



AGENDA REPORT

TO: Oakland Police Commission

FROM: Michelle N. Phillips
Inspector General

SUBJECT: Office of the Inspector General (OIG)
Progress Report

DATE: March 9, 2023

PURPOSE

The enclosed report includes updates from the OIG, since the Inspector General last reported out on January 12, 2023. This is an informational report and is intended to answer OIG-specific questions raised at the last Oakland Police Commission (Commission) meeting and to provide transparent information to the members of the public regarding the OIG's work.

CITY CHARTER AND NEGOTIATED SETTLEMENT AGREEMENT (NSA, MEASURE S1 OIG MANDATE)

Independent Monitor Site Visit

The OIG attended all segments of the site visits on February 21, 2023, and February 22, 2023. There were very detailed presentations and discussions regarding the current state of use of force complaints, high-profile cases, policies, and risk management.

Task 42 Audit Review

The Field Training Officer (FTO) program, outlined in Task 42, is an important area for review for the OIG as it is the new officers' first opportunity to work on the street, post-academy.¹ It is a critical component of training and introduces new officers to department culture, community interactions, and job execution. The audit is progressing well, and the team is in the drafting stages. Although comprehensive audits take time, OIG is excited to present our findings around Task 42 and how the program is perceived through the eyes of trainees. To confirm, access to data regarding this audit was impacted by the City's ransomware attack that began on February 8, 2023, which will cause some delay in the movement of this project and the release of its official report.

¹ Negotiated Settlement Agreement with stipulations regarding pattern and practice claims revised December 2008 can be found at <https://oaklandca.s3.us-west-1.amazonaws.com/government/o/OPD/a/publicreports/oak060142.pdf>

Case Management Conference Work Group

The OPD has initiated a work group inviting members of the City Leadership, OIG, Police Commission, Plaintiff's Attorneys and other stakeholders to meet regularly to receive updates from OPD on their response to the recommendations offered in the Clarence Dyer and Cohen LLC report, from January 2023. These meetings will be ongoing, and the OIG intends to be present. The first meeting in this series was February 21, 2023.

Proposed Policy Recommendations

While the OPD working group is focused on ensuring the recommendations from the independent report are addressed, the OIG identified some possible gaps in OPD policies. The OIG is actively reviewing those policies and gathering additional information from the Information Technology Department and the OPD policy and publication division. That report and recommendations, if any once completed, will be submitted to the Commission for consideration and response.

CITY COUNCIL AUDIT

The OIG is currently in the drafting stage of a recommendation document for the City Council to consider for future OPD contracted organizational evaluations.

THE BEY MATTER

Prior to the appointment of the current Inspector General, in November 2021, the Commission voted to refer the Bey matter to the newly created OIG. The expressed goal was to review specific records and report to the Commission any policy recommendations for changes to procedures and practices going forward. At the February 9, 2023, meeting a commissioner requested a more detailed update regarding this matter. Attached to this document, is an informational report with a timeline and key information about the OIG's review of the Bey Matter. Unfortunately, this review will also be delayed as the OIG, like most other City departments has been impacted by the ransomware attack.

OTHER OIG PROJECTS

The aforementioned projects are the top priorities for the OIG, per the Commission's request that the office work on 1) City Council Audit and 2) The Bey Matter. That prioritization was communicated when the Inspector General was hired in January 2022.

Since the City Charter requires the OIG to also audit the NSA tasks, the OIG selected Task 42. This selection was made with the consideration of the Federal Judge requiring the IMT to conduct audits of 11 of the 52 tasks.²

² Tasks 2, 5, 20, 24, 25, 26, 30, 31, 34, 41, and 45 were required to continue to be audited by the IMT

OPD and CPRA Mediation Program for Police Misconduct Complaints

While working on the projects mentioned above, the OIG also reviewed sections §2.45.070 and §2.46.060 of the Municipal Code. In September 2022, a member of the public inquired about Oakland's mediation program within OPD. Shortly thereafter, the OIG reviewed the provisions, inquired about the development of the program with OPD and CPRA, conducted research, and reviewed relevant documents. On Monday, February 6, 2023, the OIG provided a report of the review to the Commission, with a request that they provide a response by February 17, 2023. The Commission has not provided an official response to the OIG's request. The review was released publicly on March 2, 2023 and is in this agenda packet.

Information Request §2.45.120(B) – Function and duties of the Office of the Inspector General

In an effort to comply with §2.45.120(B), the OIG formally requested information from OPD that is required to be in the OIG annual report. The information was provided promptly and a review of the OPD training curriculum will be forthcoming. Given the ongoing inquiry into this project, the OIG will continue to assess informational needs and formally request additional information where needed.

