

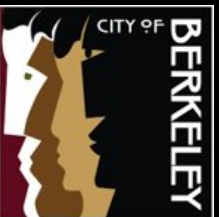
# CITY OF BERKELEY

## Reimagining Public Safety



***Status Update and Report Out***

January 23, 2024



# Reimagining Public Safety Status Update Presentation

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

## Transition to GVP Presentation

### Gun Violence Prevention Program Presentation

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

## Closing Remarks & Thank You

# Overview

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



# The Team



*Dee Williams-Ridley  
City Manager*



*LaTanya Bellow  
Deputy City Manager*



*Anne Cardwell  
Deputy City Manager*



*Farimah Brown  
City Attorney*



*Jennifer Louis  
Police Chief*



*David Sprague  
Fire Chief*



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



*Sharon Friedrichsen  
Budget Manager*

# The Team (Continued)



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



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



*Emile Durette  
Assistant to the City Attorney*



*Brendan Darrow  
Assistant City Attorney*



*Matthew McGee  
Lieutenant, BPD*



*Keith May  
Deputy Fire Chief, BFD*



*Shanalee Gallagher  
Program Manager, BFD*



*Katherine Hawn  
Senior Management  
Analyst, HHCS*



*Hamid Mostowfi  
Transportation Manager,  
Public Works*

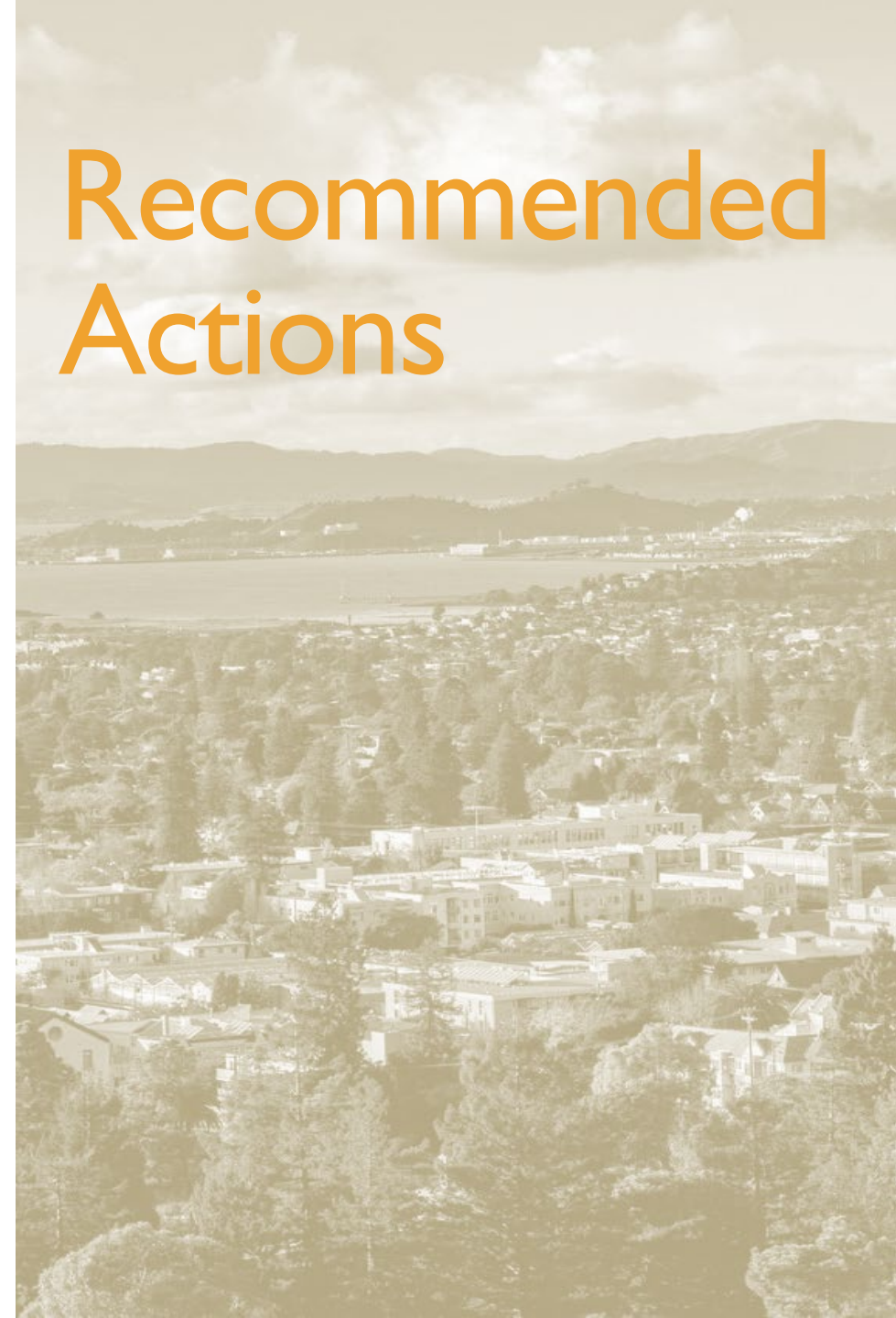


*Eric Anderson  
Principal Transportation  
Planner, Public Works*



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

# Recommended Actions



An aerial photograph of a university campus, likely the University of North Carolina at Chapel Hill, showing various academic buildings, a large green lawn, and surrounding trees. In the background, a range of mountains is visible under a sky with scattered clouds. The entire image is in grayscale and has a semi-transparent white rectangular box overlaid in the center, containing the title text.

