City Hall
3300 Capitol Ave, PO Box 5006, Fremont, CA 94537-5006
www.fremont.gov

Human Relations Commission Agenda

The Human Relations Commission (HRC) is a citizen commission appointed by the Fremont City Council. Human Relations Commission business is conducted in a public forum and operates within the provisions of the Brown Act. Information on the Brown Act may be obtained from the City Clerk's office at 3300 Capitol Avenue (phone 284-4060).

Pursuant to State of California Executive Order N-29-20 dated March 17, 2020, regarding the COVID-19 pandemic, the Human Resources Conference Room will not be open for the June 15, 2020 meeting of the Human Relations Commission. The meeting will be conducted remotely via Zoom.

The Public may watch and/or participate in the public meeting by joining the meeting through the Zoom Videoconference link provided below. The public may also join the meeting by calling the below listed teleconference phone number. Further instructions on how to make public comments throughout the videoconference or teleconference will be provided at the meeting.

If you are an individual with a disability and need a reasonable modification or accommodation pursuant to the Americans with Disabilities Act ("ADA"), please contact the Recording Secretary at lflores@fremont.gov or 510-574-2040 at least 24 hours prior to this meeting for assistance.

HOW TO JOIN OR MAKE A PUBLIC COMMENT ONLINE OR BY PHONE: The meeting will begin at 7:00pm PST. Whether you participate online or by phone, you may wish to "arrive" early so that you can address any technology questions prior to the start of the meeting.
ONLINE: https://zoom.us/j/99792823019?pwd=V01SbFNYbFlrTmZoVTl1WkE3V2RWQT09
Password: 056875

When prompted, download and run the Zoom software on your computer. If you have not used Zoom on your computer before you may want to join the call 15 minutes early to test your configuration. Someone will be in the conference at that time to help you.

BY PHONE: US: +1 669 900 9128 Webinar ID: 997 9282 3019 Password: 056875,
International numbers available: https://zoom.us/u/auVygbnmV

General Order of Business

1. Secretary Check for Quorum
2. Call to order – 7:00 p.m.
3. Roll call
4. Approval of Minutes
5. Oral Communications
6. Written Communications
7. Announcements
8. Consent Items
9. Old Business
10. New Business
11. Commission Referrals
12. Committee Reports
13. Staff Reports
14. Referral to Staff
15. Adjournment

Order of Discussion

Generally, the order of discussion after introduction of an item by the Chair will include comments and information by staff followed by Human Relations Commissions questions, inquiries or discussion. The applicant, authorized representative, or interested citizens may then speak on the item. At the close of public discussion, the item will be considered by the Commission and action taken.

Oral Communications

Any person desiring to speak on a matter which is not scheduled on this agenda may do so under Oral Communications. The Human Relations Commission will take no action on an item which does not appear on the agenda. The item may be agendized for the next regular meeting or at a special meeting called in accordance with the terms of the Brown Act. The Human Relations Commission may establish time limits of presentations.

Information about the City or items scheduled on the Agenda may be referred to:

Suzanne Shenfil, Director
Human Services Department
3300 Capitol Ave
Fremont, CA 94538
(510) 574-2051

Arquimides Caldera, Deputy Director
Human Services Department
3300 Capitol Ave.
Fremont, CA 94538
(510) 574-2056

Your interest in the conduct of your City's business is appreciated.

Human Relations Commission	City Staff
Feda Almaliti Dharminder Dewan - Vice Chair Tejinder Dhami Dr. Sonia Khan Lance Kwan Patricia Montejano Julie Moore - Chair Shobana Ramamurthi Cullen Tiernan	Suzanne Shenfil, Human Services Director Arquimides Caldera, Deputy Human Services Director Laurie Flores, Recording Secretary

Mission Statement

The City of Fremont's Human Relations Commission (HRC) strives to prevent discrimination and ensure that the rights of all individuals and groups in Fremont are protected under the law. The HRC promotes, supports, and helps create a compassionate community environment where diversity is honored and respected, neighbors reach out and support each other, and the most vulnerable receive services; to allow all a high quality of life in a community where we live, learn, work, and play in peace and harmony.

AGENDA
HUMAN RELATIONS COMMISSION
REGULAR MEETING
MONDAY, JUNE 15, 2020
7:00 P.M.

1. SECRETARY CALL FOR QUORUM

2. CALL TO ORDER

3. ROLL CALL and
Call for A Moment of Silence in Respect and Mourning for George Floyd a member of the African American Community whose Life was ended by, uncalled for, Police Force

4. APPROVAL OF MINUTES

Approve May 18, 2020 Minutes

5. ORAL COMMUNICATIONS

6. WRITTEN COMMUNICATIONS
6.1 Email communications regarding peaceful protests

7. ANNOUNCEMENTS

8. CONSENT ITEMS

9 OLD BUSINESS

10 NEW BUSINESS (Items on which the Commission has not yet had an agendized discussion or taken action)

10.1 Black Lives Matter Demonstrations and Protests Against Institutional Racism

BACKGROUND: The HRC's mission states that the role of the Commission is to "strive to prevent discrimination and ensure that the rights of all individuals and groups in Fremont are protected under the law."

To this end, in 2015, the HRC initiated the Emerging Leaders Racial Equity Program, which brought together diverse community members who were leaders or had potential to become community leaders, to discuss the topic of Racial Equity in Fremont.

At that time, communities around the United States had experienced increased racial tensions, punctuated by large protests movements around the deaths of young black men, including Oscar Grant in Oakland, Trayvon Martin in Sanford, Florida and Michael Brown in Ferguson, Missouri. In July 2015, a

New York Times / CBS News Poll showed that approximately 62% of Americans thought that race relations in the United States were generally bad, and only 20% thought that race relations in the United States were getting better. These national trends, as well as closer regional examples of racial discord, sparked the City's Human Relations Commission (HRC) to ask whether Fremont is immune from these issues. Complicating the race issue is the fact that Fremont is incredibly diverse, which means that there may be underlying religious, ethnic, and cultural tensions as well. Some of these have manifested in our community after 9/11. After considering several ideas about how to begin to address these concerns, the Human Relations Commission decided to assemble a diverse group of emerging community leaders to begin a dialogue on these crucial topics.

In January 2016, a 2-day Emerging Leaders Racial Equity Leadership Retreat was held. The purpose of this retreat was three-fold:

1) To develop a sense of connection and lines of communication amongst a multiracial group of emerging leaders in Fremont,

2) To increase knowledge of what it takes to build a diverse and equitable community, and

3) To generate momentum toward equity-based leadership in Fremont.

In May 2017, a second 2-day retreat was held, based on the interest of the group, to have a dialogue with the Police Department to better understand police policies on a variety of issues such as racial profiling, use of force etc. A full report and recommendations from these dialogues are enclosed.

Precipitated, now, by the recent death of George Floyd in Minneapolis, demonstrations and protests have taken place both locally and nationally with protesters demanding that systemic racism and white supremacy be addressed in institutions such as, but not limited to, law enforcement, education, media, and housing. Community members in Fremont have held multiple gatherings demanding equity, social justice, and a rethinking of how law enforcement services are delivered. With the adoption of the City budget on June 9, 2020, demands have been made that more resources be diverted to address root causes of discrimination and poverty, and that more support be provided for dealing with issues such as mental illness, education and homelessness.

This evening, Commissioners are prepared to hear from the community about their ideas to reduce the impacts of institutional racism in our community and to strengthen Human Service Department efforts to support community members with mental illness, to end homelessness and poverty and the Commission's interest to promote equity and social justice for all members of our community.

RECOMMENDATION: Hear from the community about their ideas to reduce the impacts of institutional racism in our community and to strengthen Human Service efforts to support community members with mental illness, to end homelessness and poverty and to promote equity and social justice for all members of our community.

ENCLOSURE: 10.1.1 Emerging Leaders for Racial Equity, Community & Police Dialogue Report

10.2 Consider Exploration of City of Fremont Participation in the Local Government Alliance on Race and Equity (GARE)

BACKGROUND: GARE's Membership Network is composed of over 80 jurisdictions at the forefront of local and regional government's work to advance racial equity. The organization provides training, examples of best practices and tools for Racial Equity and Getting to Results. Information and training can be applied across the Fremont governmental organization. GARE also provides tools to increase the capacity of people of color to strengthen their communities and determine their own future and that of their neighborhoods. GARE hosts informational sessions to better understand the work of their organization on the 3rd Tuesday of every month and on the 1st Thursday of the month. Upcoming sessions will be held on June 16 from 10-11:30 am PST and on July 2 from 12:30-2pm PST.

RECOMMENDATION: Select Commission members to participate in GARE Informational session to assess if this organization could help the City of Fremont address Racial Equity issues. Return at July Commission meeting to discuss and, if agreed, make a recommendation to the City about joining and participating in this organization.

10.3 Encourage continuation and potential expansion of the Fremont Mobile Evaluation Team (MET) serving both Mentally Ill and Homeless residents of Fremont.

BACKGROUND: At the June 9 budget presentation a number of residents expressed interest in a greater investment in services to those who have mental illness and who are homeless in the City. The City's MET program currently bridges the work of two city departments, the Police Department and the Human Services Department along with Washington Hospital by teaming a Police Officer from the Fremont Police Department, (supervised by a Police Sergeant), a Crisis Intervention (Mental Health Specialist) from Human Services and a Medical Social Work Clinician (LCSW) from Washington Hospital. The team has effectively worked together to not only intervene but support individuals with mental illness and their families when calls are made for 5150's. They have also worked to connect members of the homeless

community to a variety of resources including food, health care, mental health and substance abuse treatment, temporary and permanent housing. Members of the team bring multiple skill sets and resources to the work of the team. Unfortunately, the team has faced challenges this year with limited funding and the advent of Covid-19 which required re-deployment of personnel.

