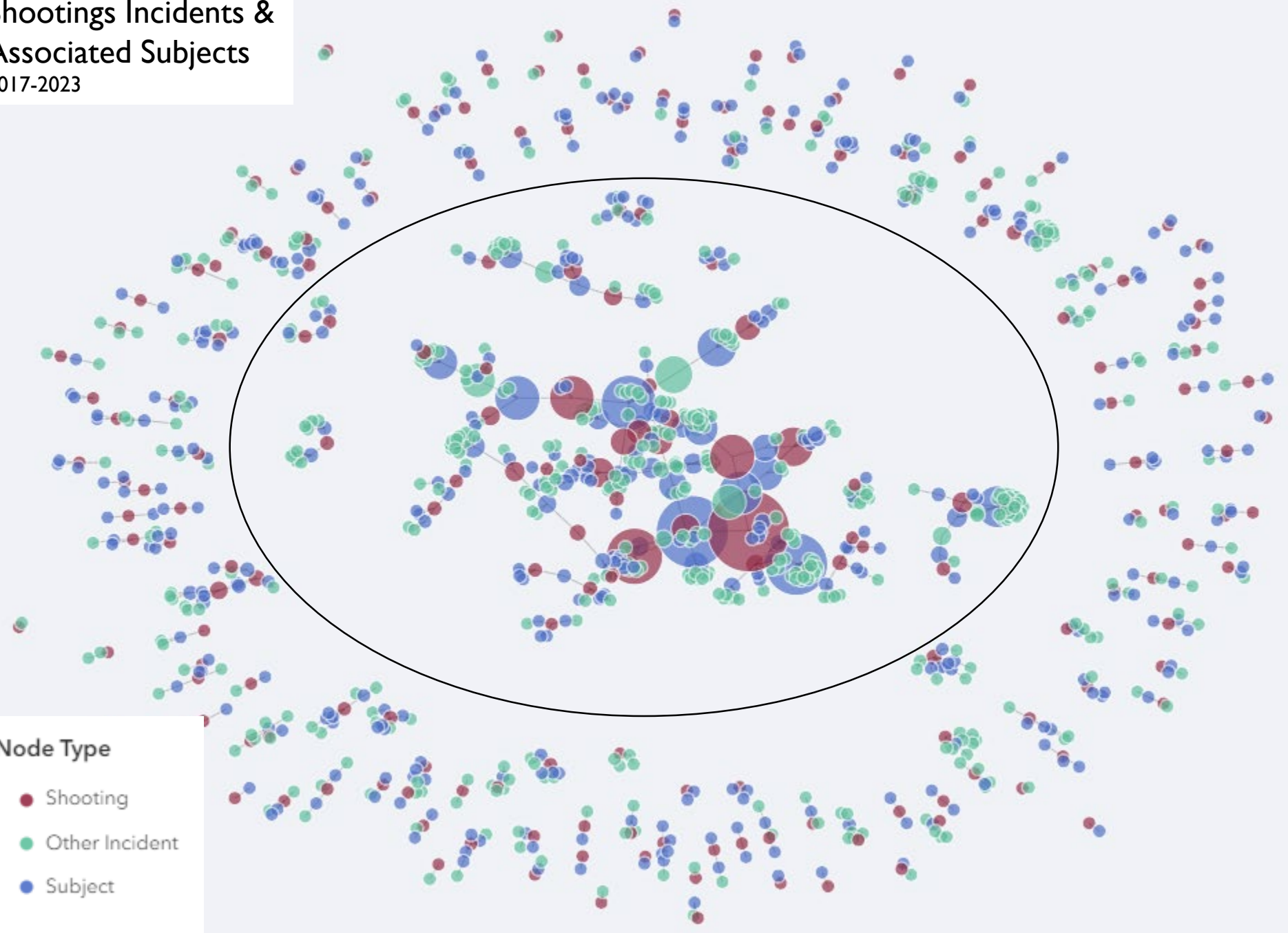


The geographic distribution of shooting incidents reveals two pattern types.