# REIMAGINE PUBLIC SAFETY FRAMEWORK




# Background

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

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



Page 1 of 52 18d

  
Office of the Mayor  
Jesse Arreguin

ACTION CALENDAR  
July 14, 2020

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

**RECOMMENDATIONS**

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

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# Reimagining Public Safety

## Guiding Principles

### **REIMAGINE**

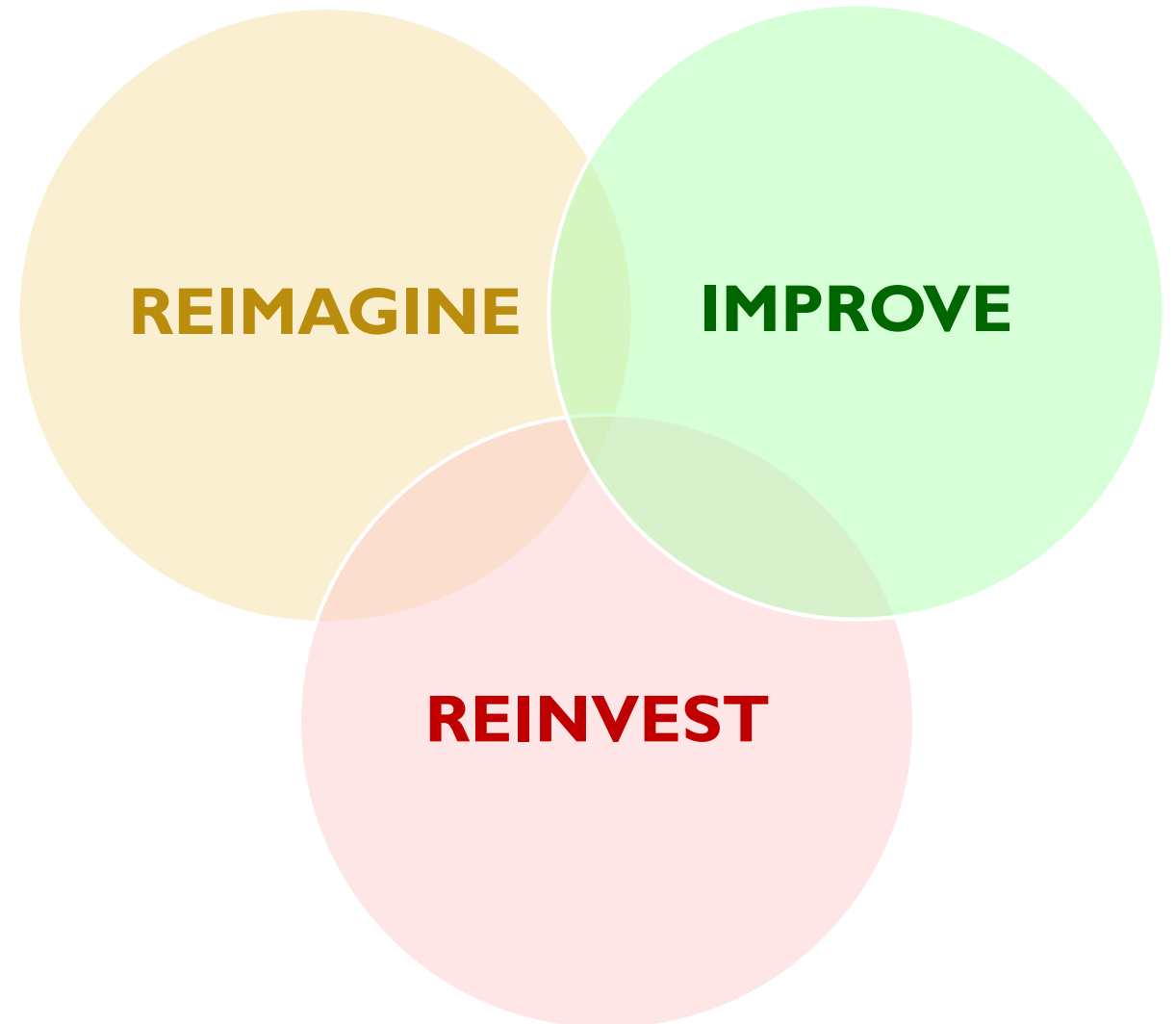
Redesign public safety from a traditional Police-Centered Model (Police Department) to one that is focused on the diverse needs of the community it serves.

### **IMPROVE**

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

### **REINVEST**

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





# Reimagining Public Safety

## Reimagining with Purpose

### INPUTS

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

### ACTIVITIES

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

### OUTPUTS

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

### OUTCOMES

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

### IMPACT

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

# Reimagining Public Safety

## Phased Timeline

### PHASE 1

July 2020 – July 2022

Community Process &  
Research

### PHASE 2

July 2022 – July 2024

Continued Analysis &  
Implementation

### PHASE 3

July 2024 – July 2026

Continued Implementation  
& Expansion



# Phase I Deliverables

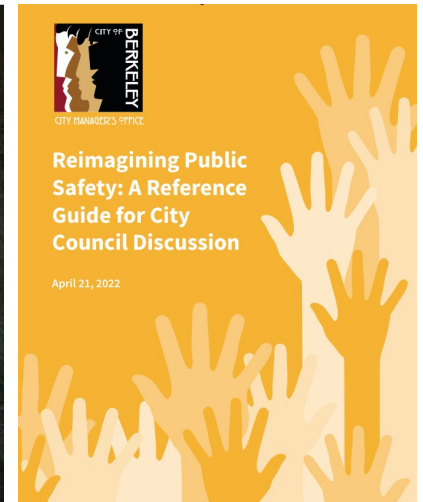
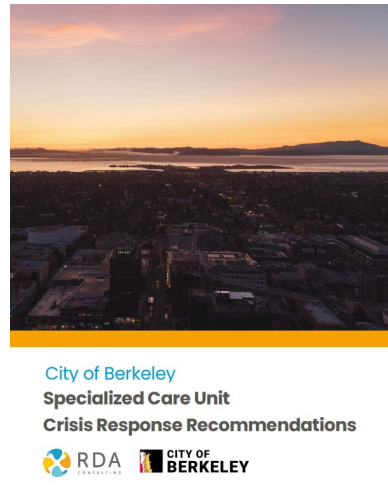
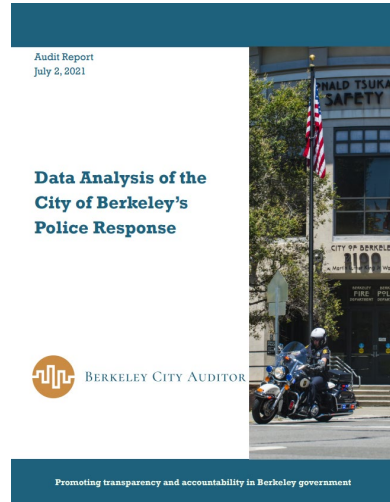
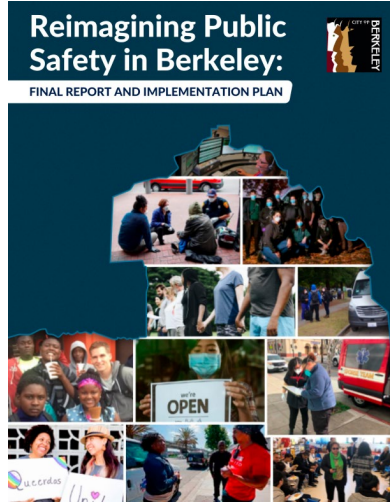
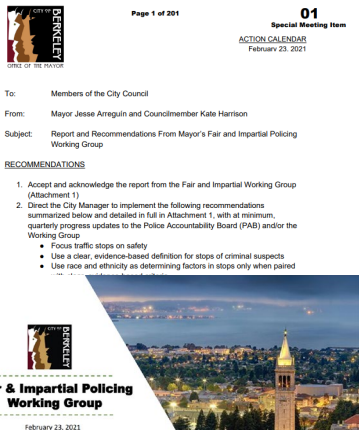
2020-2022 | Community Process & Research