RECOMMENDATION: Encourage the City to fully fund and or even consider expansion of the MET team in working with both mentally ill and homeless persons in Fremont. Report outcomes and lessons learned through this interdepartmental model.

11. <u>COMMISSION REFERRALS</u> (Referrals from the City Council to the Commission)

12. <u>COMMITTEE REPORTS</u>

12.1 Financial Resources Committee to fund HRC sponsored events

COMMITTEE BACKGROUND: Chair Moore, Vice-Chair Dewan, and Commissioner Ramamurthi work to create and implement a sustainable fundraising strategy for HRC sponsored events.

The Committee will report out about the request from MADD funders to shift their funding to HNC beautification projects. Cargill ($2,500) and the 4 elected officials that funding both Parades and MADD in 2019 agreed to shift their funds.

RECOMMENDATION: Receive update and take action as needed

12.2 LGBTQ Committee

COMMITTEE BACKGROUND: The LGBTQ Committee includes Commissioners Kwan, Montejano, Almaliti, and Dhami.

The Pride flag is being flown at Fremont City Hall for the month of June. On June 9, 2020, the City Council presented the proclamation recognizing June 2020 as Pride Month.

Both the Fremont 4th of July and San Francisco Pride parades have been cancelled. The Committee will present ideas on how to participate.

RECOMMENDATION: Receive updates from Committee and take action as needed to participate in Pride celebrations.

12.3 Ad Hoc Committee Reports

12.4 Liaison Reports

12.4.1 Union City HRC: Commissioner Tiernan is the HRC's liaison for the Union City HRC.

RECOMMENDATION: Receive update

12.4.2 FRC CAEB: Vice-Chair Dewan is the HRC's liaison for the FRC CAEB.

RECOMMENDATION: Receive update

12.4.3 FUSD: Commissioner Khan is the HRC's liaison for FUSD.

RECOMMENDATION: Receive update

13 STAFF REPORTS

13.1 Attendance Summary (Enclosure 13.1.1)

13.2 Calendar (Enclosure 13.2.1) of HRC regular/special meetings and events.

13.3 Human Services Department's Updates during the Shelter in Place, in response to the COVID-19 Pandemic

BACKGROUND: The City of Fremont closed offices to the public on March 17, 2020, in compliance with Alameda County's Health Order to Shelter in Place, due to COVID-19. Essential services have been ongoing since March 17, with modifications to ensure staff and client safety. Below are updates to the Department's services since the May 18 HRC meeting :

- Continue telemedicine and counseling services via Doxy.me
- Filled 10 more rooms, with 13 unsheltered/high risk people, at the Islander
- Continued meal distributions at the Senior Center, Islander and encampment near Isherwood
- Placing handwashing stations and porta -potties throughout the City to serve homeless encampments
- Refer unsheltered residents into hotel units procured for medical intervention and shelter.
- Continue the CleanStart program and additional showers through the Senior Center
- Expanding the CleanStart program into Union City starting in July
- Outreaching to seniors and providing frozen meals through our Senior Center

- 4 test sites with the Fire Department, testing over 80 low income households, or households experiencing homelessness
- Preparing to launch a Fremont Cares Rental Assistance Program and a Grant program to assist Fremont Small Businesses

The Human Services Department sought grant funding and community donations to serve those experiencing homelessness and low-income seniors and families.

RECOMMENDATION: Receive service update from Director Shenfil

14. **REFERRALS TO STAFF** (a request to have items placed on a future Commission agenda as an item of new business. A vote against means it will be dropped without consideration).

15. **ADJOURNMENT**

City Hall
3300 Capitol Ave, PO Box 5006, Fremont, CA 94537-5006
www.fremont.gov

MINUTES
HUMAN RELATIONS COMMISSION
REGULAR MEETING
MONDAY, MAY 18, 2020
TRAINING ROOM
3300 CAPITOL AVE., BUILDING B
FREMONT, CALIFORNIA
7:00 P.M.

1. SECRETARY CALL FOR QUORUM

2. CALL TO ORDER

3. ROLL CALL

Present: Chair Moore, Vice Chair Dewan, Commissioners Almaliti, Dhami, Khan, Kwan, Ramamurthi, and Tiernan

Absence: Commissioner Montejano

4. APPROVAL OF MINUTES

May 18, 2020 Minutes: Vice Chair Dewan motioned to approve the May minutes. Commissioner Kwan seconded the motion. The motion passed as follows:

Yes	No	Abstain	Absent
Kwan		Khan	Almaliti
Dewan			Montejano
Dhami			
Ramamurthi			
Moore			
Tiernan			

Commissioner Almaliti joined the meeting at 7:07 pm.

5. ORAL COMMUNICATIONS

6. WRITTEN COMMUNICATIONS

7. ANNOUNCEMENTS

7.1 Spring Fling Virtual Garden Party on May 29th, proceeds from the Garden party benefit the PUN (Personal Urgent Need) Fund for low income seniors in the Tri Cities.

8. CONSENT ITEMS

9 OLD BUSINESS

10 NEW BUSINESS (Items on which the Commission has not yet had an agendized discussion or taken action)

10.1 Housing Navigation Center Update

Anna Guiles, Management Analyst, presented an update on the construction of the Housing Navigation Center. An opening will be scheduled in mid-July 2020.

10.2 MADD 2020

Commissioner Kwan motioned to adopt the recommendation, diverting MADD donations to the purchase of planters for the Housing Navigation Center. Commissioner Ramamurthi seconded the motion. The motion passed as follows:

Yes	No	Abstain	Absent
Kwan			Montejano
Dewan			
Dhami			
Ramamurthi			
Moore			
Khan			
Tiernan			

It was confirmed that no Pride parade donations are being diverted.

11. COMMISSION REFERRALS (Referrals from the City Council to the Commission)

12. COMMITTEE REPORTS

12.1 Financial Resources Committee to fund HRC sponsored events

The Committee reported out from their March 10, 2020 meeting. Pride parade donations will support efforts to celebrate virtually. The MADD donations will be diverted to Housing Navigation Center planters.

12.2 LGBTQ Committee

The Committee will explore ways to participate virtually in Pride parade celebrations. Some ideas include a car parade and photo or video submissions. The Commission referred a proclamation, to City Council, recognizing June as

Pride month for 2020, and requested that both the Pride rainbow flag and Transgender flag, be flown all month at City Hall. Parade materials are still being stored at the warehouse on Dusterberry and Peralta. Staff will continue work on finding an alternative location to store materials.

12.3 Ad Hoc Committee Reports

12.4 Liaison Reports

12.4.1 Union City HRC

Commissioner Tiernan will look for ways to help and partner with Union City for Pride celebrations.

12.4.2 FRC CAEB

Vice Chair Dewan will attend the May 19, 2020 meeting and report back at the June HRC meeting.

12.4.3 FUSD

Commissioner Khan reported the partnership is on stand-by due to FUSD budget cuts. The District lost staff focused on equity and health. She is resourcing ways to reach out to students, and engage especially around mental health issues and increase of domestic abuse.

13 STAFF REPORTS

13.1 Attendance Summary (Attachment 13.1)

13.2 Calendar (Attachment 13.2) of HRC regular/special meetings and events.

13.3 Human Services Department's Updates during the Shelter in Place, in response to the COVID-19 Pandemic

Staff provided an update on services provided by, and donations raised for, the Human Services Department, during the COVID-19 pandemic.

13.4 Update on Proposed Changes to AC Transit Lines Serving the Central Park/Senior Center and the Gurdwara

Staff provided the update that it is unclear what service will change to existing lines and bus stops in Fremont.

14. **REFERRALS TO STAFF** (a request to have items placed on a future Commission agenda as an item of new business. A vote against means it will be dropped without consideration).

15. **ADJOURNMENT**

Commissioner Tiernan motioned to adjourn. Commissioner Kwan seconded the motion. The motion passed as follows and the meeting adjourned at 8:38PM.

Yes	No	Abstain	Absent
Kwan			Montejano
Dewan			
Dhami			
Moore			
Khan			
Ramamurthi			
Tiernan			
Almaliti			

6.1

Laurie Flores

From: Michele G Berke[redacted]
Sent: Tuesday, June 2, 2020 5:32 PM
To: Lily Mei; Police Chief; HRC
Subject: Peaceful protest

Dear Mayor Mei, Police Chief Peterson, and the HRC,

I recognize that this is a highly charged time and that the Fremont Police and City are doing their best to provide security to all of its residents. I recently returned from the peaceful protest at Fremont PD. As I stood with my HRC-created sign, "Fremont stands united against hate", I was dismayed.

The crowd asked those standing outside to take a knee. My sadness is that not only did that not happen, but the officers standing in the front stood quietly without any gesture that could have indicated 'we're all in this together'. It would have been an opportunity to show respect and solidarity with the citizens that stood (and then kneeled) before them. It would have shown how the police stands (or kneels) united with its community against hate. It would have been the chance to connect and create allies rather than enemies.

As I was leaving, I was struck by two things:
On the side of the building there was a lone police vehicle with two officers (Singh and Liu, I believe). We engaged in a thoughtful conversation about why this was happening. They thoughtfully shared their perspective and explained the concerns of the police. As I walked away, I thought to myself that the respectful conversation I just had could have happened with the police and people who stood in the front. And what a difference that could have made.