- A large portion are within close proximity to a multitude of other incidents.
- Others are scattered across the city with no distinguishable sequence.

Shootings Incidents & Associated Subjects

2017-2023



Node Type

- Shooting
- Other Incident
- Subject

Shootings Incidents &
Associated Subjects
2017-2023



SOCIAL NETWORK ANALYSIS

Gun violence in Berkeley occurs both within interconnected networks and in unrelated incidents.

- Person-based interventions are powerful influences on networks.
- Place-based interventions can affect unrelated incidents.

An aerial photograph of Berkeley, California, showing a dense urban area with various buildings, green spaces, and a large body of water in the distance. The sky is overcast. A white rectangular box with a black border is centered in the middle of the image, containing the title text.

GUN VIOLENCE PREVENTION PROGRAM FOR BERKELEY

"Gun violence is a multifaceted problem requiring a multifaceted response"

– Braga and Cook, 2023

RECOMMENDED PROGRAMS

Place Based

- Problem-oriented policing interventions

Custom Notifications

- Police and CBO deliver deterrence message and offer services

Street Outreach

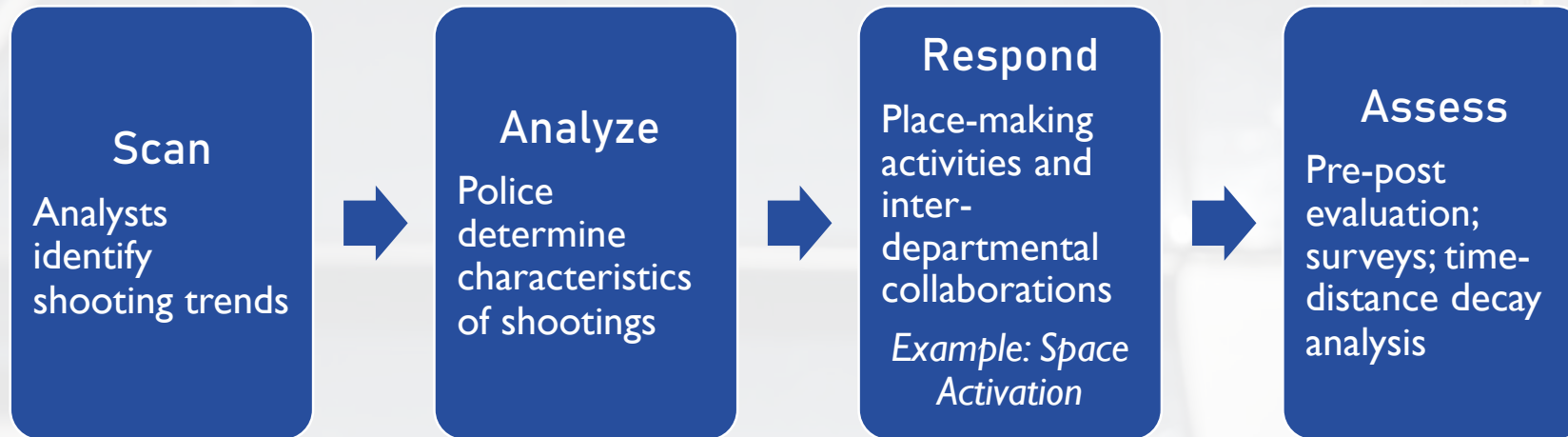
- Diffuse conflict, stop retaliation, and urge non-violence