## Completed

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

## In Progress

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



# Phase 2 *Deliverables*

2022-2024 | Continued Analysis & Implementation

## Completed

### Key City Staffing Hires:

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

### Key Milestones:

- Dispatch Needs Assessment (Phase I)

## In Progress

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

## To Be Initiated/Pending Funding

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

REIMAGINING PUBLIC SAFETY



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

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

# STATUS OF KEY RPS INITIATIVES



# REIMAGINE

Pilot Units /  
Staffing

Specialized Care Unit

Community Service Officer Unit

Departments /  
Divisions

Berkeley Department of  
Transportation

Office of Equity

Project  
Coordination

Reimagining Public Safety Assistant  
to the City Manager

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

# Specialized Care Unit

## Overview & Implementation Progress

### Deliverable/Recommendation:

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

### Goals/Outcomes:

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

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

# Staffing (CSO and Dispatch Pilot Positions)

## Overview & Implementation Progress

### Deliverable/Recommendation:

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

### Goals/Outcomes:

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

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



# Berkeley Department of Transportation

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Continue BerkDOT *Development* process.

### **Goals/Outcomes:**

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

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

# Office of Equity (DEI Officer)

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Establish an Office of Equity.

### **Goals/Outcomes:**

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

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

# RPS Project Coordinator

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

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

### **Goals/Outcomes:**

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

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



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Assessments /  
Analysis

Dispatch Needs Assessment

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Crisis Needs Assessment

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BPD Staffing Assessment

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Vision Zero Collision Analysis

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Training

Fair and Impartial Policing

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Wellness Funds

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**IMPROVE**

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

# Dispatch Needs Assessment

## Overview & Implementation Progress

### Deliverable/Recommendation:

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

### Goals/Outcomes:

Enhance the City's Dispatch center:

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

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

# Crisis Needs Assessment

## Overview & Implementation Progress

### Deliverable/Recommendation:

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

### Goals/Outcomes:

Enhance effectiveness and optimization of crisis response in Berkeley.

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



# Staffing Assessment

## Overview & Implementation Progress

### Deliverable/Recommendation:

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

### Goals/Outcomes:

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

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

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

# Vision Zero & Collision Analysis

## Implementation Progress & Next Steps

### **Deliverable/Recommendation:**

Hire Vision Zero staffer to conduct collision analysis.

### **Goals/Outcomes:**

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

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

# Fair and Impartial Policing

## Overview & Implementation Progress

### Deliverable/Recommendation:

Complete the implementation of Fair and Impartial Policing Recommendations.

### Goals/Outcomes:

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

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



# Wellness Funding

## Overview & Implementation Progress

### Deliverable/Recommendation:

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

### Goals/Outcomes:

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

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

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Resource  
Optimization

Grant Assistance

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Respite from Gender Violence

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Community  
Investments

Youth Peers Mental Health  
Response

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Violence Prevention & Youth  
Services

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Gun Violence Prevention

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**REINVEST**

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

# Grant Assistance

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Apply for grants to support Reimagining Public Safety efforts.

### **Goals/Outcomes:**

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

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



# Respite from Gender Violence

## Overview & Implementation Progress

### Deliverable/Recommendation:

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

### Goals/Outcomes:

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

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

# Youth Peers Mental Health Response

## Overview & Implementation Progress

### Deliverable/Recommendation:

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

### Goals/Outcomes:

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

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

# Violence Prevention & Youth Services

## Overview & Implementation Progress

### Deliverable/Recommendation:

Provide community investments to designated CBO's.

### Goals/Outcomes:

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

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



# Gun Violence Prevention

## Overview & Implementation Progress

### Deliverable/Recommendation:

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

### Goals/Outcomes:

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

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

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

# CONSIDERATIONS AND NEXT STEPS

## ***Staffing Vacancies and Attrition***

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

## ***Regulatory Compliance***

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

## ***Ongoing Funding***

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

## ***Implementation Timeline***

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

# Shared Considerations & Challenges





## **Fall 2023**

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

## **Winter 2023/24**

- Continued Phase 2 work and engagement.

## **Spring 2024**

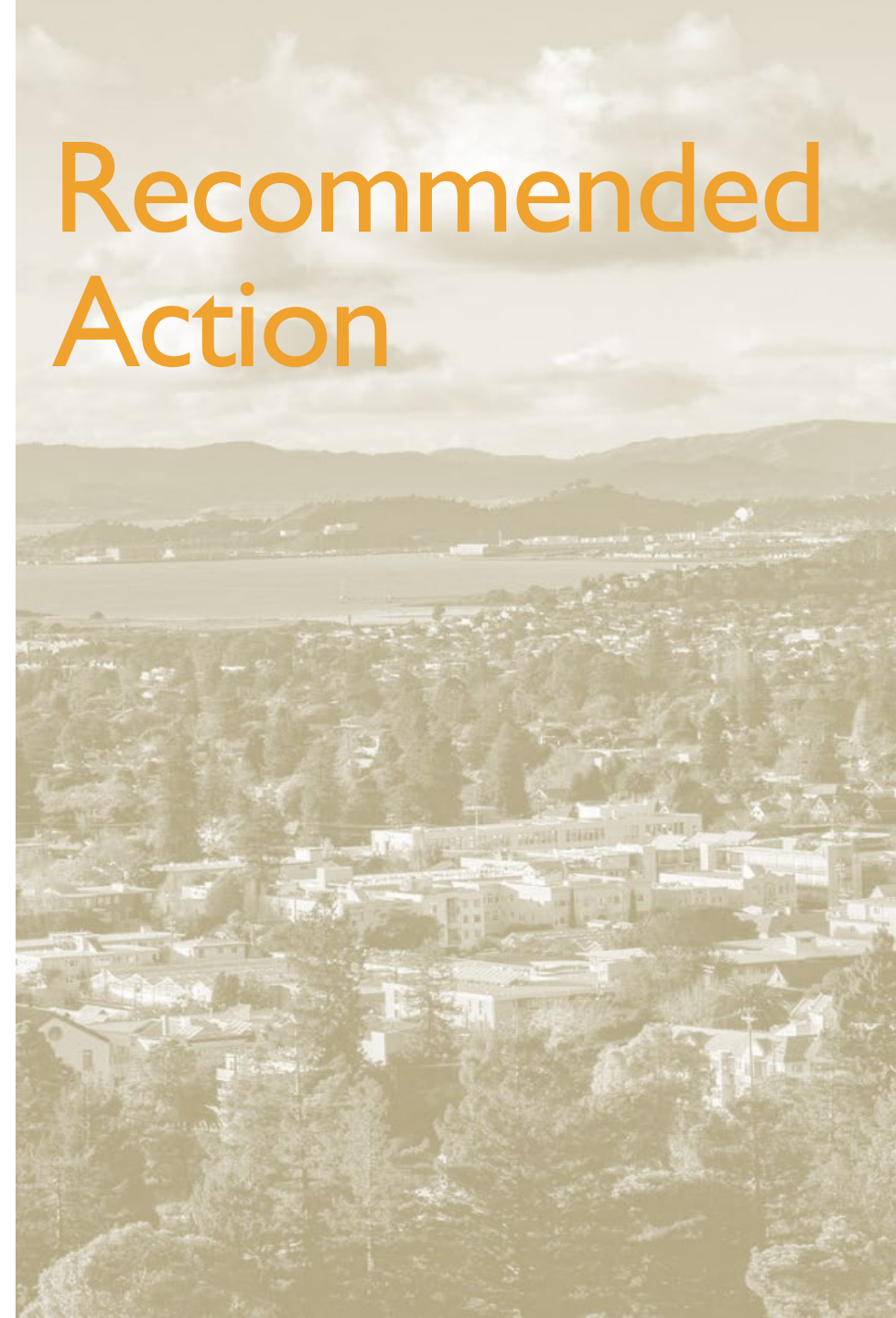
- Second progress update on Reimagining Public Safety.
- Budgetary recommendations to inform FY 25-26.