The second thing that happened: I continued to walk and then was passed by several armored and special response vehicles. I stood with my sign and most of the individuals in the vehicles waved. In that instance, no conversation happened but I felt there was respect happening there that again, could have (should have) been happening out front. And what a difference that could have made.

Of course I was then alarmed about why those vehicles were moving towards the front and hoped that the peaceful protest was not going to turn violent.

As I stood in the dust from the vehicles, still holding my Fremont Stands United Against Hate sign, I had tears in my eyes. This, to be divided, is not who we are as a community. I'm saddened by what I witnessed.

My hope is that there is another opportunity to demonstrate how the Police Department and the City all do, in fact, stand united against hate.

Thank you,
Michele Berke
Fremont resident

6.1

Laurie Flores

From: Damon Timm [redacted]
Sent: Thursday, June 4, 2020 7:33 PM
To: Lily Mei; Police Chief; HRC
Subject: Peaceful protest - Tuesday

To: Mayo Mei, Chief of Police Peterson

I attended the peaceful protest in the early afternoon in Fremont on Tuesday of this week (06/02/2020) with my partner and two children (8 and 10). We have lived here since 2013 and my son attends the school for the Deaf. I am a white male, of forty years of age.

It was a very powerful experience to watch and join this protest on Tuesday. I feel strongly about true, meaningful, reform of police and judicial practices to end the ongoing racial injustice that Black people suffer in this country. I know this is a terrifically diverse community where white people (such as myself) are in the minority. But this does not give us a "pass" in this instance: not as members of the police or of members of this community.

I don't think I need to explain to you how insidious racism, sexism, or homophobia is on an institutional level. The suffering and pain of the Black and brown community of police treatment is justified. The anger, vitriol, and spite that is currently targeted at law enforcement is surely frightening for the people wearing the uniform.

But it is justified.

This is a time when the police and politicians need to bow heads, take knees, and bear witness to this suffering. Across the country, there are some shining examples of this in communities and towns (officers lowering their riot gear and marching alongside community members—taking a knee and sharing moments of silence) which stand in sharp contrast to the other side of this coin: police instigating violence and harm on peaceful protesters.

While my family and I were at quite a distance at the end of the protest, it was so sad for me to see that our own Fremont officers and the Mayor did not meet the protesters with knees bent and heads down. It was not the symbolism I had hoped for.

For centuries the police have driven Black people to their knees by force; during this time of national reckoning, the very least we can do is voluntarily offer this tribute to what has happened—and as a sign of our commitment to a better future. It is a simple, kind, and thoughtful act you can undertake to show solidarity for the suffering of the people in your community.

The next time we march I hope to see you alongside the peaceful protesters. Please lower your guard. Let the community heal. Listen to those angry voices without reproach or defense. They are hurt and hurting. Let's change this together.

Damon Timm
[redacted]

Community and Police Dialogue

Recommendations Report | City of Fremont

Participants

Emerging Racial Equity Leaders & Police Officers & Staff

Facilitators

Tyrone Botelho and Tiffany Hoang

May 2nd & 16th, 2017

CircleUp Education

City of Fremont

East Bay Community Foundation

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1.

The HRC And How We Got Here

Community and Police Dialogue Participants

Top Row: Victoria Quintania, Arquimides Caldera, Lt Matt Snelson, Sgt Brian Shadle, Ofc Reginald Candler, Sgt Matt Bocage, Ofc Mandy Singh, Gregory Pierce, Charles, Liu, Zaphir Shaiq, Aisha Wahab, Tiffany Hoang.
Bottom Row: Janine Kinsey, Sargeant Julie Cochran, Ish Amitoj Kaur, Pauline Weaver, Tyrone Botelho.

Bringing Racial Equity To The Forefront

"In less than a decade, communities around the United States have experienced increased racial tensions, punctuated by large protests movements around the deaths of young black men, including Oscar Grant in Oakland, Trayvon Martin in Sanford, Florida and Michael Brown in Ferguson, Missouri. In July 2015, a New York Times / CBS News Poll showed that approximately 62% of Americans thought that race relations in the United States were generally bad, and only 20% thought that race relations in the United States were getting better. These national trends, as well as closer regional examples of racial discord, sparked the City's Human Relations Commission (HRC) to ask whether Fremont is immune from these issues. Complicating the race issue is the fact that Fremont is incredibly diverse, which means that there may be underlying religious, ethnic, and cultural tensions as well. Some of these have manifested in our community after 9/11. After considering several ideas about how to begin to address these concerns, the Human Relations Commission decided to assemble a diverse group of emerging community leaders to begin a dialogue on these crucial topics."

("Racial Equity Leadership Report Fremont Emerging Racial Equity Leaders Program Summary Report," 2016.)

The Human Relations Commission

The City of Fremont's Human Relations Commission (HRC) promotes and helps create a community environment in which all men, women and children, regardless of race, religion, national origin, gender, disability or sexual orientation, may live, learn, work and play in harmony.

The Emerging Racial Equity Leaders

In 2015, the HRC began the Emerging Racial Equity Leaders Group. The intention of this group was to begin a series of discussions to better understand the local climate of equity through the perspectives of diverse emerging leaders in Fremont. The Human Relations Commission and the Human Services Department recruited an ethnically and racially diverse group of individuals to be a part of the City's first cohort of Racial Equity Leaders. Out of 14 applicants, 11 were selected based on their passion for serving the community, their demonstrated commitment to promoting equity in Fremont, and their influence among diverse groups living and/or working in Fremont.

The Emergence of the Community and Police Dialogue

In January 2016, the Emerging Racial Equity Leaders were asked to participate in a 2-day Leadership Retreat in order to: 1) Develop a sense of connection and lines of communication amongst a multiracial group of emerging leaders in Fremont, 2) increase knowledge of what it takes to build a diverse and equitable community, and 3) generate momentum toward equity-based leadership in Fremont.

In the process of getting to know one another and understanding different perspectives impacting racial inequity in Fremont, one topic that arose was the perception of law enforcement amongst the community. The Emerging Racial Equity Leaders expressed a desire to learn more about law enforcement in Fremont, and felt that it would be beneficial to engage in a more intimate dialogue with the City's police force.

In September 2016, The Human Relations Commission and the Human Services Department approached CircleUp Education requesting its services to design and facilitate a Community and Police Dialogue between the Emerging Racial Equity Leaders and Police Officers and Staff. CircleUp Education was chosen for their expertise facilitating dialogues on topics related to diversity, equity, race, gender, implicit bias, and discrimination, as well as their experience training law enforcement organiza-tions in cities such as the City of Oakland and the City and County of San Francisco.

Concurrently, the City began discussions with East Bay Community Foundation (EBCF) staff about the purpose and desired outcomes of the planned dialogue. In December 2016, EBCF generously agreed to provide financial support for the dialogue. We would like to express our sincerest gratitude to the East Bay Community Foundation for their support of this project. Without this support, the dialogue would not have been possible.

The Community and Police Dialogue Participants

Emerging Racial Equity Leaders: Janine Kinsey, Gregory Pierce, Aisha Wahab, Pauline Weaver, Ish Amitoj Kaur, Zaphir Shaiq, Charles Liu, Quimi Caldera, Victoria Quintana

Fremont Police Department Participants: Lt. Matt Snelson, Sgt. Julie Cochran, Sgt. Matt Bocage, Ofc. Mandy Singh, Ofc. Reggie Chandler

2.

About CircleUp Education

Changing The Way Communities Thrive

CircleUp Education is a social enterprise whose mission is to cultivate thriving, equitable, and stress-free cities, schools and organizations. This is done through designing engaging client-tailored trainings, workshops, and coaching sessions that combine innovative learning techniques, industry-specific data and eye-opening simulations that invoke deep learning and memorable outcomes.

Our Areas of Expertise

- Restorative Practices Implementation, Strategies and Approaches
- Diversity, Equity and Implicit Bias
- Conflict Resolution
- Police and Community Dialogues
- Staff Retreats
- Management Training and Development
  Learn More at www.circleped.org

A Handful Of Our Very Satisfied Clients

City of Oakland

City of Fremont

City & County of San Francisco Adult Probation Department

City of Union City

Municipal Management Association of Northern California

City of Hayward

San Mateo County Office of Education

University of California, Berkeley

University of Arizona

Our Family Coalition

Meet CircleUp Education's Facilitators

Tyrone Botelho | Co-Founder

Tyrone Botelho is a Conflict Resolution, Restorative Practices, Equity, and Workplace Culture trainer with over 8 years of experience. Tyrone has developed and delivered tailored solutions to support cities, schools, and organizations with employee relationship building, equity, implicit bias, discrimination awareness, and restorative alternatives to harm and conflict. Prior to founding CircleUp Education, Tyrone served as program manager and program design and facilitation consultant for several nonprofit and educational institutions in need of curriculum, facilitation, and community engagement support.

Tiffany Hoang | Co-Founder

Tiffany Hoang is a Restorative Practices, Equity, and Conflict Resolution trainer with a strong background in developing curriculum, coaching personnel, and facilitating hybrid practices that embrace equity and inclusion. Tiffany brings quality experience building programs and delivering consulting services that create positive culture and climate with clients in industries ranging from schools and universities to cities and social service agencies. She has served in project manager roles in schools, cities, and nonprofit organizations and has successfully implement programs that cultivate workplace harmony and prevent conflict.

2.

