

# Berkeley Citizens Action

## #BlackLivesMatter Forum

### Take Action to End Racial Profiling and Injustice in Berkeley

Saturday, February 21,  
1:30-4:30 pm  
South Berkeley  
Senior Center  
2939 Ellis St. (@ Ashby,  
west of MLK)



Come to a solution-oriented forum presented by Berkeley Citizens Action with Berkeley NAACP and the Berkeley Peace and Justice Commission.

The 2011 report from the African American/Black Business, Professional and Community Network (AABPCN) and the report from the 2013 Berkeley NAACP Town Hall Meeting addressed inequities and disparities for African Americans, low-income populations and other marginalized groups in Berkeley. They outlined numerous recommendations for housing, education, employment, criminal justice and health/mental health. Also, CopWatch, the Peace and Justice Commission and Police Review Commission all have solution-based reports and/or council items that address some of the same problems. Councilmember Jesse Arreguin has several measures ready to present to council and other council members are preparing items.

The purpose of our #BlackLivesMatter Forum is to identify recommendations for action, first with panelists, and then in breakout groups; to develop an **Action Plan** which BCA and allied groups will advocate for with politicians and political candidates in the coming year.

Join us on February 21<sup>st</sup>, the 50th anniversary of the assassination of El Hajj Malik El-Shabazz, widely known by his previous chosen name Malcolm X.

### Berkeley NAACP Recommendations

The following is an excerpt from the NAACP 2013 Report on *The Status of African Americans, Low-income Families and Marginalized Communities in the City of Berkeley*: <http://tinyurl.com/kcsk37s>

“For the most part, people are unaware that numerous African Americans employed by the City of Berkeley

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have lodged discrimination complaints; the privatization of public housing has displaced African Americans and low-income families; Berkeley Unified School District has one of the largest achievement gaps between Black and Brown students and White students in the state; Berkeley’s African American/Black population has declined from over 30% of the city’s population to less than 8%; African Americans have the poorest health outcomes in Berkeley; most mental health services are not provided in a culturally responsive manner; and racial profiling of African American young men is an escalating problem.”

### Employment

- Create City Council Oversight Body to monitor unfair hiring, promotional practices, favoritism, cronyism and unfair treatment of city employees
- Monitor increased “Contracting Out” of city jobs
- Institute annual “Mandatory Cultural Competency” training for all City staff
- Provide for oversight and accountability of the city Human Resource Department by city council
- Require “Equal Work for Equal Pay” (Salaries based on actual job duties not City classifications)
- Provide long-time hourly employees with full-time benefited positions; especially in the Parks, Recreation and Waterfront Department
- Put in place an Oversight Committee for the City of Berkeley Labor negotiation process
- Employ the 360° Performance Evaluation process for all city staff, including Department Directors, Deputy Directors, Managers and Supervisors
- Institute annual evaluation for the City Manager by council
- Employ an external comprehensive city audit to review city staff personnel matters every 3 years

### Housing

- Demolition Ordinance will include the replacement of all affordable housing that is demolished
- Obtain more oversight and accountability for Berkeley Housing Authority
- Pass new regulations and/or incentivize developers to offer more housing at below-market rates
- Increase development of affordable housing
- Implement the 1990 South Berkeley Area Plan

### Criminal Justice

- Abolish the BPD’s Drug Task Force
- Ban unmarked police cars from making traffic stops

- Implement annual mandatory reporting of data collection of ALL police stops with demographics of person stopped (including race)
- Implement a policy of non-Police involvement with Mental Health Services, (BPD to have backup role for life-threatening matters)
- End "Stop and Frisk", especially in South Berkeley.

professionals (Currently only 3 African Americans and one Latino clinician at Berkeley Mental Health.

**For further reading, we recommend the 2011 AABPCN Report: A Community Approach for African American/Black Culturally Congruent Services,** <http://tinyurl.com/odg2cul>.