**Next Steps**



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

# Recommended Action



# *Comments from City Council*







*Transition to Next Presentation*



CITY OF BERKELEY

# Reimagining Public Safety



## *Gun Violence Intervention & Prevention Update*

January 23, 2024







# Overview

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



# Presenters



*Carianna "Cari" Arredondo (she/ella/they)*  
**Assistant to the City Manager**  
Reimagining Public Safety  
[carredondo@berkeleyca.gov](mailto:carredondo@berkeleyca.gov)



*Arlo Malmberg (he/him)*  
**Data & Policy Analyst at BPD**  
Strategic Analysis Team  
[amalmberg@berkeleyca.gov](mailto:amalmberg@berkeleyca.gov)



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

# Background

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

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



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

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

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

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

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

Gun violence is increasing at an alarming rate in the city of Berkeley. In 2021, there was a 30% increase in reported gun violence in Berkeley, with 52 confirmed shooting incidents compared to 40 in 2020. In 2021, the Berkeley Police Department recovered a total of 118 firearms, an increase of 38.8%. In 2021, 33 of the firearms seized were ghost guns compared to 6 in 2020 and 8 in 2019.<sup>2</sup>

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



Councilmember Ben Bartlett  
City of Berkeley, District 3

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

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

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

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

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

<sup>1</sup> <https://www.berkeleyside.com/2020/10/03/2020-berkeley-gunfire-map>

<sup>2</sup> <https://www.berkeleyside.com/2020/10/21/woman-wounded-drive-by-shooting-south-berkeley>

<sup>3</sup> <https://www.berkeleyside.com/2020/10/24/opinion-clergy-and-community-leaders-call-for-an-end-to-the-violence-that-killed-sereinat-henderson>



# Gun Violence Prevention Timeline

2020-2023 | Community Process & Research

Council approves Reimagining Public Safety framework for direction and phased approach