Social Services

- Wrap-around service plan with case management

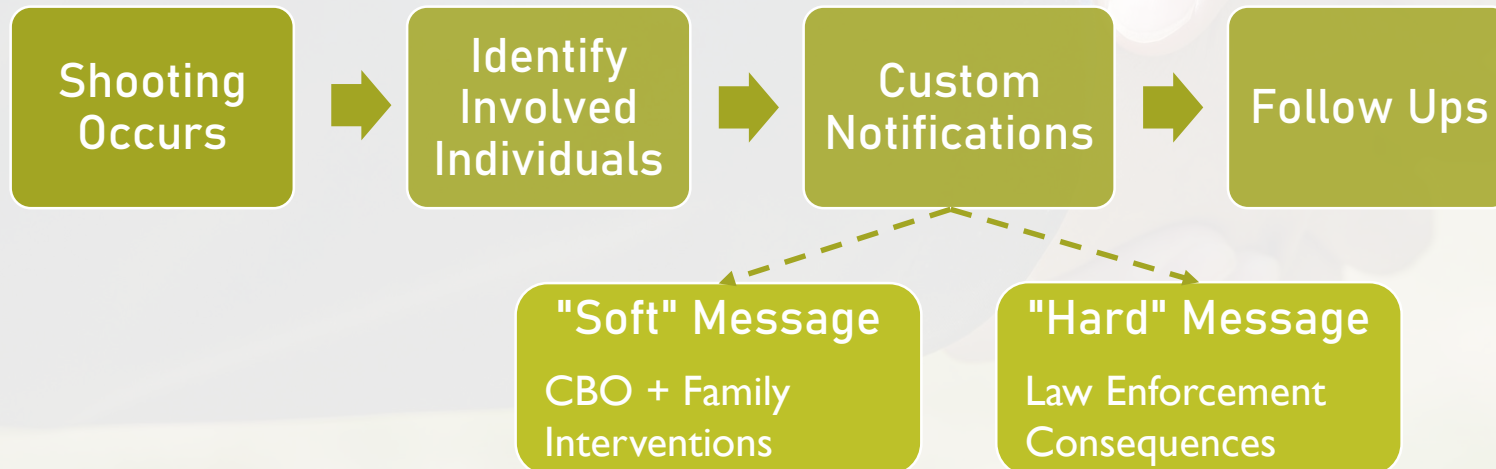
PLACE BASED

Definition: Problem-oriented policing interventions in areas that are experiencing an increase in shootings.



CUSTOM NOTIFICATIONS

Definition: Police and Community Based Organization (CBO) deliver "hard" and "soft" deterrence messages simultaneously.



STREET OUTREACH

Definition: Violence interrupters that diffuse conflict, stop retaliation, and urge non-violence. Receive information *from* police, but do not provide information *to* police (unidirectional).

Street Outreach

- Proactive 1:1 relationship building
- Systematic canvassing

Crisis Response

- Liaison between emergency responders and community
- Diffuse tension

Community Mobilization

- Organize workshops and recreation activities
- Organize peaceful protests, rallies, or demonstrations



SOCIAL SERVICES

Definition: Wrap-around service plan with case management.

Identify
Individuals



Assign Case
Manager



Connect with
Services



Regular
Follow Ups



An aerial photograph of a city, likely Seattle, showing a dense urban area with various buildings and green spaces. In the background, a large suspension bridge spans across a wide body of water, with mountains visible in the distance. The scene is captured in a soft, slightly hazy light, possibly during early morning or late afternoon. A white rectangular box with a black border is centered in the foreground, containing the text "ONGOING WORK & NEXT STEPS".