OIG STAFF UPDATE

The OIG welcomed Mr. Dominique McBride on February 18, 2023. Mr. McBride is an exempt limited-duration employee and will be working as the OIG's Deputy Inspector General and Chief Analytics Officer. Mr. McBride is a skilled operations and data management professional with experience in data analytics, strategic planning, and continuity development. Mr. McBride will bring his knowledge of building solid data management practices to the OIG to strengthen the relationships between stakeholders and the community through the delivery of valuable analytical insights, deliverables, and transparency. His management consulting experience, particularly in process improvement, risk assessment, risk management and governance from the lens of the Federal government yields itself as invaluable to the OIG. Mr. McBride's knowledge and career experiences will ensure comprehensively inclusive data management resources to support the needs of our evolving community.

The Oakland Human Resources Department closed the Inspector General Performance Auditor and Inspector General Policy Analyst positions mid-January 2023. The first round of exam assessments are scheduled the week of March 6th. The OIG remains optimistic that the additional four staff members will be hired by April 2023.

The OIG job specification for the Deputy Inspector General position has been presented to Human Resources for review, approval, and next steps. The OIG was given an update the week from Human Resources on their progress February 21, 2023. For reference, the Deputy Inspector General position will replace the Chief of Staff position, which will be removed from the OIG organizational structure pending approval of the Deputy Inspector General position job classification. The OIG will also be recruiting for a permanent Inspector General Audit Manager in the coming months. As the OIG builds, we will continually assess resource needs and possible organizational changes that may be requested in the future.

OIG COMMUNITY ENGAGEMENT AND OUTREACH

Since our last update, the OIG continues to deliver on its mission to build and strengthen relationships with the Oakland community. In the last month alone, we have had representation at several engagement activities, that included professional and personal development workshops, enriching discussions with on policing and oversight, Black History Month celebrations, as well as a presentation at the West Oakland Neighborhood Council meeting. Our office also met with numerous key stakeholders in both the public and private sectors that have expressed a keen interest in partnering with the OIG on various social justice, public safety, and police oversight projects.

As a new and developing department, our continued visibility and participation in these collaborative spaces allow for the OIG to connect with community members, who are often completely unaware of Oakland’s civilian oversight bodies and how they function. To aid in our educational and engagement goals, we have also launched two social media campaigns to both answer the community’s frequently asked questions (#FAQFridays), while elevating their perspectives around safety and oversight (#CandidConversation). The office’s social presence continues to grow daily, increasing the OIG’s ability to reach audiences most impacted by police misconduct.

For questions regarding this report, please contact Michelle N. Phillips, Inspector General, at OIG@oaklandca.gov.

Respectfully submitted,



Michelle N. Phillips
Inspector General
Office of the Inspector General

The Bey Matter Informational Report



INFORMATIONAL REPORT

TO: Oakland Police Commission

FROM: Michelle N. Phillips
Inspector General

SUBJECT: Office of the Inspector General (OIG)
Status Update-Bey Matter Report

DATE: March 9, 2023

PURPOSE

The enclosed informational report and status update, from the Inspector General, includes a timeline and key details related to the OIG's evaluation of the Bey Matter. This informational report is intended for Oakland's Public Safety Committee, the Police Commission, and members of the public.

THE BEY MATTER

Prior to the appointment of the current Inspector General, in November of 2021, the Oakland Police Commission voted to refer the Bey matter to the newly established OIG. The expressed goals were for the OIG to review specific records relevant to the matter, and report to the Commission any policy recommendations that would improve OPD's practices and procedures in the future. Below is an outline of salient milestones regarding OIG's evaluation of this matter:

- ❖ **November 18, 2021-** The Police Commission voted to refer Department records previously subpoenaed by the Commission related to IAD Numbers **07-0538**, **13-1062**, and **16-0146** to the new Inspector General, per Oakland Municipal Code § 2.45.120(F)¹
- ❖ **January 18, 2022-** The Inspector General received the subpoenaed records from Police Commission to review the above-mentioned cases
- ❖ **February 2022-** During the review of the **07-0538**, **13-1062**, and **16-0146** and subpoenaed materials the OIG began to start drafting the report of review
 - During the composition of the initial draft section of **13-1062**, the OIG identified complaint **20-0218** as a vital complaint to review, although it was not included in the Police Commission's initial directive
 - Files referencing **20-0218** were provided in the subpoenaed documents, yet the OIG requested subsequent documents and information from CPRA and OPD
- ❖ **May 19, 2022-** The OIG requested access to the Knox and Ross Report, via email, as the OIG identified documentary evidence that referenced the report during the initial review
 - The OIG's request was initially denied