Councilmember Taplin's \$1M Recommendation accepted

Gun Violence Prevention (GVP) Preliminary Analysis Initiated

GVP Preliminary Analysis Report Complete

Comprehensive update on Reimagining and Project update for GVP

May 25, 2022

Summer/Fall 2022

Winter/Spring 2023

August 21, 2023

May 5, 2022

May 31, 2022

November 28, 2022

May 12, 2023

December 5, 2023

BPD Launches Transparency Hub

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

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

Assistant to the City Manager for Reimagining Public Safety Hired



# Goals

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

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







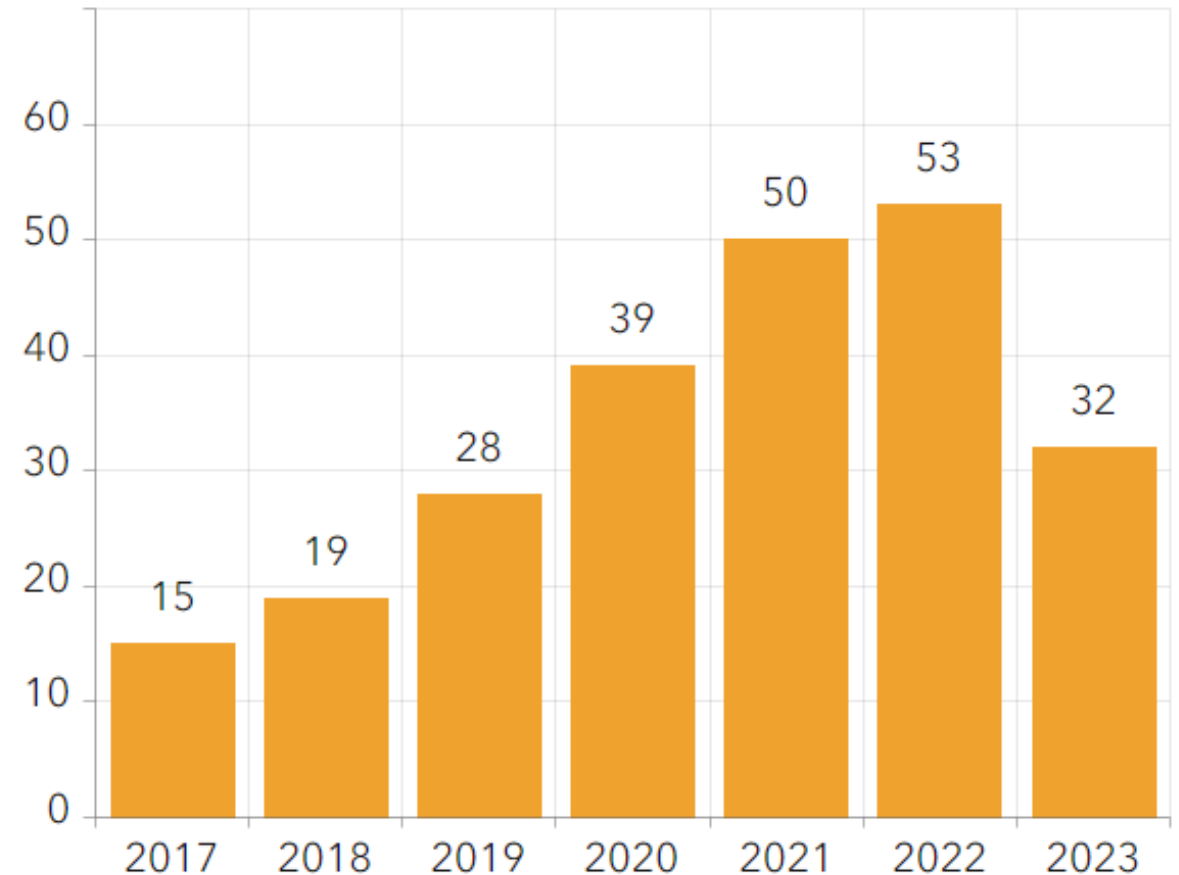