Summary Of Report

Emerging Racial Equity Leaders and Police Officers Dialogue

Relationship Building, Implicit Bias Awareness, & Structured Panel Discussions

Facilitated by Tyrone Botelho and Tiffany Hoang

The Needs

The Emerging Racial Equity Leaders

The Emerging Racial Equity Leaders (EREL), who are a microcosm of the diverse communities in the City of Fremont, wanted the opportunity to ask questions and learn more about police visibility in neighborhoods, police and community engagement, immigration policies and practices, police responses to crime, racial diversity within the police force, and police training programs. The EREL also wanted an opportunity to build deeper personal relationships with police officers and collaborate on ways to work together to enhance communication between the Fremont's communities and police officers.

The Fremont Police Department

The Fremont Police Department (FPD) wanted the opportunity to share with the EREL their community outreach programs and local policies and practices that the department has implemented to deepen community relationships and address concerns around equity and safety in the community. The FPD also wanted the opportunity to educate the EREL on measures and propositions that directly impact community safety and have the opportunity to invite subject matter experts from the police department to answer questions that the EREL and their communities have about specific topics related to policing in Fremont.

The Results

As a group, both the police officers and Emerging Racial Equity Leaders were overwhelmingly pleased with the insightful and informative dialogue sessions. Participants enjoyed the respectful engagement and felt more connected with one another afterwards. Participants were very satisfied with the overall experience:

The Experience?

...100!

100% of participants **AGREED** that they felt safe sharing during the dialogue rounds.

100% of participants **AGREED** that the relationship building activities were a great way to get to know one another.

100% of participants were **SATISFIED** with the facilitators AND the dialogue experience.

100% of participants **AGREED** that they would like to participate in more community police dialogue sessions.

94% of participants **AGREE** that they feel a stronger sense of community with the other participants.

The Approach

STRATEGY ONE

Build Relationships First, Then Engage In Dialogue.

CircleUp Education's facilitators allocated a total of 2.5 hours for relationship building during the dialogue process. Both police officers and community members saw the value in taking the time to develop trust and safety by establishing dialogue agreements and participating in well thought out relationship building activities before the main dialogue sections occurred.

STRATEGY TWO

Rethink Panel & Small Group Discussions With Safety In Mind.

Participant safety was paramount to the success of this Police and Community Dialogue experience. CircleUp Education's facilitators created a two-part structured panel that allowed police officers and specialists within the Police Department to answer questions that the Emerging Racial Equity Leaders prepared ahead of time. During both days, everyone engaged in structured small group discussion panels where they had the chance to dive deeper into the discussion topics using a more informal and organic conversational approach.

STRATEGY THREE

Address The "Elephants In The Room" Beforehand.

CircleUp Education's facilitators knew that there could be several "Elephants" in the room, or uncomfortable feelings or reservations that could present themselves during the dialogue session if not addressed beforehand. The facilitators made sure to create opportunities prior to the dialogue sessions for participants to voice their concerns and brainstorm solutions to problems that could arise during the process. This was one of several factors that created a safe space for participants to share openly and participate fully during the dialogue.

STRATEGY FOUR

Modify The Dialogue Structure As We Go.

CircleUp Education's facilitators used a flexible and adaptable dialogue design model that enabled their experienced trainers to rapidly modify and improve the experience in real-time. CircleUp made 20 modifications to the dialogue structure during the sessions, including substantial adjustments between Day 1 and 2 based on the participants' feedback.

Facilitator Recommendations

RECOMMENDATION ONE

Develop Common Language To Discuss Diversity & Equity Issues

We highly recommend that both police officers and the Emerging Racial Equity Leaders explore opportunities to learn more about the intersectionality of privilege, internalized discrimination, institutionalized prejudices, conscious and unconscious discrimination, and implicit bias.

RECOMMENDATION TWO

Enhance Communication Skills Before Engaging in Dialogue

We recommend that participants in future sessions have the opportunity to develop specific communication and interpersonal skills that will assist them during the dialogue process. These include learning the art of asking both close and open-ended questions, developing conversation skills to address stereotypes and prejudice, and listening skills to ensure that participants fully absorb the content and stories being shared.

Participant Recommendations

RECOMMENDATION ONE

Allocate More Time For The Dialogue

CircleUp Education's facilitators, the EREL, and police officers all strongly recommend that future sessions be much longer, especially both the moderated and panel discussions. This will help provide more time to deepen trust, build relationships, and develop the necessary diversity or communication skills that are essential for an effective dialogue.

RECOMMENDATION FOUR

Expand and Continue the Conversation

Participants recommend that conversations between current dialogue members continue both formally and informally. They also recommend that another dialogue be scheduled and expanded to include representatives from the Fremont Unified School District and the District Attorney's Office. Participants would like to include additional stakeholders in the conversation in order to develop a deeper understanding of racial equity issues, and possible solutions that could have a positive impact on Fremont.

3.

The Community and Police Dialogue Practice

What are Police and Community Dialogues?

Police and Community Dialogues are structured conversations between community leaders, citizens, and police officers with the intention of clarifying misunderstandings, deepening relationships, and exploring solutions to issues impacting policing, community trust, and safety in a city.

Is This Process Safe and Inclusive?

These dialogues begin by establishing norms and agreements based on the needs of each participant. The process of creating norms and agreements allows trust and safety to be built among participants, which becomes the foundation of a productive and respectful dialogue experience. Throughout the dialogue, participants support one another in upholding these agreements with the skilled support of CircleUp Education's facilitators. The discussions, reflections, and activities in the dialogue are tailored specifically to the needs of the participants using approaches that allow everyone to feel valued and appreciated. Our facilitators ensure that both police officers and community members have the chance to express themselves, be heard, and feel respected throughout the process. Our facilitators also undergo rigorous specialized training on bias and discrimination to ensure that they do not harbor prejudice toward police or community members that may impact the degree of impartiality that is required to facilitate an effective dialogue.

How Are Participants Prepared For The Dialogue?

There are often strong feelings percolating between police officers and community members as well as bias, prejudice and perceptions that can make the dialogue process an awkward and uncomfortable experience. All participants go through dialogue preparation meetings with CircleUp Education's facilitators in order to process these feelings, identify needs, and establish trust with the facilitators. Participants also express any concerns or reservations as the facilitators review the outline of the dialogue process in its entirety. These preparation meetings typically take about 1.5 to 2 hours and occur in two separate groups, one with the police, and one with the community members.

What Is The Structure Of The Police And Community Dialogue?

Every Police and Community Dialogue is slightly different, however the basic structure for the process is outlined below:

1. Needs assessments
2. Participant preparation meetings
3. Customization of the dialogue sessions
4. Facilitation of dialogue sessions which can include the following:
    - Relationship and trust building activities
    - Diversity, equity, bias, and discrimination awareness trainings
    - A combination of partner, small group and large group discussions
    - Small and large group panel discussions
5. Evaluation and reporting of the dialogue

4.

Outline Of The Process

1. We Created A Planning Team To Co-Create The Dialogue Outline

CircleUp Education's facilitators Tyrone Botelho and Tiffany Hoang met with a planning team made up of representatives from the Human Services Department, Human Relations Commission and the Fremont Police Department. The planning team included Lieutenant Matt Snelson of the Fremont Police Department, as well as Suzanne Shenfil, Director of the Human Services Department, and Arquimides Caldera, Deputy Director of the Human Services Department, both of whom are staff to the Human Relations Commission. The planning team played a vital role in partnering with CircleUp Education to organize logistics and provide critical feedback related to the Community and Police Dialogue process.

2. We Assessed Needs From The Emerging Racial Equity Leaders

CircleUp Education's facilitators planned a preparation meeting with the Emerging Racial Equity Leaders. The purpose of the meeting was to clarify what the EREL wanted to get out of the dialogue. The EREL were asked to identify specific topics they wanted to explore with police officers, as well as express any fears, reservations or concerns that they had going into the dialogue. During this meeting, Tiffany Hoang and Tyrone Botelho introduced themselves, described the proposed outline and answered questions about the process. Gathering the EREL's input was critical to both designing a needs-based process, and building trust between facilitators and the EREL.

The EREL also expressed a deep desire to accomplish the following objectives with Fremont Police Officers:

1. Build authentic relationships with 4-5 police officers who would participate in the entire dialogue.
2. Have the opportunity to have questions answered by subject matter experts within the Police Department.
3. Explore ways that the EREL and police officers could work together in the future to address issues impacting Fremont's diverse communities.

During the meeting, the EREL also identified five topics they wanted to discuss with Fremont Police Officers in a panel and discussion format: 1) Police Visibility and Community Engagement, 2) Immigration, 3) Police Responses to Crime, 4) Racial Diversity within the Police Force and 5) Police Trainings.

The EREL's Panel and Discussion Topics

1. Police Visibility and Community Engagement

- Levels of police presence and engagement in the community
- Community outreach and involvement efforts
- Police relationships with citizens

2. Immigration

- Policies about immigration and deportation
- Impact of federal policies on city policies on undocumented groups
- Policies and protections for unaccompanied minors

3. Police Responses to Crime

- Procedure for solving home robberies and protocols for following-up with victims
- Police stance on responding to hate crimes
- Police communications with the public regarding status of investigations

4. Racial Diversity within the Police Force

- Racial, ethnic, gender and cultural make-up of Fremont Police Force
- Outreach and recruitment process
- Number of police officers native to Fremont or living in Fremont
- Police awareness of Fremont's diverse community groups

5. Police Trainings

- Types of mandated trainings for new and veteran police officers
- Trainings on the topic of cultural sensitivity and diversity awareness
- Sensitivity training for dealing with people of different backgrounds (mental health, culture, gender, race, etc)

3. We Assessed Needs From The Fremont Police Officers

The facilitators also held a preparation meeting with the police officers participating in the entire dialogue process. The intention of the meeting was to review the purpose of the dialogue, explain the dialogue process, clarify expectations, answer questions, and address any fears, concerns, or reservations going into the process. This meeting also allowed police officers to share their feedback on what makes effective dialogues based on their past experiences. This feedback played a big role in the final outline and structure of the process. During this meeting, police officers expressed their desire to accomplish the following in the dialogue sessions:

1. Build relationships with the EREL.
2. Share their diverse experiences serving in the Fremont Police Department.
3. Educate and inform the EREL about policies, practices, and propositions that may be impacting the community in ways they may not be aware of.
4. Provide their expertise in answering any questions or concerns from the EREL so they can share this knowledge with their communities.