¹ Police Commission Agenda can be found at this website <https://cao-94612.s3.amazonaws.com/documents/Police-Commission-Special-Meeting-11.18--agenda-materials-packet.pdf>

- ❖ **June 2, 2022-** The Police Commission convened a special meeting to supply the Inspector General with the Knox and Ross Report
- ❖ **June 8, 2022-** The Inspector General was given the Knox and Ross Report with confidentiality restrictions
 - The OIG took a cursory review of the Knox and Ross Report and identified **07-0533** as an additional complaint that seemed to be critical to the review of the matters
- ❖ **July 2022-** The OIG requested authorization from the Police Commission via email, to allow the Inspector General to share case information with another OIG staff member to expedite the review
 - There was a two-month delay before I received a response from the Commission regarding the request. By that time, the staff member was assigned to assist with the Task 42 audit.
- ❖ **August 2022-** The OIG identified the **07-0533** file embedded in the **16-0146** file folder
- ❖ **September 2022-** The OIG completed a review of **07-0533**
- ❖ **October 2022-** The OIG requested additional documents from OPD, CPRA and the City Attorney's Office as well as had meetings with members from each agency to gain clarity on some matters
- ❖ **October 2022-** The OIG incorporated **07-0533**, which ultimately changed the trajectory of the review
- ❖ **January 2023-** The OIG continued working through the Report of Review focusing on **13-1062**, consulting the City Attorney's Office for guidance
- ❖ **February 2023-** The City of Oakland experienced a Citywide information technology issue affecting the OIG's ability to access the draft report

Next Steps

The OIG is awaiting further information regarding accessibility to the office desktop, where the draft report is located, or VPN access to see if the document can be retrieved remotely. If the report is not recoverable, the OIG will begin drafting a replacement document.

For questions regarding this report, please contact Michelle N. Phillips, Inspector General, at OIG@oaklandca.gov.

Respectfully submitted,



Michelle N. Phillips
Inspector General
Office of the Inspector General

Office of the Inspector General
City of Oakland



**Public Synopsis:
Report of Review**

Released: March 2, 2023

Michelle N. Phillips, Inspector General



LIONEL WILSON BUILDING • 150 FRANK H. OGAWA PLAZA • OAKLAND, CALIFORNIA

OFFICE OF THE INSPECTOR GENERAL: REPORT OF REVIEW

OIG@Oaklandca.gov

Date: Thursday, March 2, 2023

Dear City of Oakland Residents,

With voters' overwhelming support and passage of Measure S1, in 2020, the Office of the Inspector General (OIG) was established to independently audit the Oakland Police Department's (OPD) compliance with the law as well as its departmental policies and procedures. This was done so with the intent to strengthen the City's ability to decrease and manage instances of police misconduct. The OIG's oversight jurisdiction also includes, but is not limited to, auditing and reviewing the Community Police Review Agency's (CPRA or Agency) complaint and investigative process as well as their compliance with the City Charter and Oakland Municipal Code.¹ Upon the completion of an audit, review or evaluation, the OIG provides reports and recommendations to the Oakland Police Commission (Commission), or another action holder for consideration and implementation.

At the end of September 2022, the OIG received a telephone call from an Oakland resident inquiring about the availability of mediation programs for community members seeking to remedy an issue with an OPD officer. This request prompted the OIG to review the status of the required mediation program outlined in the Oakland Municipal Code – sections §2.45.070 and §2.46.060.

Mediation is a form of dispute resolution that allows space for impacted parties to meet and discuss ways to resolve a problem. An effective OPD mediation program would provide community members and the subject officer the opportunity to safely and directly discuss the resident's complaint, via a third-party mediator. This effort could greatly assist the OPD in bridging current gaps that exist between residents and officers. Through face-to-face discussions focused on the sharing of viewpoints, increased empathy, and reconciliation, parties are better equipped to find common ground. A mediation program would also offer an additional opportunity to resolve complaints from members of the public in a timely and appropriate manner, which directly aligns with Task 5-Complaint Procedures for the Internal Affairs Division.

¹ The Community Police Review Agency present day is generally referred to as the CPRA however, the Enabling Ordinance and City Auditors report refers to the Community Police Review Agency as the Agency. Therefore, the OIG wanted to ensure the reader understood that both CPRA and Agency refers to the Community Police Review Agency. Additionally, the particular section reference in the Municipal Code is referred to as the Enabling Ordinance.