# SHOOTING TRENDS IN BERKELEY

# SHOOTING TRENDS

*Shootings increased steadily through 2022.*

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

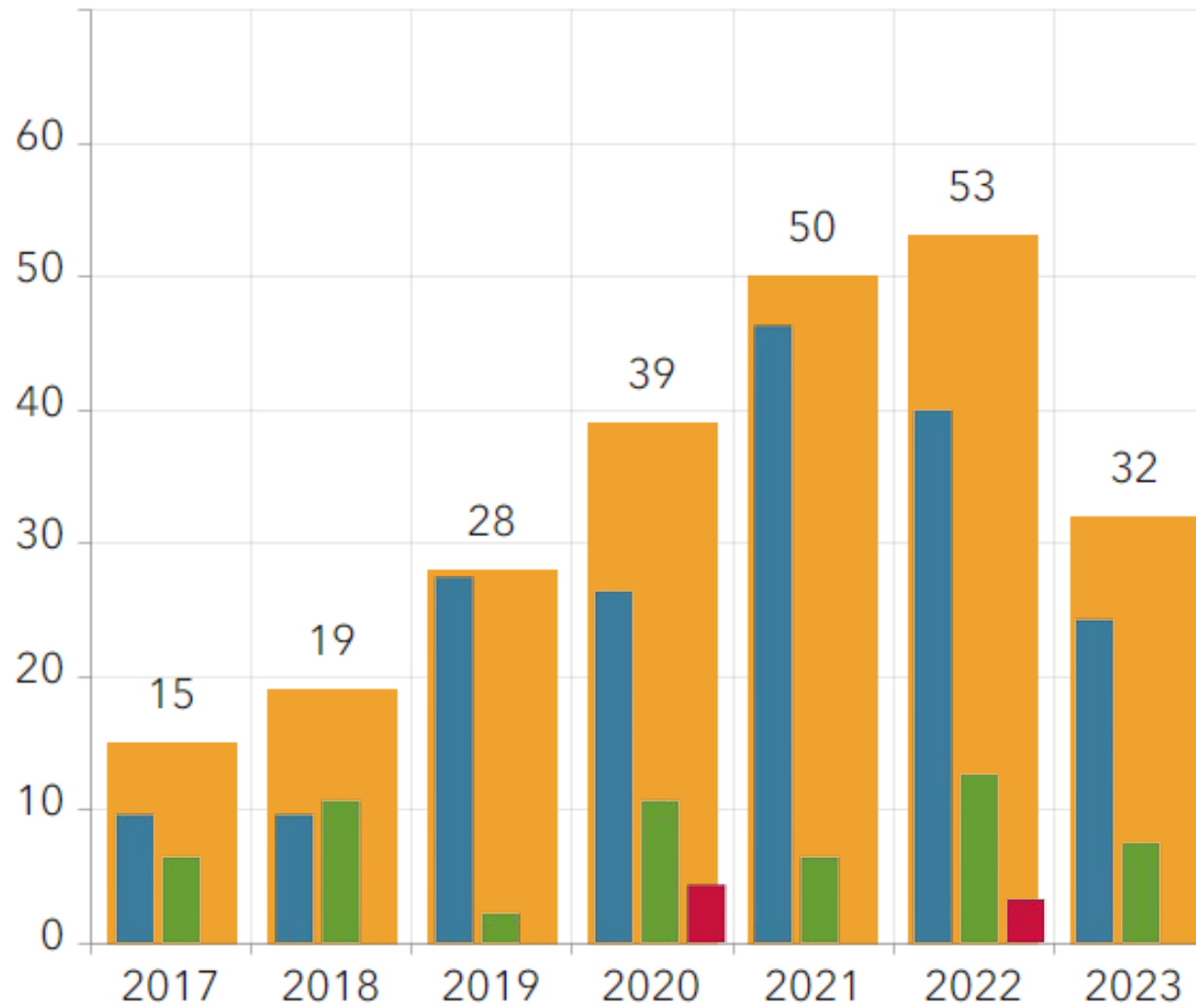
Shootings by Year



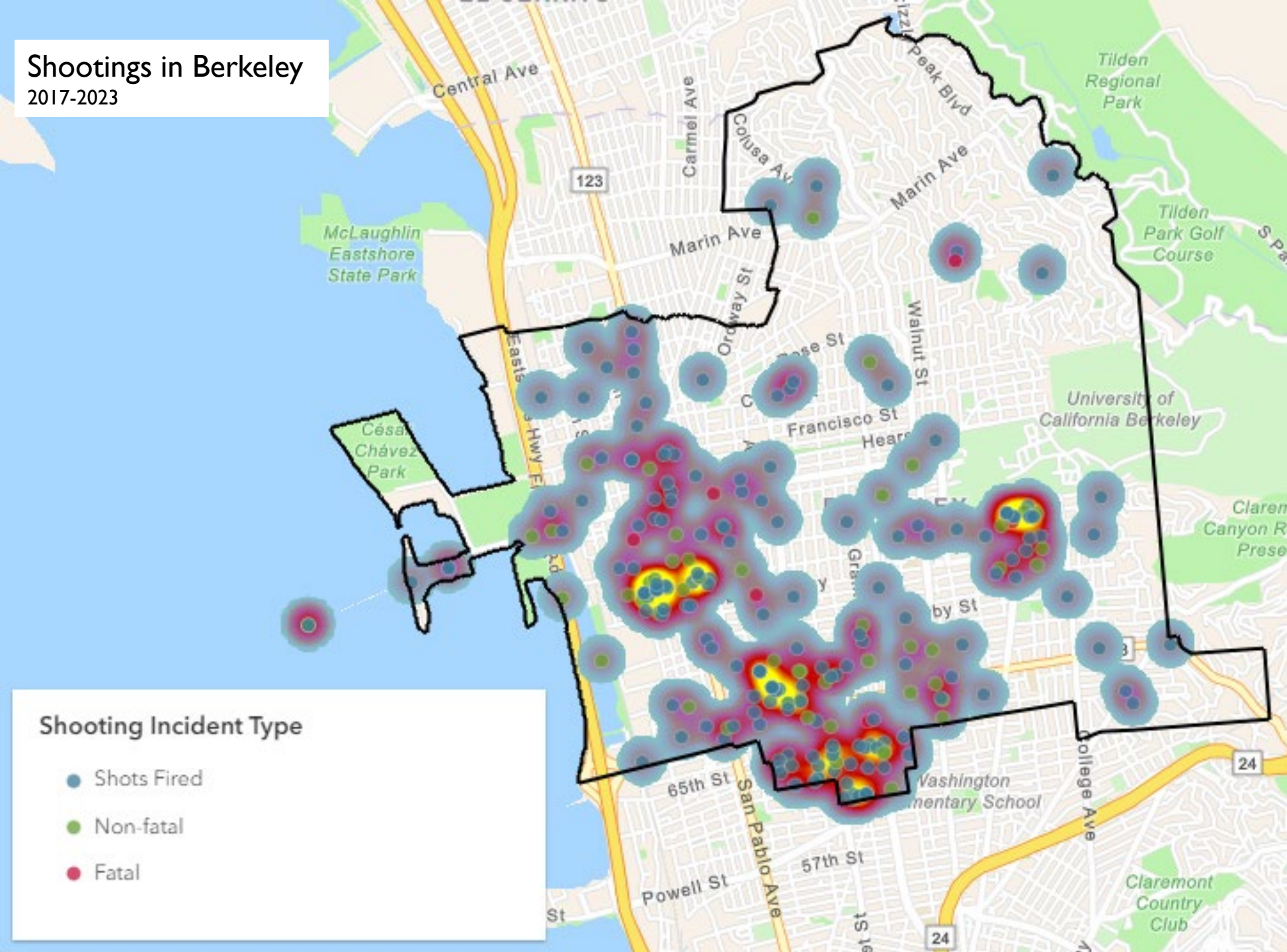


## Shootings by Year

● Total ● Shots Fired ● Non-fatal ● Fatal



# Shootings in Berkeley 2017-2023



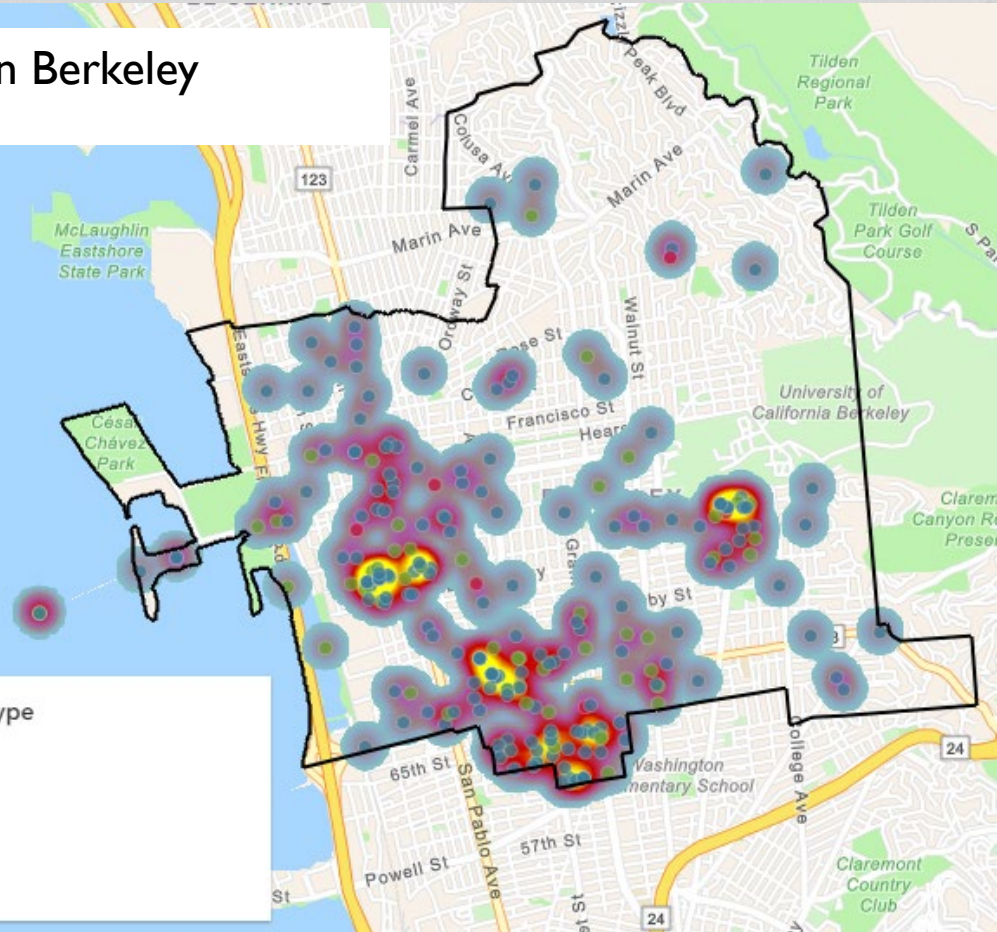
## Shooting Incident Type

- Shots Fired
- Non-fatal
- Fatal



# GEOGRAPHIC DISTRIBUTION

## Shootings in Berkeley 2017-2023



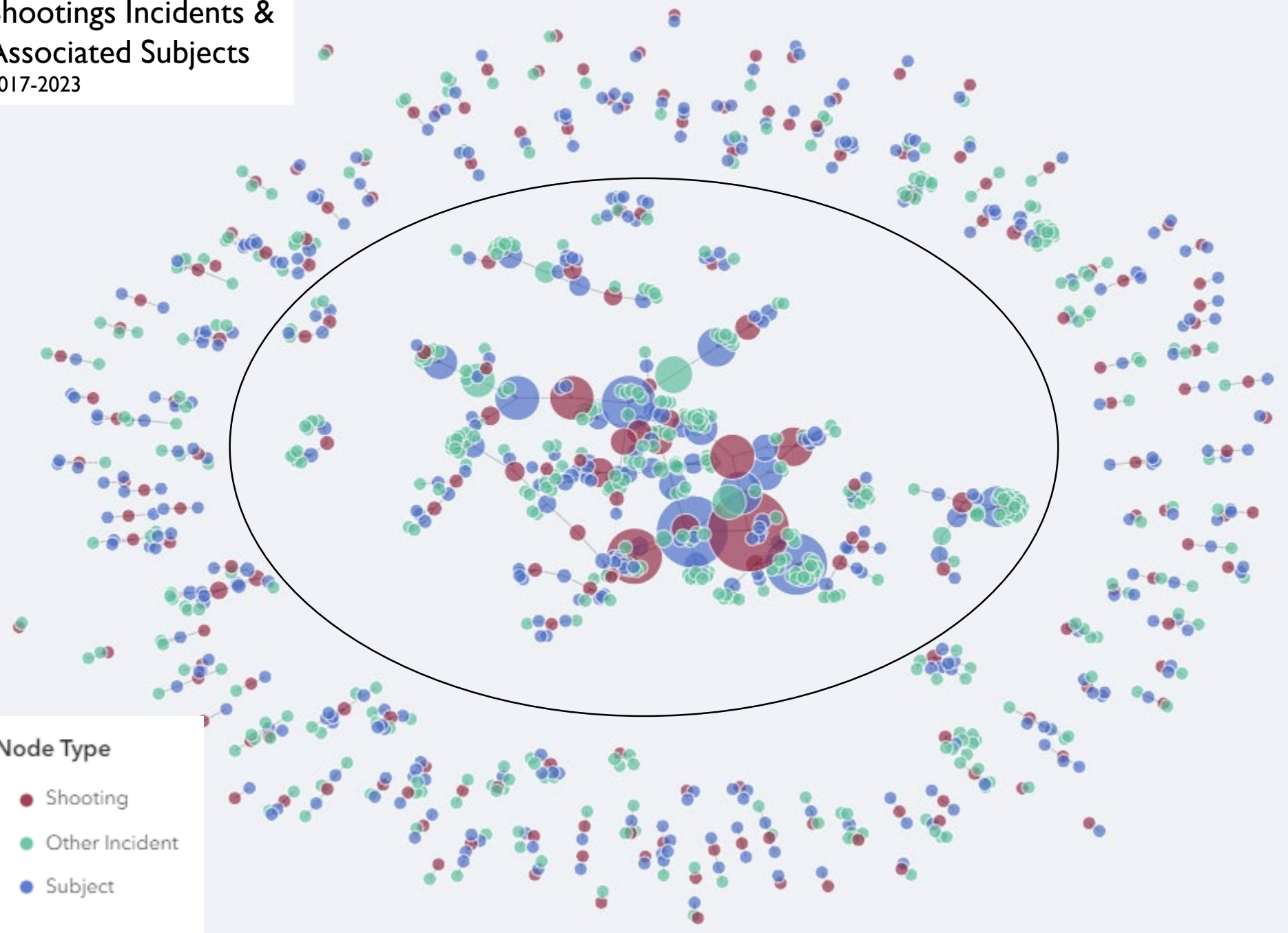
*The geographic distribution of shooting incidents reveals two pattern types.*

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



# Shootings Incidents & Associated Subjects

2017-2023