ONGOING WORK & NEXT STEPS



Next Steps

Winter 2023/24

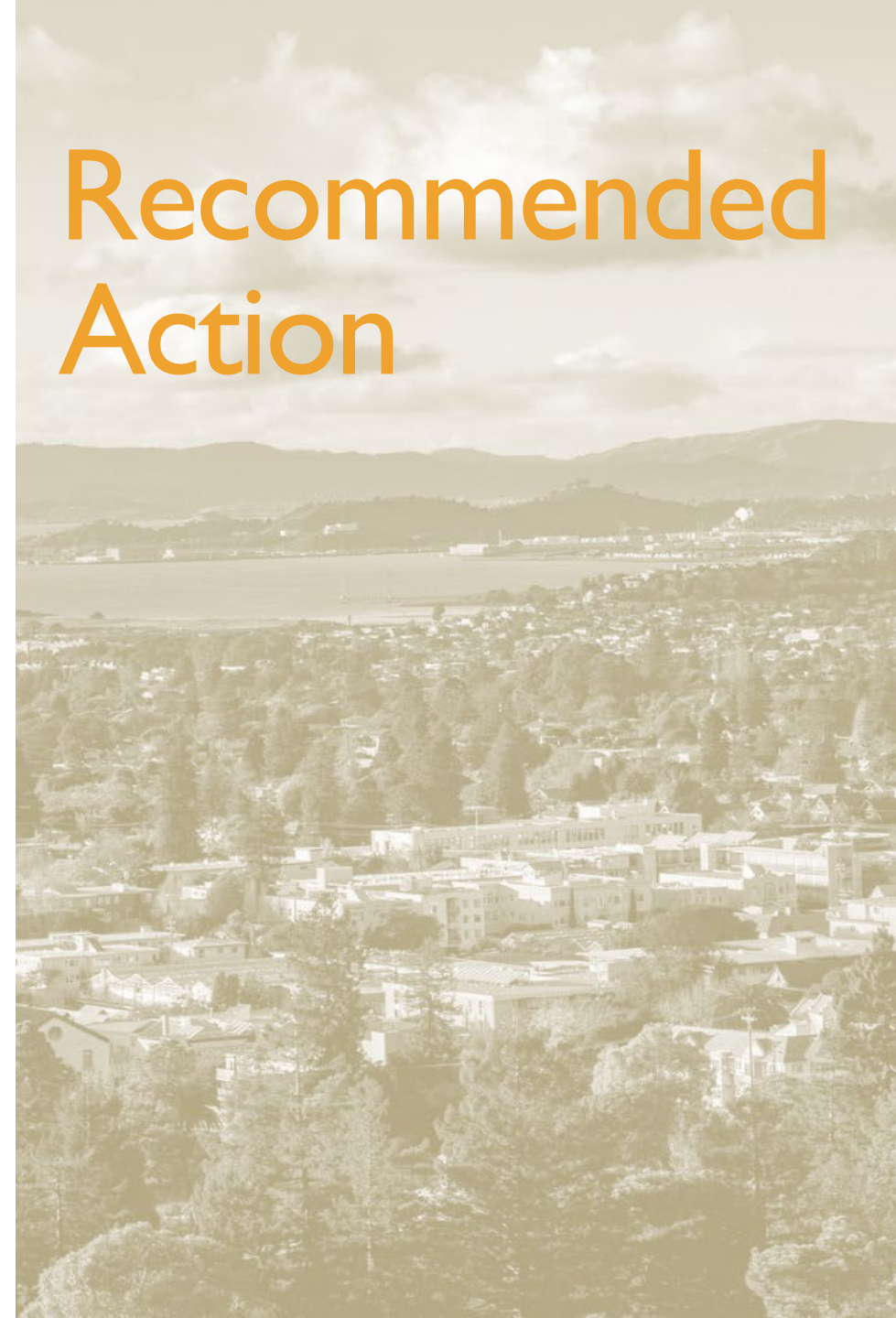
- **Stakeholder Engagement:** *Collaboration for Request for Proposals (RFP) design and process*

Spring/Summer 2024

- **RFP Process:** *Community-based organization CBO(s) interviews and selection*
- **Secondary Progress Report-out:** *Status, next-steps, and timelines*

Provide comments on the Gun Violence Prevention program model report for Berkeley with the goal of facilitating informed council discussion.

Recommended Action





Closing Remarks & Thank you

TICKETS ARE NOW ON SALE FOR OUR VALENTINES CONCERT: "IT'S ALL ABOUT LOVE" with the JOHN DILLARD BAND. [CLICK HERE FOR TICKETS!](#)



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We are Dahlia Grove...