4. We Finalized The Process And Facilitated Session 1

After assessing the needs of all participants, CircleUp Education designed and facilitated the first four-hour Community and Police Dialogue session. Below is the final schedule of what participants experienced. Modifications were made throughout the dialogue to adapt to the evolving needs of the participants.

Session 1 I May 2, 2017 I 5pm - 9pm

Welcome and Dinner	Participants enjoyed dinner provided by the City of Fremont. The EREL submitted their questions for the moderated panel.
Chief of Police Address	Chief of Police Richard Lucero welcomed the EREL to the Fremont Police Department, and discussed challenges and opportunities for collaboration with Fremont's diverse communities around policing.
Introductions	Facilitators Tiffany and Tyrone introduced themselves, explained their role in guiding the dialogue, reviewed the agenda for the evening, and reviewed the roles and expectations of the participants. Participants then introduced themselves and the shared about the communities they serve or represent in Fremont.
Creating Dialogue Agreements	Participants were asked what they needed from themselves and one another in order to engage in a safe, open and respectful dialogue about policing in Fremont. Participants came up with agreements such as "Mutual Respect", "Trust", "Curiosity", and "Faith In The Process". All participants shared and articulated their needs and engaged in a verbal consensus building process that solidified their commitment to support one another in upholding everyone's agreements.

Relationship Building, Stereotypes, and Bias Awareness	The police officers and EREL participated in a team building simulation called "Spoke in the Wheel" that recreated situations where unconscious bias and stereotypes led to discriminatory actions, policies and behaviors in the workplace. Participants then shared examples of discrimination that they experienced in their work or personal lives based on aspects of their visible and hidden identities.
Break	Participants received a break to submit panel questions and to allow the facilitators to setup the space for the moderated panel and welcome the subject matter experts who would join the group for both panel sections.
Moderated Panel	The facilitators welcomed the five subject matter experts by doing a brief introduction with the whole group. The topics covered in the moderated panel were police visibility and community engagement, immigration, and police responses to crime. Questions were randomly drawn by the facilitators. The subject matter experts were given approximately 3 minutes to respond to each question. The EREL received notepads to write down any questions that they wanted to explore deeper during the small group panel discussions.
Small Group Panel Discussions	The subject matter experts and police officers who had knowledge about the topics being discussed, were assigned to stations based on the main topics discussed during the panel. The EREL and the rest of the police officers were separated into small groups that rotated between each station. During these small group panel discussions, the participants had the opportunity to ask follow-up questions, respond to comments, and share perspectives.
Closing Reflections	Each participant shared one thought, reflection or takeaway from their experience in the Community and Police Dialogue then completed the evaluation for day 1.

5. We Addressed A Minor Level Conflict That Occurred During Session 1

Background Of Conflict
A few days after the first session, the planning team was informed of a conflict that occurred between participants in one of the small group panel discussions. A challenging conversation had emerged during the discussion and had ended without a resolution, partially due to limited time available during the small group discussion. This left some participants feeling frustrated, disrespected, and concerned that the dialogue agreements that the participants created at the very beginning of the Day 1 session may not have been adhered to everyone's satisfaction.

Using Solution Circles To Address The Conflict
CircleUp Education facilitators used a modified form of a Restorative Justice Practice known as a Solution Circle to address the needs from the participants that arose from the situation. The goal of the modified Solution Circle, also known as a Mindful Meeting, was to identify needs, make sure that everyone had the opportunity to share what happened, assess what everyone needed in order to make things right, and repair any harm that was caused.

Preparing For The Solution Circle
CircleUp Education's facilitator Tiffany Hoang spoke with each individual involved to gather information about what happened and assess how to best design the modified Solution Circle practice. During the one-on-one conversations, participants expressed a desire to clarify any misunderstandings and address any concerns about the conflict that took place during the small group discussion. All of the participants wanted to continue the Community and Police Dialogue and were willing to work together to address any concerns that came up.

The Modified Solution Circle
The Solution Circle took place two hours before the day 2 dialogue session. During the circle, participants had the opportunity to talk about what happened, the impact that the situation had on them, and express what they needed in order to return to Session 2 and continue to have deep and meaningful dialogues with one another.

The Outcome
Participants shared their concerns and clarified misunderstandings that came up during the small group panel discussion. They made a commitment to uphold the dialogue agreements and returned to the day 2 dialogue feeling like the conflict was resolved. All participants returned with a renewed enthusiasm to continue the Community and Police Dialogue with the rest of the participants.

6. We Reviewed Participant Feedback & Modified Session 2

Based on participant feedback from Session 1 and the minor level conflict that arose, CircleUp Education's facilitators incorporated the following modifications to Session 2. The purpose of making these modifications was to ensure that the process remained safe and respectful, and that the experience continued to meet the participants' needs.

(A summary of participant feedback as well as raw data from the evaluations can be found in on pages 26-34.)

1. Provide More Time For Panel Discussions

- CircleUp Education made adjustments to the first half of the agenda of day 2 in order to leave more time for participants to engage in deeper discussions during the moderated panel and small group panel discussions.
- Instead of engaging in the planned Relationship Building activities on equity and bias for session 2, CircleUp Education's facilitators designed a new activity that would allow participants to deepen personal relationships and build more trust by sharing stories about their cultural and personal identities.

2. Establish Agreements For Small Group Panel Discussions

- In order to prevent another conflict or misunderstanding from occurring during the small group panel discussions, CircleUp Education's facilitators would ask all participants to write down specific agreements that they would need in order to engage in the small group dialogue. After each group rotation, all participants would have the opportunity to introduce themselves and communicate their dialogue needs to their small group. Everyone would take a moment to build consensus on their small group dialogue agreements before beginning discussions.

4. Monitoring Of The Small Group Panel Discussions

- CircleUp Education's facilitators would move around the space and listen attentively to participants' conversations to ensure that everyone followed the agreements and would treat each other respectfully during the small group panel discussions.

6. We Facilitated Session 2

We incorporated the above modifications, which resulted in the following agenda for Session 2:

Session 2 I May 16, 2017 I 5pm - 9pm

Welcome and Dinner	Participants enjoyed dinner provided by the City of Fremont. The EREL submitted their questions for the moderated panel.
Introduction and Icebreaker Activity	CircleUp Education's facilitators, Tiffany Hoang and Tyrone Botelho, reviewed the agenda, explained the purpose of the dialogue, and re-articulated the expectations of participants and facilitators during the process. Participants then engaged in a relationship building activity that allowed each person to get to know one another on a deeper level and build more trust between participants.
Police Chief Presentation	Chief of Police Richard Lucero returned to discuss propositions, laws and regulations that impact both police officers and community members in Fremont. Participants had the opportunity to ask follow-up questions and make comments to build onto the conversation.
Reviewing Dialogue Agreements	The participants reviewed the dialogue agreements that were made during session 1 and had the opportunity to add any additional needs based on the panel topics that were being covered during session 2.
Creating Small Group Panel Discussion Agreements	All participants wrote on an index card a need that they felt would be necessary in order to have a productive and respectful conversation with one another during the small group panels. This card would be used at the beginning of each small group panel to build consensus on agreements between participants.
Break	The EREL submitted Panel Questions for the moderated panel.
Moderated Panel Discussion	The group was joined by two subject matter experts on the topics of Racial Diversity in the Police Force and Police Training. Questions were randomly drawn by the facilitators. The subject matter experts were given approximately 4 minutes to respond to each question. The EREL received notepads to write down any questions that they wanted to explore deeper during the small group panel discussions.

Small Group Panel Discussions	The subject matter experts and officers who had knowledge about the topics being discussed, were assigned to stations based on the two topics discussed during the panel. The EREL and the rest of the police officers were separated into small groups that rotated between each station. During these small group panel discussions, the participants had the opportunity to ask follow-up questions, respond to comments and share perspectives. The facilitators set up a third station for the EREL to ask police officers questions related to any topic of their choice.
Brainstorming Of Ideas To Continue And Expand Community and Police Dialogue	After the final rotation in small groups, the participants brainstormed ideas for continuing the conversation between police and community members. Examples of proposed ideas included expanding the group to include more participants, organizing a similar dialogue with other public entities such as the District Attorney's Office or Fremont Unified School District, or scheduling informal follow-up meetings between the already established group. *(More follow-up ideas can be found on page 38).*
Closing Reflections	Each participant had the opportunity to share their closing thoughts, reflections, and takeaways from their experience participating in the Community and Police Dialogue. Facilitators shared closing remarks and the group gathered for a group photo to end the evening.

5.

Participant Feedback

1. Participant Feedback From Day 1 Session

Below is a summary of the general feedback we received from participants after facilitating the Day 1 session. Raw Data collected from participant evaluations can be found in the following pages.