OIG Review & Methodology

Review of the City Municipal Code (Enabling Ordinance)

The OIG identified two sections within the City of Oakland Municipal Code, that outlines the duties and functions of the Commission, CPRA, and OPD, as it relates to the development and implementation of a mediation program. This section of the Municipal Code is also referred to as the Enabling Ordinance.

Pursuant to the City of Oakland’s Enabling Ordinance Chapter §2.45 Oakland Police Commission, Section §2.45.070(N) – Functions and duties of the Commission states:

In association with the Agency Director and in consultation with the Chief or the Chief’s designee, establish rules and procedures for the mediation and resolution of complaints of misconduct. To the extent required by law, the City will provide the employee unions with notice of such proposed bylaws prior to implementation.

Additionally, pursuant to the Enabling Ordinance Chapter §2.46 Community Police Review Agency, Section §2.46.060 – Mediation Program states:

Upon the agreement of the Chief, the Agency Director, the complainant(s) and the subject officer(s), the Agency Director shall appoint a qualified mediator with at least five (5) years of experience in mediating employment or other relevant disputes, from a conflict resolution company or association that employs mediators, to mediate a final resolution of the complaint in accordance with the Commission’s established rules and procedures. Any Commissioner, City employee, or former Department sworn officer shall not be appointed mediator. Both the Chief and the Agency Director must approve of any settlement offer before it is proposed to the subject officer and/or before any such offer is accepted.

The above-referenced sections of the Enabling Ordinance were codified in 2018.²

Review of City Reports, Policies and Communications

To ensure relevancy, the OIG reviewed applicable City documents to capture the deferred timeline for the mediation program implementation. On June 1, 2020, the City Auditor published an audit report on the performance of the Commission and CPRA, as required by City Charter. In terms of the mediation program, the audit highlights that the Commission is tasked with establishing the rules and procedures of a Mediation program, per the Enabling Ordinance. In their public report, they state, “[t]he Commission has not established a mediation program for complaints” – and this remains true. The audit also emphasizes the need for the Commission to complete this task as a mediation program “promotes civilian understanding and saves the Agency investigative time.”

While the City Auditor’s report focuses on the Commission’s responsibility to establish rules and procedures of a mediation program; the OIG’s review focus was the responsibility, if any, of CPRA

² At the OIG’s request the City Attorney’s Office reviewed this document prior to public release



and OPD as they will be the primary implementers of the program. To date, the mediation program has not been given a timeline for application nor has the process been initiated.

In December 2022, the OIG sent requests for information to both OPD and CPRA regarding the status of the mediation program. OPD stated they believe the mediation program is an endeavor that should be spearheaded by CPRA. Upon CPRA initiation, OPD should be consulted during the development and implementation phase.³ It must be noted that the Internal Affairs Division departmental general order (DGO) M-3.1 outlines an Informal Complaint Resolution (ICR) process.⁴ According to DGO M-3.1, the ICR process may be used to informally address service complaints or alleged acts of Class II misconduct against departmental personnel that does not indicate a pattern of misconduct.⁵ The intent of the ICR process is to expedite the resolution of less serious types of complaints against members.

Similarly, the CPRA expressed the belief that a mediation program would benefit the community and OPD personnel; however, it does not appear to be a current priority for their office. It should be mentioned that CPRA has recently undergone leadership changes that may have impacted the prioritization of this program.

Lastly, the OIG reviewed the Commission's January 26, 2023, meeting agenda. Item 12 on the agenda, Upcoming/Future Agenda Items summarizes duties and responsibilities for the Commission, CPRA and the OIG. The document outlines that CPRA via §2.45.070(N) of the Enabling Ordinance is responsible for establishing rules and procedures for mediation or the resolution of complaints of misconduct. There is currently no timeline associated with this task.⁶

OIG Review of External Mediation Programs

The OIG plans to take advantage of national best practices through ongoing thought partnership with external agencies and oversight practitioners. Currently, some law enforcement and police oversight agencies have reported success with mediation programs including the Pasadena Police Department, the City of Seattle's Office of Police Accountability, and the Atlanta Citizen Review Board (ACRB), which are highlighted below.

Pasadena Police Department

In 2005, the Pasadena Police Department (PPD) created a mediation program with the goal to build better relationships and understanding between the Pasadena community and the police department.⁷ PPD's reputable program was also reviewed and celebrated by the Community Oriented Policing Services (COPS) of the U.S. Department of Justice in 2008.⁸ For this program, PPD partnered with the Western Justice Center (WJC) to help convene the mediation sessions

³ Enabling Ordinance §2.45 and §2.46 are specific to the Police Commission and Community Police Review Agency responsibilities respectfully.

