

**Draft Action Plan Based on Follow-Up Meetings
With Law Enforcement Personnel and Community Members
JUNE 16, 2021**

TOPIC	ACTIVITY	OUTCOME	ACTION TEAM
Sheriff's Department: Recruitment, hiring, training and operations	<p><u>Sheriff's Department</u></p> <ul style="list-style-type: none"> • Develop and implement strategy to improve community relations with Marin City • Implement a community policing program in Marin City • Host community events in Marin City • Change the narrative about Marin City in the Sheriff's Department • Don't use Marin City as the only place for training new officers • Inform the community about recruitment, hiring and training programs <ul style="list-style-type: none"> ○ Collect and share data on the diversity numbers in law enforcement agencies (esp. AA males), including recruitment goal, strategies and results ○ Stop treating the community like we don't know what's going on which causes mistrust ○ Ask the question, "why doesn't the community trust us?" • Do earlier outreach...go to the high schools to share information about career opportunities in law enforcement • Do more recruitment in the East Bay where there are more people of color, not just in Marin County • Have new officers engage with and make reports to the community in positive ways <p><u>Community</u></p> <ul style="list-style-type: none"> • Define the type of police officer wanted by the community • Participate in the hiring process for law enforcement personnel • Inform the Sheriff's Department about the importance of hiring/ training issues for the community <ul style="list-style-type: none"> ○ Have the Sheriff's Department open up the training process to the community • Give input on how to recruit more African Americans and other POC 	<ul style="list-style-type: none"> • A change in how law enforcement agencies function in Marin City • More POC hired by law enforcement agencies • More community voice 	

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Trust-Building/ Community Relations	<ul style="list-style-type: none"> • Implement programs where law enforcement personnel from all departments interact with community members, learn about the community and build better relationships (e.g., require that officers/ deputies get out of cars and walk the beats) • Create opportunities for community members to learn more about law enforcement agencies and what officers/deputies do and why 	<ul style="list-style-type: none"> • Improved police/community relations 	
Future Meetings	<ul style="list-style-type: none"> • Hold follow-up meetings to develop solutions to problems • Make sure that community members have the time/space to say what they want to say in the joint meetings • Involve all law enforcement agencies in the process, but concentrate on agencies that serve Marin City <ul style="list-style-type: none"> ○ Involve more line officers who work in Marin City in the meetings • Get more community members to attend meetings about law enforcement • Have officers show up at meetings in plain clothes not in uniform 	<ul style="list-style-type: none"> • Positive relationships between officers/deputies and community members before encounters happen 	
Accountability	<ul style="list-style-type: none"> • Create community advisory committees for the Sheriff's Department and individual city jurisdictions <ul style="list-style-type: none"> ○ Give data on accountability to the advisory committee • Invite the Sheriff's Department to attend CSD meetings on a regular basis to dialogue with the community • Hold informal meetings between law enforcement and the clergy about police/community issues on a regular basis (so community members become a part of the kitchen cabinet) • Develop clear requirements for what officers should do if they witness misconduct by other officers 	<ul style="list-style-type: none"> • Community voice and police accountability 	
Action Plan	<ul style="list-style-type: none"> • Create an action plan and form a work group to implement the plan 	<ul style="list-style-type: none"> • A plan of action 	