



# City of Emeryville

CALIFORNIA

## MEMORANDUM

**DATE:** June 4, 2019

**TO:** Christine Daniel, City Manager

**FROM:** Jennifer Tejada, Chief of Police

**SUBJECT:** **Resolution of The City Council of The City of Emeryville to Approve \$65,940 in Grant Funds Awarded By The California Commission for Police Officer Standards and Training (POST) For Innovations in Community and Police Engagement and Appropriating Said Grant Funds to Grant Fund 254**

### RECOMMENDATION

Staff recommends the City Council of the City of Emeryville adopt the above-entitled resolution approving acceptance of grant funding offered by the California P.O.S.T Innovations Grant Program for 'Innovations in Community and Police Engagement', in the amount of \$65,940, and appropriating said funds to Grant Fund 254. The grant funds will be used to enhance the ability of the Police Department to partner with the community, enhance relationships and improve cultural competency.

### BACKGROUND

The proposal in the grant application is to use an established model called 'Circle Process' used for creating strong community relationships, and "heart-to-heart" authentic dialogue between law enforcement and the community, prior to a crisis. There is a strong need for a new dynamic between police officers and community members, as interactions generally occur after a critical incident occurs.

The intention of the grant proposal is to build upon the year-long effort of the Police Department to establish engagements between police and community members using the Circle Process. Circle Process comes from a long lineage of methods for resolving conflict brought forward from indigenous peoples. Circle Process is being used in many community and custodial settings as an effective way to create a safe space for open communication, but it is relatively new to law enforcement.

The project goal is to demonstrate that it is possible for law enforcement to use Circle Process as a way to create authentic connections with the community members. It is also intended to institutionalize the process so it becomes part of law enforcement's standard toolbox of skills for building meaningful community relationships.

Through the Train-the-Trainer component of this project, the Emeryville Police Department can develop a cadre of police instructors who, in partnership with community facilitators, can introduce Circle Process to law enforcement professionals in neighboring departments. This approach will reduce the barriers that arise when non-law enforcement

personnel attempt to teach officers and have the benefit of creating the very partnerships the project strives to establish with community. By facilitating Circle Process, officers become familiar with the experience of authentic connection, and can more powerfully and deeply connect with community members who are angry, afraid, and/or already traumatized.

## **DISCUSSION**

Circle Process introduces a new model of community engagement into police culture. In Circle Process there is no hierarchy or authoritarian structure. Police and community members are equal and all part of one community. In Circle Process an energetic field is established in which authentic conversation flows. The process allows participants to express what is real – both precious and challenging, in an environment where shame, blame, and accusations are no longer the focus. Participants are encouraged to step beyond “roles” and speak their personal truth, which leads to the recognition of our shared humanity. The experience of Circle Process is a stark contrast to the rigidity of protocols, and the ‘us / them’ nature of Town Hall or other community meetings.

The Police Department will greatly benefit from this opportunity and will not only be able to improve the professional skills of our staff, but will also be able to position the Department to lead the way in adopting new ways of building community trust, respect, and partnerships.

## **FISCAL IMPACT**

Aside from administrative time relating to grant management and quarterly reporting, there is no anticipated fiscal impact to the City. This is a reimbursement grant, so the City will be reimbursed for costs expended during the facilitation of this grant project. The resolution provides that the grant funds will be appropriated to Grant Fund 254.

## **STAFF COMMUNICATION WITH THE PUBLIC**

The communication the department has had with the public consisted of outreach with subject matter experts, community advocates, and several law enforcement partners.

## **CONCLUSION**

The Emeryville Police Department has consulted with the Berkeley Police Department, the Oakland Police Department, and the UC Berkeley Police Department on this proposal and all are committed to participating. Staff recommends the grant funds be accepted by the City Council.

**PREPARED BY:** Oliver Collins, Emeryville Police Department Captain

**APPROVED AND FORWARDED TO THE  
CITY COUNCIL OF THE CITY OF EMERYVILLE:**



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Christine Daniel, City Manager

**ATTACHMENTS**

- Draft Resolution
- P.O.S.T. IGP Grant Application Packet