⁴ <https://public.powerdms.com/oakland/tree/documents/442>

⁵ According to Training Bulletin V-T Discipline Policy: Class II offenses shall include all minor misconduct offenses

⁶ Police Commission Agenda for January 26, 2023, Agenda can be found at <https://www.oaklandca.gov/meeting/police-commission-regular-meeting-1-26-23>

⁷ <https://www.cityofpasadena.net/police/mediation-program/>

⁸ <https://cops.usdoj.gov/ric/Publications/cops-p147-pub.pdf>



between the PPD officer and community member, using an impartial third party as a facilitator for the session. Additionally, all police supervisors are offered ten hours of conflict resolution training.

PPD's mediation program has innovative concepts that Oakland could consider when creating its own mediation program, including but not limited to:

- Providing translation services during the mediation, which is critical for diverse communities like Oakland
- Ensuring a civilian's immigration status remains confidential throughout the mediation process
- Having a sound planning and design process that includes a broad spectrum of stakeholders such as the police unions, community members, and other subject matter experts

City of Seattle Office of Police Accountability

The mediation program for the Seattle Police Department (SPD) is housed within the Office of Police Accountability (OPA).⁹ The OPA is Seattle's investigative arm for SPD misconduct. Like PPD, their mediation program is a voluntary and confidential process that is facilitated by a neutral third party.

Additionally, participants of the mediation process are required to sign a legally binding confidentiality agreement. This is done while engaging in the process voluntarily and in good faith to obtain an outcome of mutual understanding. The mediators for the program are selected from a broad range of professional backgrounds that include racial justice, human resources, public service, and law. Mediators are contracted through the King County Office of Alternative Dispute Resolution.

OPA's mediation program presents additional concepts that Oakland could consider when creating its own program, such as:

- Selecting mediators, who are trained to spot existing power dynamics between participants, from a broad range of professions
- Setting clear expectations before participants agree to engage in the process of mediation
- Including an easily digestible flowchart that illustrates the mediation process from start to finish on their website¹⁰

Atlanta Citizen Review Board

On March 13, 2017, the Atlanta Citizen Review Board (ACRB) began a mediation program for the City of Atlanta, so residents and officers may discuss complaints in a neutral setting. In 2021, the National Association of Civilian Oversight of Law Enforcement (NACOLE) in partnership with COPS conducted a case study on ACRB.¹¹ The case study in part reviewed the mediation program services provided by the ACRB. Aspects of the ACRB's mediation program could be helpful to review as the Commission and CPRA explore mediation models for the City of Oakland.

⁹ <https://cops.usdoj.gov/ric/Publications/cops-p147-pub.pdf>

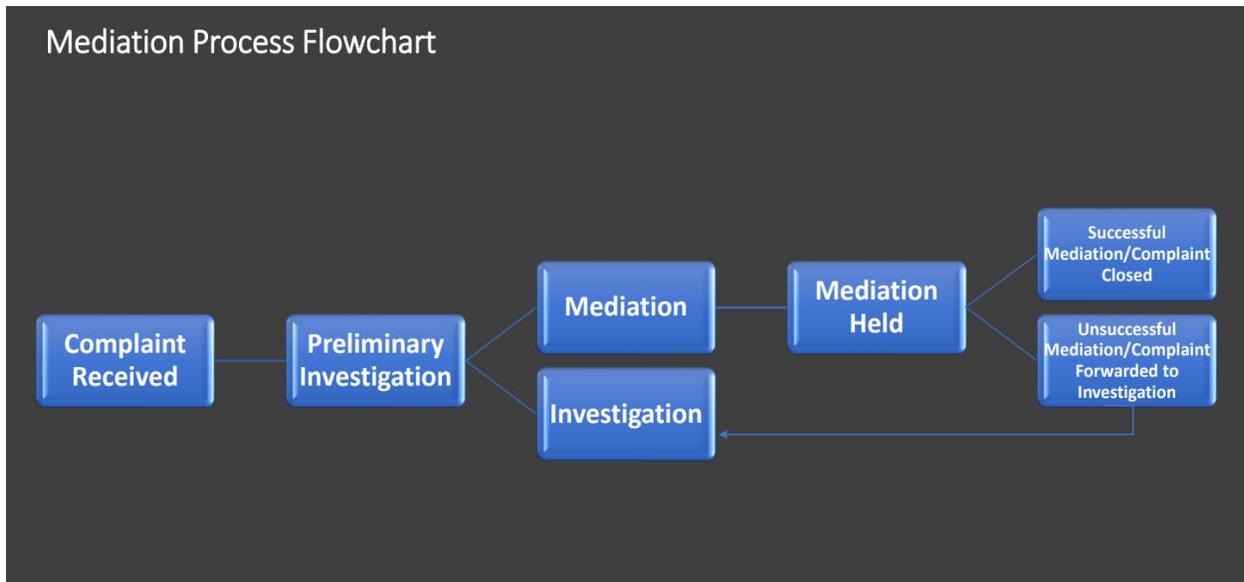
¹⁰ <https://seattle.gov/documents/Departments/OPA/Mediation-Flow-Chart.pdf>