## Node Type

- Shooting
- Other Incident
- Subject

Shootings Incidents &  
Associated Subjects  
2017-2023



## SOCIAL NETWORK ANALYSIS

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

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



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

# GUN VIOLENCE PREVENTION PROGRAM FOR BERKELEY

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

– Braga and Cook, 2023



## RECOMMENDED PROGRAMS

### Place Based

- Problem-oriented policing interventions

### Custom Notifications

- Police and CBO deliver deterrence message and offer services

### Street Outreach

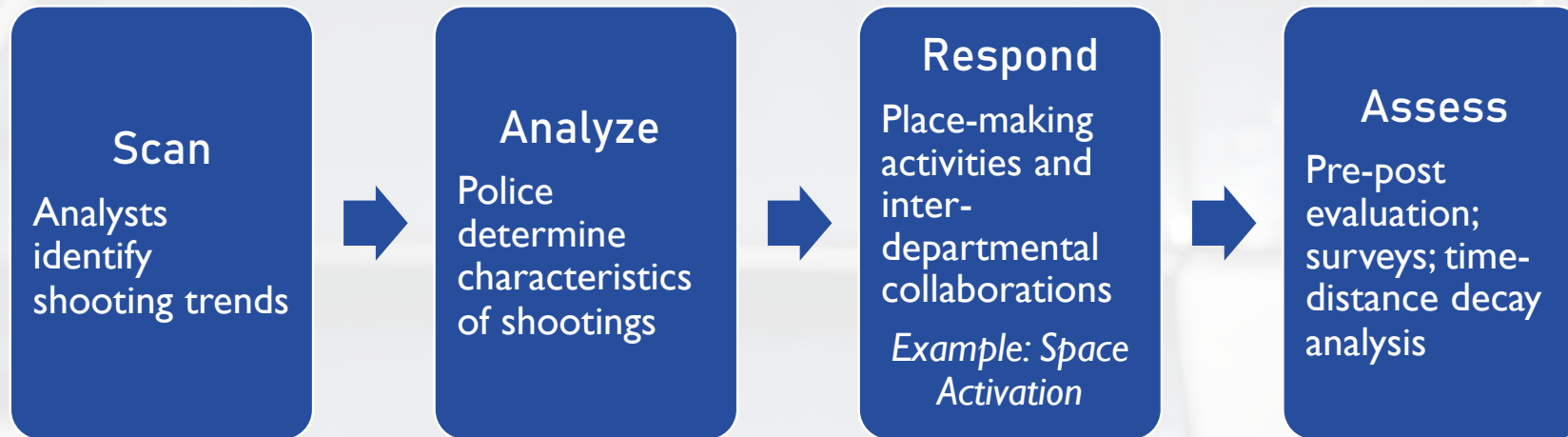
- Diffuse conflict, stop retaliation, and urge non-violence