1. *"More Time for Discussion!"*

- Although some participants shared that they enjoyed getting so many of their questions answered by the police department, there was also a general desire to have more time in the moderated panel and the small group panel discussions.
- Many participants found value in being able to engage with police officers and subject matter experts in the more intimate small group panel discussions and asked for more time to explore some of the topics using this structure.
- Due to the packed schedule as well as activities running over time, participants did not receive as much time in panel conversations as originally planned. This was adjusted in session 2.

2. *"Reduce the Number of Topics."*

- Participants suggested selecting just one to two topics per session instead of the 2-3 that were covered each day. Given the limited amount of time and the magnitude of each topic, participants expressed a desire to focus on fewer topics at a time in greater depth.

3. *"Best Interaction I've had with Police/Community Members!"*

- Subject matter experts shared that the Community and Police Dialogue had been one of the most pleasant interactions they have ever had with the public, especially given the challenging topics that were being discussed.
- The EREL also shared their satisfaction with the process, especially highlighting their satisfaction in being able to build personal relationships with multiple police officers. Several of them stated that the relationship building was what made the discussions run so smoothly.

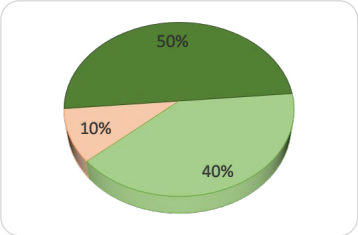
4. *"You Could Feel the Tension Decrease"*

- Although many participants felt that relationship building activities could be condensed, many also agreed that it was an important part of the process to help build trust and allow everybody to "let down their guard."
- The EREL really enjoyed the subject matter expert's participation in the dialogue and felt like having them present during the relationship building sections of each day would have had profound impacts on the dialogue process.

2. Summary of Evaluations From Day 1 Session

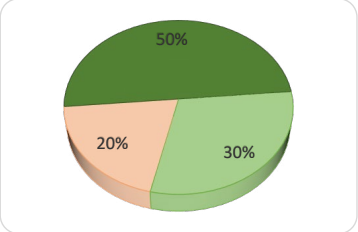
The graphs and comments below represents the data gathered from participant's evaluations at the end of session 1.

1. I feel a stronger sense of community with the participants.



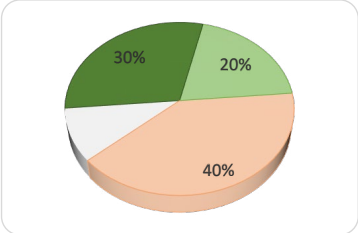
Strongly Agree	5
Agree	4
Disagree	1
Strongly Disagree	0
No Answer	0
Total Responses	10

2. The Relationship Building activities were a great way to get to know one another.



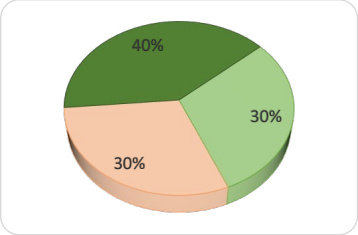
Strongly Agree	5
Agree	3
Disagree	2
Strongly Disagree	0
No Answer	0
Total Responses	10

3. I learned more about myself from this experience.



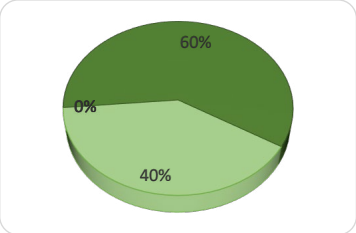
Strongly Agree	3
Agree	2
Disagree	4
Strongly Disagree	0
No Answer	1
Total Responses	10

4. Part 1 was a valuable use of our time together.



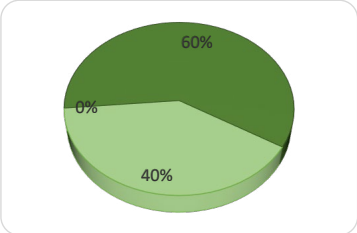
Strongly Agree	4
Agree	3
Disagree	3
Strongly Disagree	0
No Answer	0
Total Responses	10

5. I felt safe sharing with people during this discussion round.



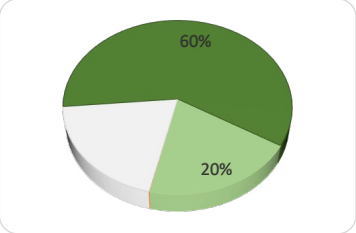
Strongly Agree	6
Agree	4
Disagree	0
Strongly Disagree	0
No Answer	0
Total Responses	10

6. Tiffany and Tyrone created a positive and inclusive environment.



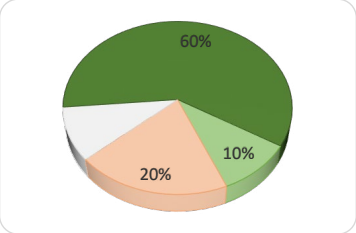
Strongly Agree	6
Agree	4
Disagree	0
Strongly Disagree	0
No Answer	0
Total Responses	10

7. The panel discussions were very informative.



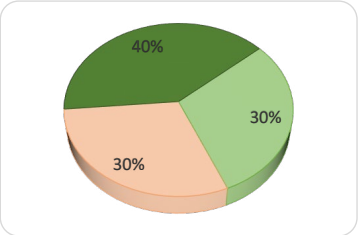
Strongly Agree	6
Agree	2
Disagree	0
Strongly Disagree	0
No Answer	2
Total Responses	10

8. I learned helpful information about Fremont Police policies and practices.



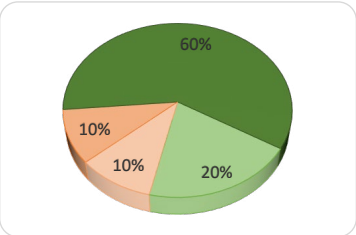
Strongly Agree	6
Agree	1
Disagree	2
Strongly Disagree	0
No Answer	1
Total Responses	10

9. I learned new things about different communities in Fremont.



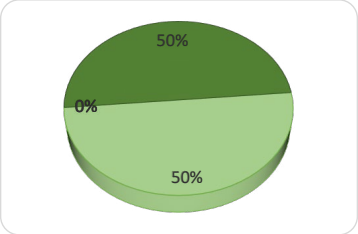
Strongly Agree	4
Agree	3
Disagree	3
Strongly Disagree	0
No Answer	0
Total Responses	10

10. The structuring of the panel into two parts was helpful.



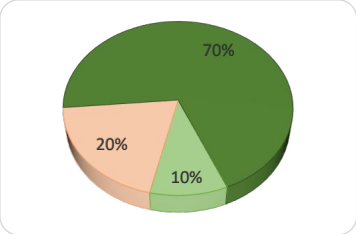
Strongly Agree	6
Agree	2
Disagree	1
Strongly Disagree	1
No Answer	0
Total Responses	10

11. I would like to participate in future panels like this.



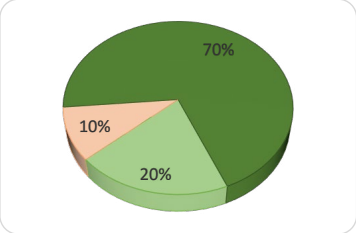
Strongly Agree	5
Agree	5
Disagree	0
Strongly Disagree	0
No Answer	0
Total Responses	10

12. I felt comfortable sharing information on the panel.



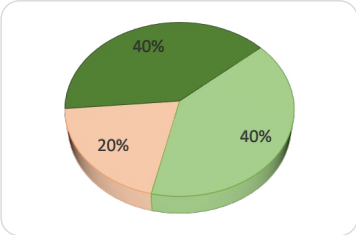
Strongly Agree	7
Agree	1
Disagree	2
Strongly Disagree	0
No Answer	0
Total Responses	10

13. I felt comfortable asking questions on the panel.



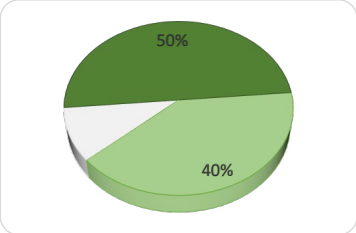
Strongly Agree	7
Agree	2
Disagree	1
Strongly Disagree	0
No Answer	0
Total Responses	10

14. OVERALL SATISFACTION WITH THE EXPERIENCE



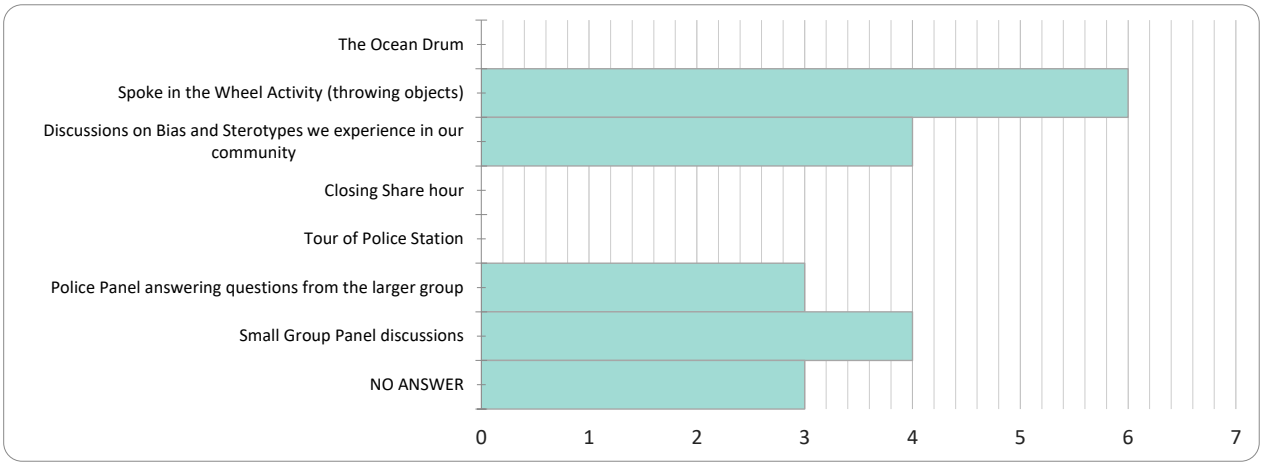
Very Satisfied	4
Satisfied	4
Unsatisfied	2
Very Unsatisfied	0
No Answer	0
Total Responses	10

15. OVERALL SATISFACTION WITH THE FACILITATOR



Very Satisfied	5
Satisfied	4
Unsatisfied	0
Very Unsatisfied	0
No Answer	1
Total Responses	10

16. What practices or activities did you find relevant and impactful to the experience?



3. Participant Feedback From Day 2 Session

The list below highlights ideas, comments and suggestions CircleUp Education received from participants after facilitating session 2. Raw Data from the participant evaluations can be found in the following pages.