¹¹ NACOLE. 2021. Atlanta Citizen Review Board: Atlanta, Georgia.

NACOLE Case Studies on Civilian Oversight. Washington, DC: Office of Community Oriented Policing Services.



Figure 1 ACRB Mediation Process Flowchart



The OIG also spoke to representatives of NACOLE, who offered ACRB’s model as an option for the City of Oakland to consider, among other mediation programs. Since the Oakland civilian oversight structure is so unique there are several successful mediation models that can be reviewed and taken into consideration as the city’s mediation program is being developed.

Considerations

Distinct from recommendations, considerations require additional research and internal discussion prior to the submission of an appropriate recommendation. The OIG submits the following considerations to the Commission for the development and implementation of Oakland’s mediation program:

- Consider partnering with neighboring civilian oversight entities that also wish to develop a mediation program – this could provide an avenue to share resources and contractual mediators
- Research various funding streams that are available to budding programs, which will help to alleviate any potential budgetary constraints
- Consider requesting technical assistance or guidance from NACOLE or other civilian oversight entities, who already have a solid and robust mediation program in place

Recommendations

The OIG submits the following recommendations for consideration by the Commission for the development and implementation of a required mediation program:

- The Commission, OPD, CPRA, and other key stakeholders should discuss and agree on the parameters of the program, and the priority of its implementation, and identify a pathway to ensure the sustainability of the mediation program



CITY OF OAKLAND

- The Commission, OPD, and CPRA must work together to ensure that a comprehensive implementation strategy and program design/plan are memorialized
- The Commission must collaborate with the OPD, CPRA, community members, and subject-matter experts during the planning and implementation process for an optimal mediation program to be realized

On the authority and context outlined above, the OIG respectfully submitted this report to the Commission on February 6, 2023, for review and response by February 17, 2023. To ensure timely and transparent delivery to Oakland residents, the OIG elected to release this public synopsis without a response from the Commission. The OIG acknowledges the Commission's significant responsibilities, as volunteers in this important work, and encourages the Commission to respond at their earliest convenience.