### Education

- Reform BUSD disciplinary procedures, including expulsions and suspensions, especially related to African American males
- Develop clear registration protocols and eliminate the practice of home visits as part of BUSD student registration process
- Implement culturally effective curriculum and learning interventions and tools for Black students
- Increase support and funding for homeless students and families in BUSD
- Hire and maintain more African American teachers and staff; especially males
- Institute "Mandatory Cultural Competency" training for all district staff



## Important City Council Meeting Tuesday February 10<sup>th</sup> – Please Attend. Support Policing Policy Proposals!

On January 27, for the second time in a week, council postponed action on BPD's violent actions against non-violent demonstrators December 6. They delayed consideration of Jesse Arreguin's three policing-related proposals until Feb. 10. These items will appear as the 1<sup>st</sup> Action items on the agenda, so hopefully they will come up at a reasonable hour and not be delayed again. Other council members are expected to bring their own proposals. It's important to have a big turnout supporting the strongest possible changes to policing policy practices. We need to fill the council chambers with voices for civil rights and civil liberties.

– George Lippman

### Public Health and Mental Health

- Re-create a Health Services Dept. for Berkeley Mental Health, Public Health & Environmental Health Divisions with seasoned senior professional Mental Health and Public Health leadership
- Increase Mental Health Services Act services for low-income residents in South & West Berkeley
- Secure annual funding of \$350,000 from Alta Bates for operations of the Black Infant Health Program
- Increase operations of the Mental Health Mobile Crisis Unit to 24 hours, 7 days a week
- Require annual all-Staff Divisional Meetings
- Hire more African American & Latino mental health

**Join the March and Rally to City Council meeting on February 10<sup>th</sup>.** Gather at Oxford and Center Streets at 5:30pm for the March, or join the rally in front of Old City Hall (2134 MLK) at 6:30pm.

### Join or renew your membership. Yes! I'll help BCA maintain a progressive presence!

Each mailing costs about \$300. Please send us your email address with your membership fee. You are also welcome to renew your membership on our website and pay by Paypal.

Name: \_\_\_\_\_

Annual Membership \$35

Email: \_\_\_\_\_

Low-Income Membership \$10

Mailing Address \_\_\_\_\_

One-Time Contribution \$ \_\_\_\_\_

City \_\_\_\_\_ ZIP \_\_\_\_\_

Monthly sustaining pledge:

Phone: \_\_\_\_\_

\$25 \_\_\_\_\_ \$10 \_\_\_\_\_ \$ \_\_\_\_\_

I would like to participate in the following:

☐ Steering Committee ☐ Organize Education forums ☐ Maintain Web Page and Newsletter ☐ Outreach

Other: \_\_\_\_\_

Send to your membership form & money to BCA, P.O. Box 9932, Berkeley, CA 94709 • Call: (510) 982-6528  
Web: [www.BerkeleyCitizensAction.org](http://www.BerkeleyCitizensAction.org) • Email: [BerkeleyCitizensAction@gmail.com](mailto:BerkeleyCitizensAction@gmail.com) • Join BCA on Facebook

## Action items scheduled for

### February 10<sup>th</sup> City Council meeting:

**Action Item # 8 Berkeley Police Department Use of Police In-Vehicle and Body-Worn Cameras**, Action Item # 8, from Councilmembers Moore, Arreguin, and Maio would direct the City Manager to develop a plan to implement the use of dash and body cameras for Berkeley police.

**Item # 9, Support the National Demands by Ferguson Action**, from Councilmember Arreguin asks the city to endorse the National Demands from Ferguson; advocate for changes to the county District Attorney policy to investigate all in-custody deaths, and issue a statement of concern and support for people of color and their families who have been affected by injury or death by law enforcement agencies. 2

**Item # 10, Review of policies for Crowd Control, Mutual Aid and Use of Force by police.** This item, also from Councilmember Arreguin asks the Police Review Commission (PRC) and City Manager to review and recommend changes to police actions, modeled after Oakland and San Francisco Police Departments' crowd control policies; and address issues raised with police response to the December 6<sup>th</sup> Ferguson protests.

