

## Commission on Equity and Public Safety Proposed 2022 – 2023 Workplan

The Commission on Equity and Public Safety has identified multiple areas of City government that they are interested in exploring. However, to keep the scope of work manageable, City staff recommends that the Commission focus on policing in its first year. The Commission has expressed interest in examining multiple aspects of policing, including policing and mental health, policing data on stops, arrests, and interactions, and more. The proposed 2022 – 2023 Workplan incorporates these priority areas from the Commission on Equity and Public Safety and from the previous Commission on Racial and Social Equity.

The Commission may also review materials as requested by staff, for example, by reviewing the Public Arts Master Plan with an equity lens. Over the course of the first year, additional requests may arise from City staff, new topics may come from community complaints or feedback, and additional topics may be considered. The schedule included below is also a sample schedule and is subject to change.

In addition to a yearly Workplan, the Commission on Equity and Public Safety will write a report at the end of the year summarizing their work to City Council. In Year 2, the Commission may wish to address additional subject areas.

### Workplan:

1. Policing
  - a. Examine and make recommendations on different aspects of policing in South San Francisco, including:
    - i. The intersection of policing and mental health, including the criminalization of mental illness. This may include presentations from the SSFPD Mental Health Clinician, SSFPD officers (for example, to discuss Crisis Intervention Training), the SMC Sheriff, the SMC SMART Team, the CAHOOTS program in Oregon, and others
    - ii. Data on policing in SSF, including data on arrests, stops (as required for the Racial Identity Profiling Act), emergency calls, interactions, and demographics for all categories
    - iii. Policing and juvenile justice, including current and former juvenile justice programs and the SMC Police Athletic League diversion program for juveniles. This was recommended by the previous Commission on Racial and Social Equity.
      1. Data on the School Liaison Officer program in the School District
    - iv. Restorative Justice, including training and information from relevant practitioners
2. Complaints about City personnel
  - a. Receive, refer, at time times review complaints about City employees. Residents may submit a complaint online or at a meeting to the Commission, and the Commission will refer the complaint to HR. In very specific cases as prescribed by state law, the Commission may be able to review investigations into police personnel.
3. Respond to Requests for Review from Staff, as needed
  - a. Public Art Master Plan

- i. Receive a presentation on the Public Art Master Plan and provide community input with an equity lens.
  - b. Climate Action Plan
    - i. Provide community input with an equity lens
  - c. Economic Advancement Center
    - i. Receive a presentation on activities at the Economic Advancement Center and assist in determining how to spend grant monies, with an equity lens
- 4. Community participation
  - a. Provide outreach to the community to invite them to participate regularly in meetings and activities of the Commission.
  - b. Provide additional spaces for community members to voice their concerns, as intended by the previous Commission on Racial and Social Equity. This could be accomplished through a variety of methods, including community forums, listening sessions, and others.
- 5. Retreat
  - a. Plan a retreat for Commission members to spend time community-building and expanding their knowledge of diversity and inclusion.
- 6. Training
  - a. Additional training includes:
    - i. Various Police Department initiatives
    - ii. Employee relations laws, Myers-Melias-Brown Act, Public Safety Officers Bill of Rights, Firefighters Bill of Rights
    - iii. Complaint process
    - iv. Other trainings as needed

**Sample Schedule – subject to change**

See also attached Excel schedule

Month	Activity Type	Subject
August	Presentation	Policing: -Overall introduction -Historical and Generational Effects of Policing
	Presentation Recommendations	Public Art Master Plan
	Discussion	Workplan
September	Training	Labor Laws
	Training	Complaints process
	Training	Policing Terms
	Activity	Police Department visit
	Activity	Police Ride-Alongs
	Presentation Recommendations	Police mental health training, CIT training, and trauma-informed policing
October	Presentation Recommendations	SSFPD Mental Health Clinician
	Presentation Recommendations	Climate Action Plan
November	Presentation	SMC SMART
	Presentation	CAHOOTS
	Recommendations	Mental health recommendations for SSF
December	Presentation	SSFPD RIPA data and other data on interactions
	Presentation	SMC Sheriff
January	Retreat	Retreat
	Presentation	Expert on data-driven best policing practices
	Presentation Recommendations	Economic Advancement Center
February	Presentation	Restorative Justice best practices
	Recommendations	Data-driven policing recommendations for SSF
March	Presentation	Promotores
	Discuss	Community listening sessions/open house
April	Discuss	Results of community listening sessions
May	Presentation	Policing and youth best practices
	Presentation	School Liaison Officer program
	Discuss	Discuss policing and youth with Youth Commission
June	Recommendations	Policing and youth recommendations
	Discuss	Year 1 Final Report
July	Presentation	SSFPD on active shooter situations
	Discuss	Year 1 Final Report