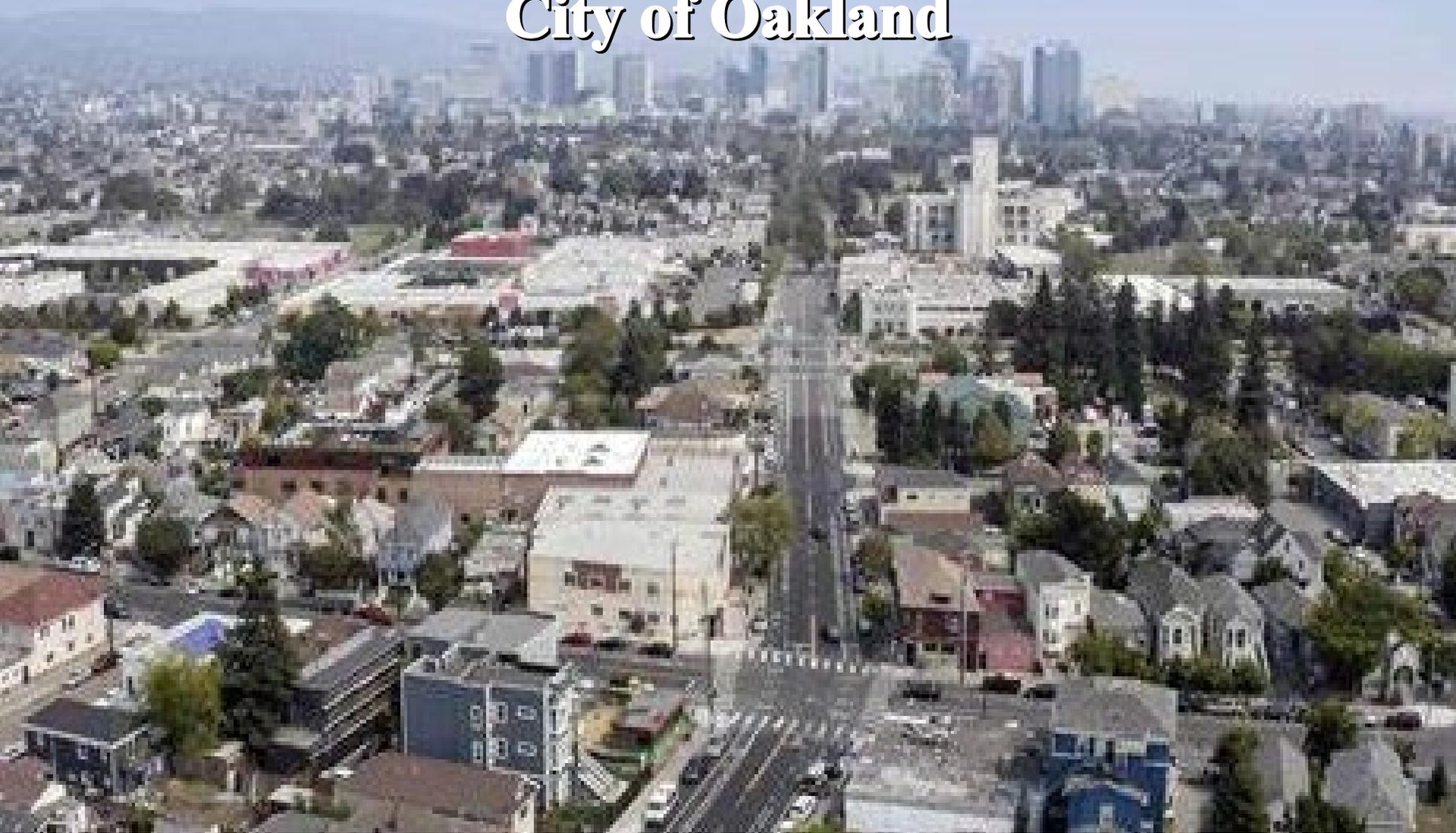
Sincerely,

Michelle N. Phillips, Inspector General

City of Oakland, Office of the Inspector General

CC: Honorable Mayor Sheng Thao
Honorable Members of the City Council
Honorable Members of the Police Commission
Interim City Administrator G. Harold Duffey

Office of the Inspector General City of Oakland



Michelle N. Phillips, Inspector General

150 Frank H. Ogawa Plaza Oakland, CA 94612

March 09, 2023

Negotiated Settlement Agreement Tasks:

Independent Monitor Site Visit

- On February 21 & 22, the OIG attended all segments of the site visit
- The presentation and discussions included current state of use of force complaints, high-profile cases, policies, and risk management

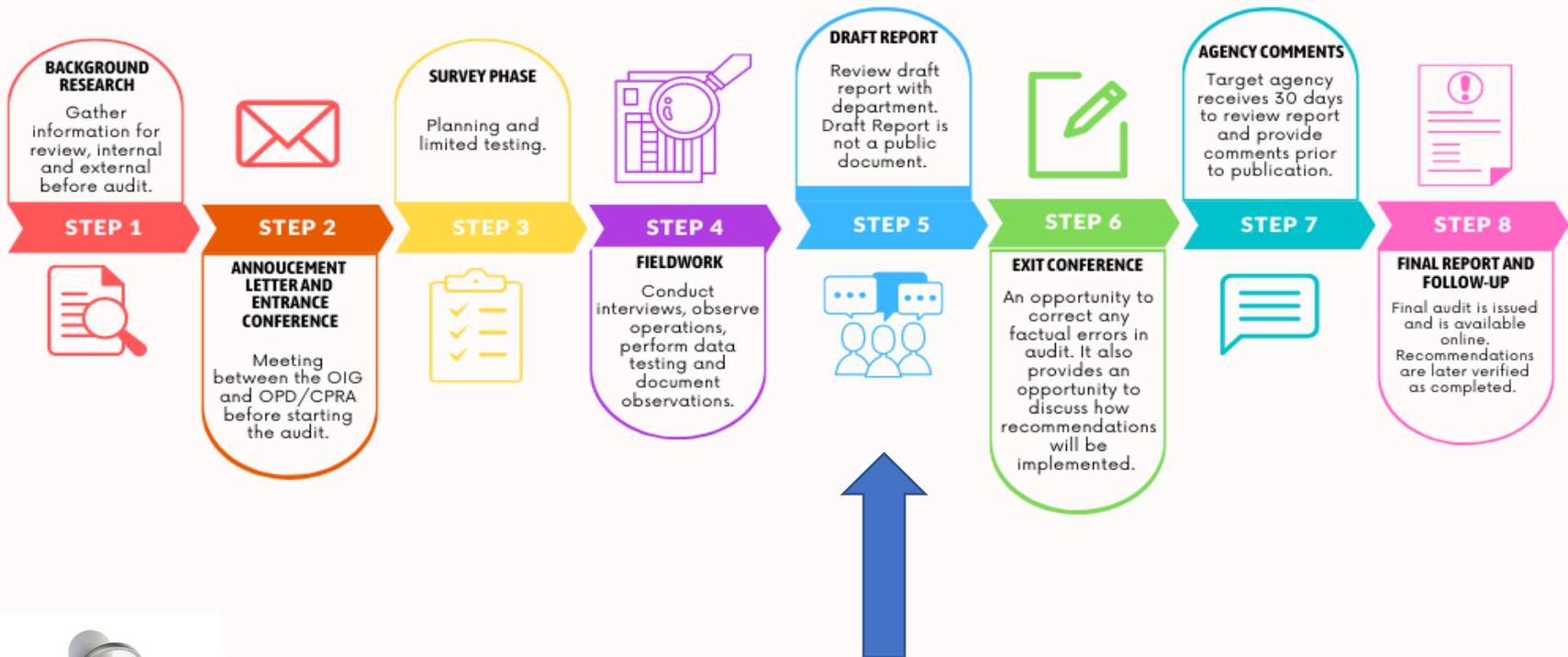
Negotiated Settlement Agreement Tasks:

Task 42 – FTO Program

- Field Training is an important area of review, as it is the officer's first time working on the streets, post academy
- Access to OPD data and key documents were impacted by the February 8 cyber attacks
- Nevertheless, the OIG team is in the drafting stages of the report (Step 5 of the Performance Audit Process)

PERFORMANCE AUDIT PROCESS

OFFICE OF THE INSPECTOR GENERAL



Negotiated Settlement Agreement Tasks:

Case Management Conference Work Group

- OPD initiated a work group for key stakeholders to receive updates on their implementation of the recommendations offered in the Clarence Dyer and Cohen LLC report
- The OIG intends to have representation at these ongoing meetings
- Although, the OIG does not have a role in the implementation of the recommendations, we plan to add value to the process by assisting in the modification of a current policy and/or procedure

Negotiated Settlement Agreement Tasks:

Proposed Policy Review and Recommendations

- While OPD's focus has been the implementation of the Clarence Dyer and Cohen LLC recommendations, the OIG has also identified potential gaps in policy
- The OIG is working with IT Department and OPD Policy and Publication unit to gather background information, while actively reviewing a current policy
- If the background research yields the need for a more comprehensive policy review, the OIG will complete the review and forward a report to the Police Commission

Current Projects Update

City Council Audit

- The OIG is currently drafting a recommendation document for OPD organizational

The Bey Matter

- Attached to the agenda report is an informational report on this matter
- The OIG's review was impacted by the ransomware incident and will be delayed

Review Of OPD & CPRA Mediation Program

- Initiated by an inquiry from an Oakland resident
- Evaluated Enabling Ordinance §2.45.070 & §2.46.060
- Reviewed several documents and spoke to subject matter experts within the National Association for Civilian Oversight of Law Enforcement
- Reviewed multiple jurisdictions' mediation programs
- Communicated with OPD and CPRA regarding any developments
- Sent the confidential report to Commission leadership for review and response
- Released the public-facing report on March 2, 2022

OIG STAFFING UPDATE

DOMINIQUE MCBRIDE, DEPUTY INSPECTOR GENERAL & CHIEF ANALYTICS OFFICER

➤ Relevant Experience and Skills

➤ Background

- 15+ years in data management and risk management
- Experience in private and public sector

➤ Data Analytics

➤ Strategic Planning Executive Management and Leadership

➤ Continuity Development



Community Engagement & Outreach

Activities Recap

- 10+ community events attended
- Activities included a book signing, neighborhood council meeting, planning sessions, business, and community meetings, and service events

Social Media Campaigns

- #FAQFriday, allows OIG the opportunity to answer commonly asked questions from the community
- #CandidConversataion, will elevate various perspectives from the community with the goal to have constructive conversation

OIG Contact Information



City of Oakland,



Office of the Inspector General



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<https://www.oaklandca.gov/departments/inspector-general>