It would also declare a moratorium on chemical tear gas, non-lethal weapons, and over-the-shoulder baton strikes in crowd situations, until an investigation is conducted on police response to the December 6<sup>th</sup> protests, and the above review is completed.

**Item #11: Independent investigation into police response to the Berkeley Ferguson protests on December 6<sup>th</sup>**, also from Arreguin, would refer to the Police Review Commission to initiate an independent investigation. The item directs the commission to return to Council with its findings no later than six months from the date of adoption of the item. The item also empowers the commission to produce documents and witnesses in order to conduct the investigation, including the use of subpoena power if necessary to gather necessary information for the investigation.

**Item # 14:** Finally the council plans to discuss and prioritize action items identified at their January 20th worksession.

## Peace & Justice Commission

### Recommendations to Council

The following is an unofficial summary of the recent recommendations by the Peace & Justice Commission to council regarding policing policies and racial justice.

- Freeze—and then abolish—use of teargas, projectiles, and over-the-head baton strikes in crowd management
- Ban physical assaults on members of the media.
- Require that mutual aid agencies meet our standards of conduct and equipment
- Ban undercover officers from covering faces; enforce ban on officers covering their badges
- Strengthen PRC to the full extent allowed by law
- Press for independent prosecutors to investigate and prosecute crimes by police
- Immediately implement Fair and Impartial Policing policy, demographic data collection and reporting
- Acknowledge community testimony demonstrating pattern of race-based encounters and disrespect particularly to African American youth. Independently study the experiences of communities of color with the police. Review 2013 NAACP Town Hall recommendations for potential action items.
- Review the purpose and practice of the Drug Task Force compared to constitutional protections
- Ban military weaponry and equipment in the BPD, evaluate police tactics for militarism, examine purpose and practice of Urban Shield, take great caution with Taser initiative, move toward community-based alternatives to law enforcement and incarceration, opt out of NCRIC intelligence fusion center, review all forms of surveillance
- Review recommendations in People's Investigation of In-Custody Death of Kayla Moore, including extension of mental health services to replace police as first responders in mental health crises
- Create a community consultation to deepen these recommendations and to craft a Racial Justice Plan for Berkeley; address racial disparities, disenfranchisement, disempowerment, and discrimination. The fields of health, housing, employment, education, environment, and law enforcement must be covered.

**Berkeley Citizens Action**  
**A multi-partisan Political Action Club**  
**P.O. Box 9932**  
**Berkeley, CA 94709**  
**Address Correction Requested**

**Please keep your BCA Membership current.**

**If our records are incorrect please let us know.**  
**Thank you for your support.**

Since it was founded in 1974, Berkeley Citizens' Action has worked to create an inclusive, just, and compassionate community. Our goal today is to protect and build upon what is valuable, historic and wonderful about Berkeley's past as a progressive city and to ensure that we will remain a model for the rest of the country in such areas as the environment, livable wages, affordable housing, social justice, diversity, and nonviolence.

BCA currently focuses on helping voters understand the issues, getting out the vote, helping progressive candidates get elected and progressive measures get passed, and working to defeat measures that would increase intolerance, injustice, and inequality.

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### **Calendar these important Dates:**

#### **City Council addresses policing policies**

**Tuesday, February 10<sup>th</sup> 7 pm**

Join the March at Oxford and Center at 5:30pm or the Rally to end the war on Black communities at Old City Hall (2134 MLK) at 6:30pm

#### **BCA #BlackLivesMatter Forum**

**Saturday, February 21, 1:30-4:30 pm**

South Berkeley Senior Center



## **Support the National Demands by Ferguson Action**

- The De-militarization of Local Law Enforcement across the country
- A Comprehensive Review of systemic abuses by local police departments, including the publication of data relating to racially biased policing, and the development of best practices.
- Repurposing of law enforcement funds to support community based alternatives to incarceration and the conditioning of DOJ funding on the ending of discriminatory policing and the adoption of DOJ best practices
- A Congressional Hearing investigating the criminalization of communities of color, racial profiling, police abuses and torture by law enforcement
- Support the Passage of the End Racial Profiling Act