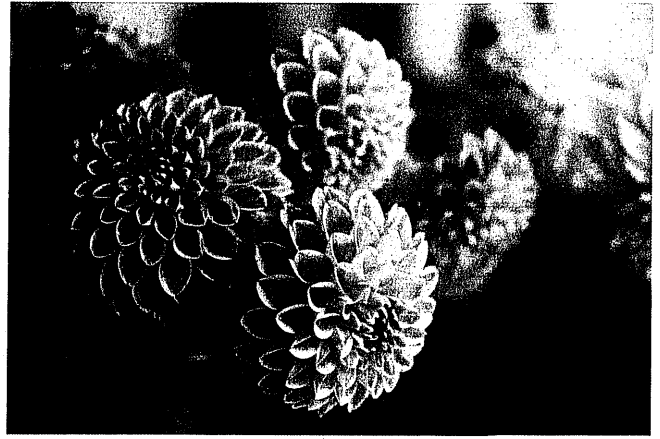
Dahlia Grove is a nonprofit social enterprise seeking to empower and employ women survivors of human trafficking, domestic violence and sexual exploitation. We do this by providing a two year rent free restorative care home providing resources for healing and recovery. Mostly we provide a community of love and support. Through our social enterprise Dahlia Grove provides premium-quality catering services, handmade giftware and event planning to provide job training and employment for survivors. We are a sister organization to Thistle Farms in Nashville, TN and a part of the National Network of Sister organizations, providing over 500 beds across the nation. Read more about Our Process.

Your donation provides safe housing,
healing resources and a job at a
living wage to survivors!

DONATE TODAY

“I don’t know how to say it but I feel like I have been homesick my entire life for a place I didn’t even know existed and I feel like I am finally home.”

— Survivor



Our Story

Dahlia Grove 2020



What Is Human Trafficking?

“The recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.”

25
MILLION
ENSLAVED

1 IN 4 ARE
CHILDREN

80% ARE
FEMALE



“Estimates range from 20-40 million enslaved people in the world today”

— CNN World News

“80% + of all victims are women, 25% of which are under 18 years of age.”

— RAINN

“The top three nations of origin for victims of human trafficking in 2018 were the USA, Mexico, and the Philippines.”

— UNODC.org

Thank You to Our Major Sponsors

Vance-Dozier, Okeya

From: carole marasovic <daphnesflight@yahoo.com>
Sent: Wednesday, February 14, 2024 3:05 PM
To: Vance-Dozier, Okeya
Cc: Radu, Peter
Subject: Fw: Annotated #12

WARNING: This is not a City of Berkeley email. Do not click links or attachments unless you trust the sender and know the content is safe.

Okeya,

The Annotated Agenda from last night's City Council meeting will not be posted until late Thursday. However, the City Clerk agreed to send me #12 from the Annotated Agenda even though it is not yet posted. Please place the following as is in the packet with the section bolded as I have done so that commissioners can review together both the COSOW recommendation and exactly what was passed unanimously by Council last night.

Carole

----- Forwarded Message -----

From: Benado, Tony <tbenado@berkeleyca.gov>
To: carole marasovic <daphnesflight@yahoo.com>
Sent: Wednesday, February 14, 2024 at 02:43:00 PM PST
Subject: Annotated #12

Per your request Carol.

Recommendation on Public Safety/Crime Prevention for Women

From: Commission on the Status of Women

Recommendation: That Council refer to the Council Public Safety Policy Committee to develop plans to implement public safety crime prevention programs to address the current rising crime against women, particularly older women. These plans should include a budget referral to the Council Budget and Finance Committee for consideration in the June budget process.

These plans should include:

1. Developing a plan of safety escorts modeled on the Respect-BART Escorts Program passed by Council in 2003 to address the rash of muggings on Berkeley BART paths (North Berkeley and Ashby). As in that plan, where \$40,500 was approved by Council, the Council Public Safety Policy Committee should identify the current amount of monies needed for funding for this newly developed 2024 plan and Council refer to the June budget process. These safety escorts should be available throughout the entire community of Berkeley upon request. The Council Public Safety Committee should also identify if a RFP need be issued for this purpose;
2. Develop a plan to engage Berkeley community ambassadors working under the Downtown Berkeley Association, Telegraph Business Improvement District and any similar ambassador programs to provide safety escort services upon request through the business districts they serve and nearby residences that can be reached by foot;
3. Explore if the City ride-share funded program, Go-Go Grandparent, should be expanded and in what form to provide ride shares for women concerned about their safety. Consider cost share, if necessary, for some women and working with the ride-share companies to ensure that they watch for the woman to safely reach her door before leaving; Consider the

feasibility of lifting age or disability requirements. Identify a budgetary recommendation to be directed to the Council Budget and Finance Committee.