1. *"Enjoyed the Flow of Session 2"*

- Participants shared their enjoyment of the structure and flow of session 2. Some stated that it felt less rushed, that there seemed to be a more organic back and forth interaction between police and the EREL, and that they enjoyed the space to have more free flowing dialogue with one another.

2. *"Time To Share Out Panel Discussion Takeaways At the End"*

- The EREL appreciated that the moderated and small group discussion panels allowed them to both have their questions answered by the subject matter experts, and have more intimate conversations related to important topics. This 2-panel dialogue approach was new to everyone and was viewed as being highly effective.
- Both police officers and the EREL participants observed rich discussion happening in other small groups and suggested that there be time to reflect as a large group on what was being discussed.
- Participants suggested that in future dialogue sessions, there should be time at the end for each small group to have a chance to share highlights, memorable moments and takeaways.

3. *"Even More Time for Panel Discussions!"*

- During session 2, participants spent 20 minutes in their small group panel discussions as opposed to 10 minutes during session 1. This was still not considered enough time by both police officers and EREL participants. Participants recommended 40-50 minutes per small group discussion topic.

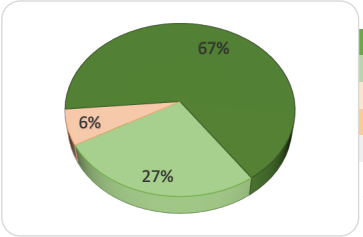
4. *"Invite Subject Matter Experts To Participate in the First Half"*

- Many participants expressed their appreciation for the opportunity to engage with so many different police officers. Many found value in hearing their perspectives and learning about their roles and responsibilities in the Fremont Police Department.
- Given the strong connections that were built between EREL and the four police participants, the EREL also expressed a desire to invite the subject matter experts to participate in the relationship building sections of future dialogues.

4. Day 2 Session Evaluations

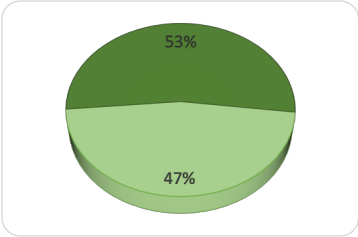
The graphs and comments below represents the data gathered from Participant's Evaluations at the end of session 2.

1. I feel a stronger sense of community with the participants.



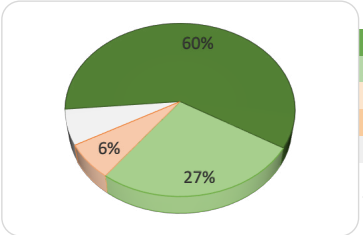
Strongly Agree	10
Agree	4
Disagree	1
Strongly Disagree	0
No Answer	0
Total Responses	15

2. The Relationship Building activities were a great way to get to know one another.



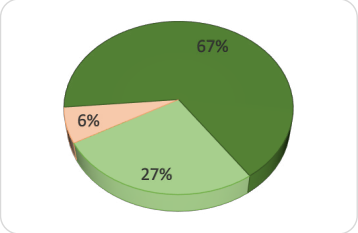
Strongly Agree	8
Agree	7
Disagree	0
Strongly Disagree	0
No Answer	0
Total Responses	15

3. The Introduction activities help the group to develop trust.



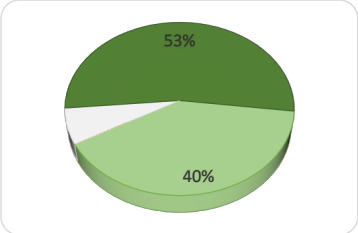
Strongly Agree	9
Agree	4
Disagree	1
Strongly Disagree	0
No Answer	1
Total Responses	15

4. I felt safe sharing with people during this discussion rounds.



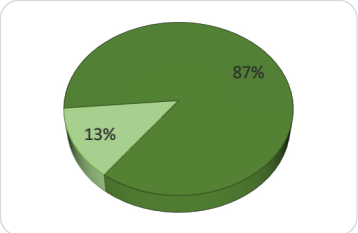
Strongly Agree	10
Agree	4
Disagree	1
Strongly Disagree	0
No Answer	0
Total Responses	15

5. I would like to participate in more relationship building with police an community in the future.



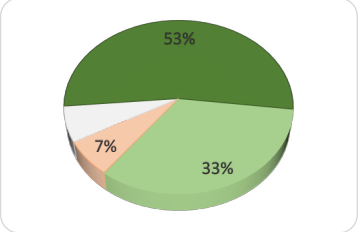
Strongly Agree	8
Agree	6
Disagree	0
Strongly Disagree	0
No Answer	1
Total Responses	15

6. Tiffany and Tyrone created a positive and inclusive environment.



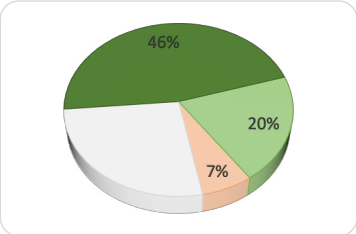
Strongly Agree	13
Agree	2
Disagree	0
Strongly Disagree	0
No Answer	0
Total Responses	15

7. The panel discussions were very informative.



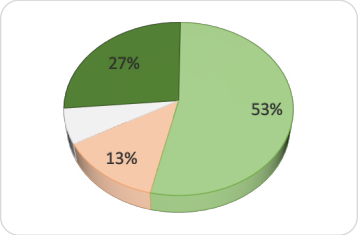
Strongly Agree	8
Agree	5
Disagree	1
Strongly Disagree	0
No Answer	1
Total Responses	15

8. I learned helpful information about Fremont Police policies and practices.



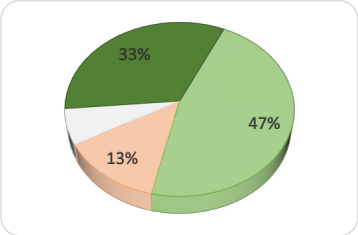
Strongly Agree	7
Agree	3
Disagree	1
Strongly Disagree	0
No Answer	4
Total Responses	15

9. I learned new things about different communities in Fremont.



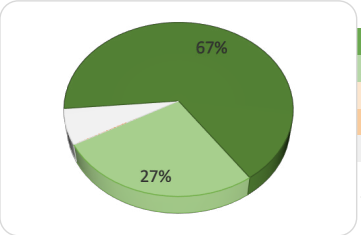
Strongly Agree	4
Agree	8
Disagree	2
Strongly Disagree	0
No Answer	1
Total Responses	15

10. The structuring of the panel was effective to the learning process.



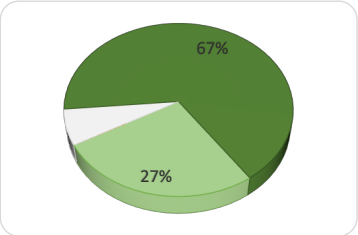
Strongly Agree	5
Agree	7
Disagree	2
Strongly Disagree	0
No Answer	1
Total Responses	15

11. I would like to participate in future panels like this.



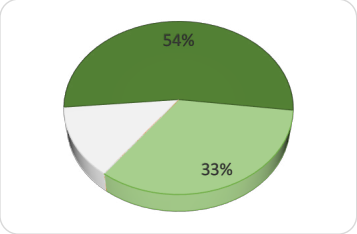
Strongly Agree	10
Agree	4
Disagree	0
Strongly Disagree	0
No Answer	1
Total Responses	15

12. I felt comfortable sharing information on the panel.



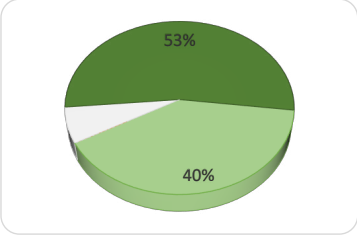
Strongly Agree	10
Agree	4
Disagree	0
Strongly Disagree	0
No Answer	1
Total Responses	15

13. I felt comfortable asking questions on the panel.



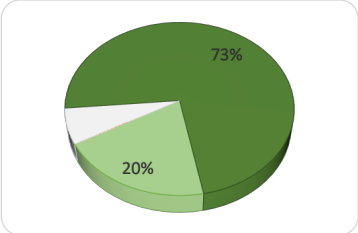
Strongly Agree	8
Agree	5
Disagree	0
Strongly Disagree	0
No Answer	2
Total Responses	15