### Social Services

- Wrap-around service plan with case management

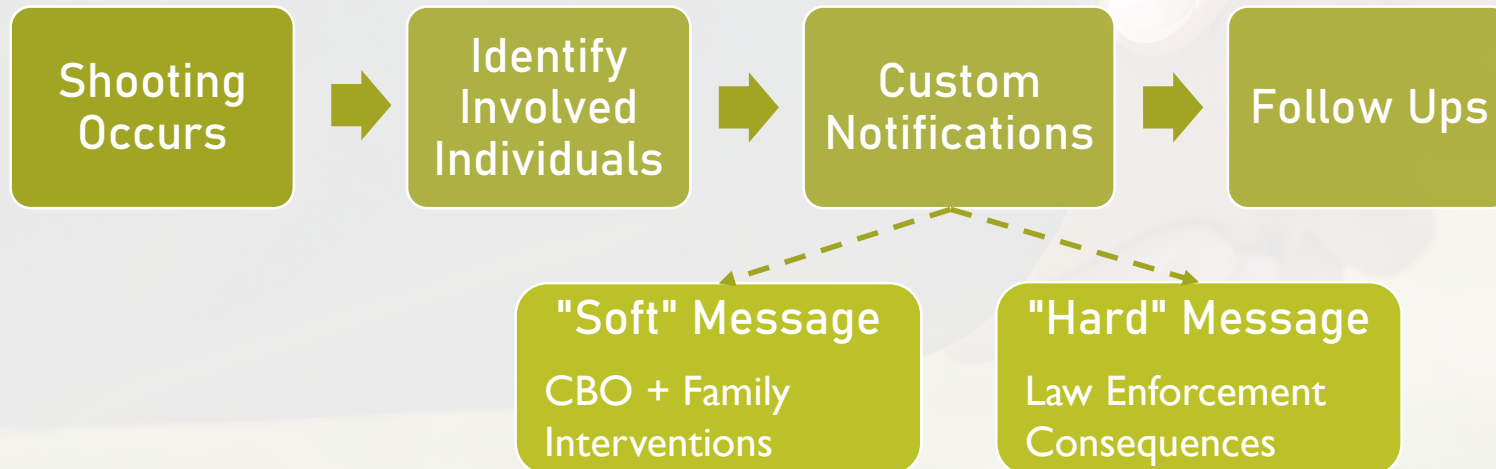
# PLACE BASED

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



# CUSTOM NOTIFICATIONS

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





# STREET OUTREACH

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

## Street Outreach

- Proactive 1:1 relationship building
- Systematic canvassing

## Crisis Response

- Liaison between emergency responders and community
- Diffuse tension

## Community Mobilization

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





# SOCIAL SERVICES

*Definition:* Wrap-around service plan with case management.

Identify  
Individuals



Assign Case  
Manager



Connect with  
Services



Regular  
Follow Ups





An aerial photograph of a city, likely Seattle, with a large suspension bridge (the Alaskan Way Viaduct) spanning a body of water in the background. The foreground shows a dense urban area with various buildings and greenery. A white rectangular box with a black border is centered in the image, containing the text "ONGOING WORK & NEXT STEPS".

## ONGOING WORK & NEXT STEPS





# Next Steps

## Winter 2023/24

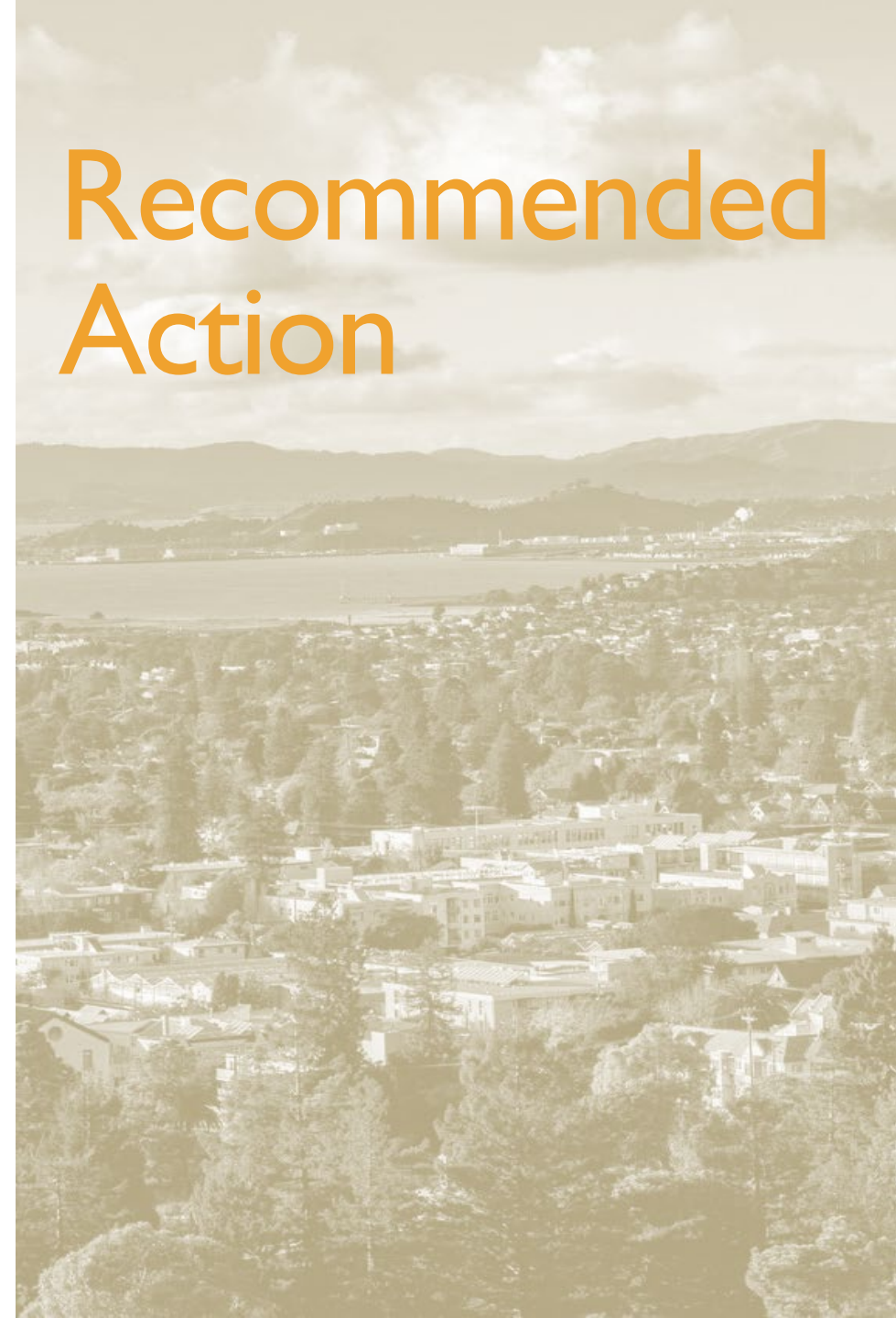
- **Stakeholder Engagement:** *Collaboration for Request for Proposals (RFP) design and process*

## Spring/Summer 2024

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

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

# Recommended Action







*Closing Remarks & Thank you*