4. Develop a City-wide community forum targeted towards women with a special emphasis on safety and crime prevention for older, vulnerable women. This meeting should be led by the Berkeley Police Department with participation by other safety-related community resources and moderated by an official proposed by the Council Public Safety Committee. The Committee shall recommend that the forum be hybrid, both Zoom and in person. The Committee shall also discuss how City-wide promotion of this public safety crime prevention forum shall be conducted.

5. Consult with the Berkeley Police Department to provide data and other information identifying geographic locations which are high priority for safety escorts. Consult with Berkeley Police Department to secure other information as to where women are most at safety risk and what hours safety escorts, and other recommendations as stated above, be best utilized. The Berkeley Police Department shall provide this information at a Council Public Safety Committee meeting.

Financial Implications: See report

Contact: Okeya Vance-Dozier, Commission Secretary, (510) 981-7100

Passed by Berkeley City Council unanimously on 2/24/24 as follows in bold:

Refer to the City Manager to analyze and develop recommendations for public safety crime prevention programs to address the current rising crime against women, particularly older women. Refer the concepts below from the Commission on the Status of Women to the FY 2025-26 ("June 2024") Budget process.

Consider the following concepts:

1. **Developing a plan of safety escorts modeled on the Respect-BART Escorts Program passed by Council in 2003 to address the rash of muggings on Berkeley BART paths (North Berkeley and Ashby). As in that plan, where \$40,500 was approved by Council, the City Manager should identify the current amount of monies needed for funding for this newly developed 2024 plan and Council refer to the June budget process. These safety escorts should be available throughout the entire community of Berkeley upon request. The City Manager should also identify if an RFP needs be issued for this purpose;**

2. **Develop a plan to engage Berkeley community ambassadors working under the Downtown Berkeley Association, Telegraph Business Improvement District and any similar ambassador programs to provide safety escort services upon request through the business districts they serve and nearby residences that can be reached by foot;**

3. **Explore if the City ride-share funded program, Go-Go Grandparent, should be expanded and in what form to provide ride shares for women concerned about their safety. Consider cost share, if necessary, for some women and working with the ride-share companies to ensure that they watch for the woman to safely reach her door**

before leaving; Consider the feasibility of lifting age or disability requirements. Identify a budgetary recommendation to be directed to the Council Budget and Finance Committee.

4. Work with the Commission on the Status of Women and Commission on Aging to organize a City-wide community forum targeted towards women with a special emphasis on safety and crime prevention for older, vulnerable women. This meeting should be led by the Berkeley Police Department with participation by other safety- related community resources.

5. Consult with the Berkeley Police Department to provide data and other information identifying geographic locations which are high priority for safety escorts. Consult with Berkeley Police Department to secure other information as to where women are most at safety risk and what hours safety escorts, and other recommendations as stated above, be best utilized. The Berkeley Police Department shall provide this information at a Council Public Safety Committee meeting, as follows.

Tony Benado

Office Specialist III

City Clerk's Office

(510) 981-6908

tbenado@berkeleyca.gov

CITY

With robberies on the rise, Berkeley will ponder safety escorts

A Berkeley commission wants to revive a decades-old program in which the city offered safety escorts to deter robberies.

By Alex N. Gecan

Feb. 9, 2024, 4:00 p.m.



Councilmember Ben Bartlett has said his constituents have reported violent attacks near the Ashby BART station. Credit: Supriya Yelimeli

With robberies **rebounding citywide to pre-pandemic levels**, and officials focusing attention on an apparent rise in the targeting of older women, the City Council is slated to consider reviving a decades-old pedestrian escort program.

The Commission on the Status of Women asked the council to have its Public Safety Policy Committee devise a program “to address the current rising crime against women, particularly older women,” according to a **letter from Carole Marasovic**, who chairs the commission.