14. OVERALL SATISFACTION WITH THE COURSE



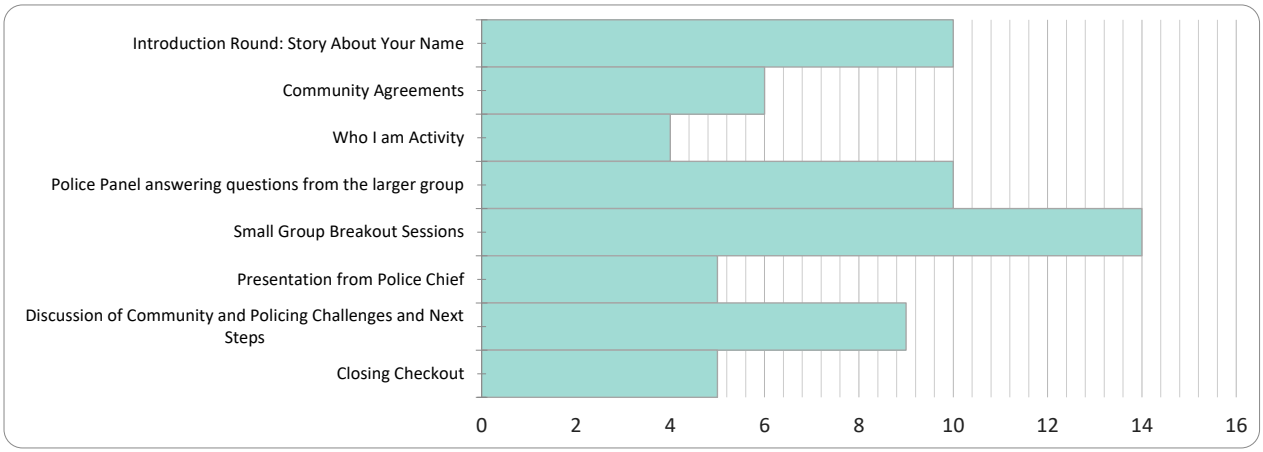
Very Satisfied	8
Satisfied	6
Unsatisfied	0
Very Unsatisfied	0
No Answer	1
Total Responses	15

15. OVERALL SATISFACTION WITH THE FACILITATORS



Very Satisfied	11
Satisfied	3
Unsatisfied	0
Very Unsatisfied	0
No Answer	1
Total Responses	15

16. What practices or activities did you find relevant and impactful to the experience?



6.

Recommendations

1. Recommendations For Future Police and Community Dialogues In Fremont

A. Develop Common Language To Discuss Diversity & Equity Issues

- We highly recommend that police officers and the Emerging Racial Equity Leaders experience more in-depth training together on topics related to diversity, equity, and inclusion. Throughout the dialogue process, we found that participants often lacked the language to articulate the complexities of inequities within their communities. Both police officers and the EREL faced language, empathy and communication barriers while attempting to explain their experiences related to the intersectionality of privilege, internalized racism and discrimination, institutionalized prejudice, conscious and unconscious discrimination, and implicit bias. Having the opportunity to take a more comprehensive training together would allow both the police and the EREL to deepen their understanding of these important topics and develop language to assist them with expressing their experiences, needs, and challenges with one another. We have found that doing so reduces misunderstandings and tension during police and community dialogues, and ensures that participants can express themselves using language and examples that everyone can comprehend.

B. Enhance Communication Skills Before Engaging in Dialogue

- We recommend that participants in future sessions have the opportunity to further develop specific communication and interpersonal skills that will assist them during the dialogue process. We have identified two skills that would greatly enhance the dialogue process:

  Open-Ended Questions

  - Asking open-ended questions during small group panel discussion are perceived as being less punitive or accusatory while at the same time creates space for the responding party to provide more robust and well rounded answers. This benefits the participants who are sharing and listening during the dialogue and reduces tension for everyone. Developing this tool will help participants find a better balance between asking both open and close-ended questions throughout the dialogue process.

  Developing Conscious Conversations conversation skills

  - There were moments during the dialogue process where both police officers and EREL participants made comments or shared experiences that could have been misinterpreted as offensive, biased, or accusatory. During these moments, some participants used their communication skills to get more clarity about what the other person meant while others remained silent and did not know how to respond or ask for clarity. We recommend that participants have the opportunity to learn Conscious Conversation tools that develop participants' ability to identify statements that require more explanation, ask for clarification in a respectful way, and check for understanding when something seems biased or discriminatory. These conversation tools deepen empathy and create opportunities for participants to clarify misunderstandings in the moment, which prevent conflicts and tension from occurring.

C. Allocate More Time For The Dialogue

- CircleUp Education's facilitators strongly believe that the two 4-hour sessions were not enough time for the Police and Community Dialogue to take place. We strongly recommend that future sessions be longer and separated into two sessions. This would allow participants to have time for skill development and relationship building, time for the moderated panel and another segment for the small group panel discussions during each day.
- The participant preparation sessions that take place before the dialogue sessions occur, require approximately 1.5-2 hours to facilitate. There are typically two preparation sessions, one with community members and the other with police officers. We recommend increasing the amount of time for participant preparation sessions if tensions are high between participants, when police and community relationships have been severely damaged, or if the participant group is large.

2. Recommendations From Police and Community Members

At the end of Day 2, participants worked within their small panel groups to brainstorm ways for City of Fremont police officers and citizens to continue future dialogue and relationship building. The following are recommendations from the small groups:

A. **Involve more police and community members.** Participants would like to expand the number of people attending the dialogue process by inviting more police officers and community members from diverse cultures. Some participants also requested that young adults be included in future dialogue as well.

B. **Organize Community and Police Dialogues with people from other local institutions.** Many of the EREL and police officers noted that important questions or concerns that they were discussing require conversations with people from Fremont Unified School District and the district attorney's office. The participants recommended inviting subject matter experts from the city, county, and school districts to the dialogue, which would add additional perspectives to the dialogue and ensure that more questions from the community can be answered.

C. **Coffee with a Cop.** The "Coffee With A Cop" event has been a great opportunity for police officers and community members to have conversations about topics that are relevant and important to the community. It was recommended that the EREL and police officers continue to inform Fremont citizens that this opportunity exists to encourage greater attendance.

D. **Informal meet-up at Sweet Tomatoes or another local restaurant.** Participants recommended planning follow-up conversations and informal relationship building opportunities at the local Sweet Tomatoes restaurant or other local venues in Fremont.

E. **Create an email and "WhatsApp" Group for Participants.** Participants recommended creating a text messaging group using a popular phone application called "WhatsApp" as a tool to answer questions and concerns that may arise within the ERELs communities.

F. **Create a Theater Piece from the Experience.** Inspired by the connections and conversations developed during the 8-hour dialogue, one participant shared the idea of creating a theater piece for youth based on the City of Fremont's first Community and Police Dialogue group.

CITY OF FREMONT

Boards, Commissions, and Committees Attendance Record

Suzanne Shenfil

HUMAN RELATIONS COMMISSION

Member	Meeting Dates						
	1/27/2020	2/24/2020	3/16/2020	4/20/2020	5/18/2020	6/15/2020	
MEETING TYPE	**R**	**R**	**R**	**R**	**R**	**R**	
Feda Almaliti	**E**	**P**	**C**	**C**	**P**		
Dr. Sonia Khan	**P**	**E**	**C**	**C**	**P**		
Dharminder Dewan	**P**	**P**	**C**	**C**	**P**		
Shobana Ramamurthi	**P**	**A**	**C**	**C**	**P**		
Lance Kwan	**P**	**P**	**C**	**C**	**P**		
Patricia Montejano	**P**	**P**	**C**	**C**	**A**		
Tejinder "TJ" Dhami	**P**	**P**	**C**	**C**	**P**		
Julie Moore	**P**	**P**	**C**	**C**	**P**		
Cullen Tiernan	**P**	**A**	**C**	**C**	**P**		

Attendance Codes
P - Present **A** - Absent **E** - Excused Absence

Meeting Codes
R - Regular Meeting **S** - Special Meeting **L** - Lack of Quorum **C** - Cancelled Meeting for lack of business

*** Due to lack of Quorum, absence does not affect eligibility.**
Commissioners can not have two unexcused meetings in a row in a one year time frame AND
Commissioners can not have three unexcused meeings in a 6 month time period. Jan - June and July - December

Attachment 13.1

Attachment 13.2

2020 HRC Calendar

~~January 27, 2020~~	~~Regular Meeting~~	~~7:00 PM –HR Training Room~~
~~February 24, 2020~~	~~Regular Meeting~~	~~7:00 PM –HR Training Room~~
~~March 16, 2020~~	~~Cancelled~~	
~~April 20, 2020~~	~~Cancelled~~	
~~May 18, 2020~~	~~Regular Meeting~~	~~ZOOM~~
June 15, 2020	Regular Meeting	ZOOM
June 27 - 28, 2020	SF Pride Virtual Celebrations	
July 20, 2020	Regular Meeting	7:00 PM –HR Training Room
August 17, 2020	Regular Meeting	7:00 PM –HR Training Room
September 21, 2020	Regular Meeting	7:00 PM –HR Training Room
October 19, 2020	Regular Meeting	7:00 PM –HR Training Room
November 16, 2020	Regular Meeting	7:00 PM –HR Training Room
December 21, 2020	Regular Meeting	7:00 PM –HR Training Room