The request is on the consent calendar for Tuesday’s City Council meeting. However the council’s policy committees have **been put on hold temporarily** as it navigates the unexpected resignations of councilmembers **Rigel Robinson** and **Kate Harrison**, so it’s unclear when the committee might take the idea up.

The commission asked for safety escorts similar to a program launched in 2003, in which the city contracted with the Berkeley Boosters Association to provide safety escorts at evening rush hours during the winter months, when commuters often return home after dark. Escorts met commuters at the North Berkeley and Ashby BART stations.

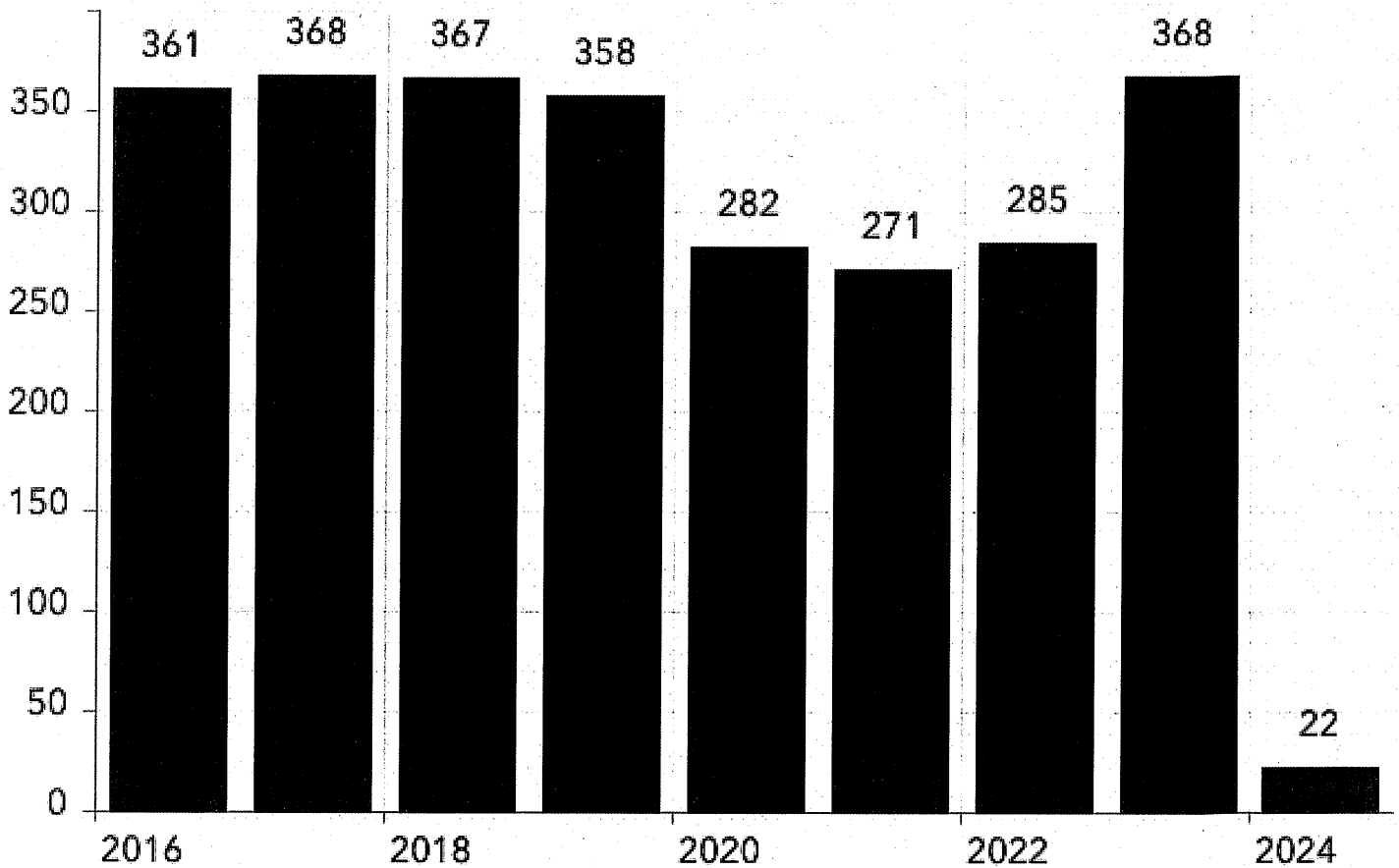
“These escorts should be available throughout the entire community of Berkeley upon request,” according to the letter. The commission also asked the council to consider expanding its rideshare voucher program, **Berkeley Rides for Seniors and the Disabled**, which it operates through GoGoGrandparent, and to look into whether **community ambassadors**, such as those who work for the **Downtown Berkeley Association**, could participate.

The proposal comes as robberies citywide have rebounded to pre-pandemic levels following three years of relatively fewer incidents.

From 2016, the first year police began publishing data, through 2019, the last year before pandemic restrictions emptied out city streets, Berkeley averaged approximately one robbery a day, according to police data. Those numbers fell to 282 in 2020, 271 in 2021 and 285 in 2022 before rebounding to 368 last year. The data available in the department’s Transparency Portal does not specify victims’ ages or genders.



Crimes by Year



Note: The 2024 bar is not directly comparable to the other full year counts.

This chart shows the number of robberies in Berkeley each year beginning in 2016, according to BPD data. Credit: City of Berkeley

At UC Berkeley, students and university police community service officers run **BearWalk**, a service that provides safety escorts from dusk until 2:30 a.m. on campus and in **several surrounding neighborhoods**. Those who want an escort can call 510-642-9255 or book online **through the RideCell service**.

Councilmembers also cited spiking violent crimes against older women as one of the reasons for **building out the Berkeley Police Department's surveillance network** with new fixed cameras. At the council's Jan. 30 meeting, Councilmember Mark Humbert recounted a mugging of two women, one of them 80, after which the muggers came back to steal a car belonging to one of the victims on a nearby street.

Councilmember Ben Bartlett said several of his constituents, many over 70, had been the victims of "violent, vicious attacks," especially in the area of Woolsey Street and Shattuck Avenue, close to the Ashby BART station.

The 2003 program cost \$40,500, but the commission suggested that price tag “is obviously outdated as it is a figure from 20 years ago.”

The commission’s letter also asked for community forums, geared towards women, that would focus on safety and crime prevention, as well as analysis from police to identify “geographic locations which are high priority for safety escorts.”

RELATED STORIES



Berkeley picks 6 new locations for surveillance cameras to address crime

Vance-Dozier, Okeya

From: carole marasovic <daphnesflight@yahoo.com>
Sent: Wednesday, February 14, 2024 2:08 PM
To: Vance-Dozier, Okeya
Cc: Radu, Peter
Subject: Fw: Update to Legislative Platform

WARNING: This is not a City of Berkeley email. Do not click links or attachments unless you trust the sender and know the content is safe.

Okeya,

Please place the following e-mail in the upcoming COSOW meeting packet.

Carole Marasovic

----- Forwarded Message -----

From: Taplin, Terry <ttaplin@berkeleyca.gov>
To: carole marasovic <daphnesflight@yahoo.com>
Cc: Aguilar-Canabal, Diego <daguilarcanabal@berkeleyca.gov>
Sent: Tuesday, February 13, 2024 at 07:01:37 PM PST
Subject: Update to Legislative Platform

Hello Carole,

I wanted to let you know that the City's legislative platform for advocacy with the State Legislature has been updated to include "Support for victims of human trafficking and intimate partner violence" along with "Support for workforce re-entry and services for post-carceral community members" under the Public Safety plank.

I just wanted to let you know and to thank you for your vocal advocacy around public safety.

Kind regards,

Councilmember Terry Taplin
Berkeley City Council – District 2
Pronouns: he/him

2180 Milvia St
Berkeley, CA 94704
(510) 981-7120

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