



Berkeley Branch NAACP
P.O. Box 613
Berkeley, CA, 94701

August 27, 2013

Dear Peace and Justice Commissioners,

The Berkeley NAACP Branch, ACLU Berkeley North Eastbay, African American/Black Professionals and Community Network, Coalition for a Safe Berkeley, SEIU 1021 Berkeley Maintenance Chapter and the City of Berkeley Peace and Justice Commission hosted a Town Hall Meeting in July of 2013.

The purpose of the Town Hall Meeting was to address inequities, disparities and discrimination in the areas of Employment, Education, Housing, Health Care, Mental Health and Criminal Justice in the City of Berkeley. We would like to elicit your support in eliminating inequities, disparities and discrimination, especially as they relate to African Americans, low-income families and other marginalized communities in the City of Berkeley.

Attached is the Town Hall Meeting summary report with recommendations (the report summary also includes information from complaints that the Berkeley NAACP received.) We are requesting the Peace and Justice Commission to review the report, in particular the Employment and Educational sections and develop *Action Items* that can be put forth to the Berkeley City Council and Berkeley Unified School District that will be executed and result in resolutions being passed by both entities.

The Berkeley NAACP looks forward to working with the Peace and Justice Commission on this worthwhile endeavor.

Sincerely,

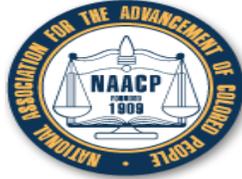
Mansour Id-Deen,
President, Berkeley NAACP Branch
BerkeleyNAACP@gmail.com
(510) 206-2129

Cc:
Mayor Bates; Berkeley City Council Members; Berkeley City Commissions; Berkeley Unified School District Superintendent and School Board Directors; Supervisor Keith Carson; Loni Hancock; Nancy Skinner; Congressperson Barbara Lee and Alice Huffman

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- 1) "The Status of African Americans, Low-income Families and Marginalized Communities in the City of Berkeley"

"The Status of African Americans, Low-income Families and Marginalized Communities in the City of Berkeley"



TOWN HALL MEETING SUMMARY AND RECOMMENDATIONS

The City of Berkeley's historical reputation is one of diversity, inclusion, and free speech. In fact, the City's logo depicts an array of colorful human faces, as it pledges of diversity and inclusion within its borders. The City of Berkeley is a *Sanctuary City* providing safety, shelter and rest to all who enter into its boundaries. Therefore it is imperative that African Americans, Low-income Families and other Marginalized Communities continue to be an integral part of this great City. (*Town Hall Press Release*)

Members of the Berkeley NAACP Branch, ACLU Berkeley North Eastbay, African American/Black Professionals and Community Network, Coalition for a Safe Berkeley, SEIU 1021 Berkeley Maintenance Chapter and the City of Berkeley Peace and Justice Commission hosted a Town Hall Meeting on Saturday, July 13, 2013 at the South Berkeley Library. The purpose of the Town Hall Meeting was to address inequities, disparities and discrimination in the areas of Employment, Education, Housing, Health Care, Mental Health, and Criminal Justice in the City of Berkeley.

At the Town Hall Meeting we heard from Berkeley residents, city workers, commissioners, council members and other political figures. The participants agreed that there are significant problems in the City of Berkeley in relationship to inequities, disparities and discrimination in the areas of employment, education, housing, health care, mental health, and criminal justice as they relate to African Americans, Low-income Families and Marginalized Communities in the City of Berkeley.

For the most part, people are unaware that numerous African Americans employed by the City of Berkeley have lodged discrimination complaints; the privatization of public housing has displaced African Americans and low-income families from their homes in Berkeley; Berkeley Unified School District has one of the largest achievement gaps between Black and Brown students and White students in the state; Berkeley's African American/Black population has declined from over 30% of the city's population to less than 8%; African Americans have the poorest health outcomes in Berkeley; most mental health services are not provided in a culturally responsive manner; and racial profiling of African American young men is an escalating problem in Berkeley.

The Berkeley NAACP has received many complaints from African American city workers, low-income and marginalized residents regarding discrimination within the past two years. Throughout this period we attempted to collaborate with various city entities and individuals, including the City Manager and Deputy City Manager, Berkeley Unified School District Board members and Berkeley's Police Chief. The Berkeley NAACP feels that there is unwillingness by some in positions of power to address the numerous concerns that were brought forth to the City of Berkeley. Therefore, in order to shed light on these issues, the Berkeley NAACP collaborated with other community partners and hosted this Town Hall Meeting.

The Town Hall Meeting provided the opportunity for those experiencing perceived discrimination, inequities, disparities and injustices a safe place to discuss these issues and provide suggestions and recommendations for solutions to the problems identified. The goal of the Berkeley NAACP is to assist with the elimination of

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discrimination in education, law enforcement, health care, mental health, housing and employment in the City of Berkeley.

Employment

City Manager Christine Daniel was present for the four-hour meeting, as was Police Capt. Cynthia Harris. Daniel told this newspaper she was not prepared to comment on questions raised about city employment practices, other than to say the city continues to meet with SEIU on labor issues.

* (City of Berkeley)

Numerous employees from different City departments met with the Berkeley NAACP and lodged complaints concerning what they perceived to be discriminatory employment practices by the City of Berkeley. Most of the complaints came from employees that work or worked in three departments: Health, Housing and Community Services; Parks, Recreation and Waterfront and Public Works (Zero Waste.) There were complaints from a few other departments as well.

The complaints alleged unfair hiring and promotional practices, favoritism, cronyism and unfair treatment of African Americans within the City of Berkeley. The city was accused of manipulating practices and protocols for hiring, firing, promotional and job reclassification processes in order to put friends and individuals of their selection in various city positions. There are other city employees who are afraid to speak out, because they are fearful of retaliation, such as losing their jobs, being demoted, having their work hours cut, being reduced to part-time status and/or not being able to obtain promotional opportunities.

Some city staff who have spoken up and/or are perceived to ask too many questions about divisional, departmental and/or city issues reported that they are ignored and/or they have been retaliated against in various ways, such as job relocation, demotion, isolation, being left out of the information loop, cuts to program budgets, denied office equipment, write ups, receiving bad evaluations, having their work hours cut, not being granted overtime and even being terminated.

The *Glass Ceiling* is still a problem for African Americans in their professional careers, including in the City of Berkeley. There are few African Americans in Senior Management positions in the City of Berkeley, BUSD and community-based agencies. Deserving Black staff members are constantly over-looked for promotions and upward mobility on the job. It was reported that within the past year more than eight senior management positions within the City went to White employees that were pre-selected for the positions.

Concerns were also expressed about the lack of Black men in management and/or supervisory roles in some city departments and divisions. The hiring of most Black employees, especially in senior management and mid-level management positions in city government are usually as replacements for African Americans that have left the City of Berkeley employment; not resulting in an increase of African American employees.

High unemployment rates for African Americans in Berkeley, especially among Black males, are also a major concern that was expressed at the Town Hall Meeting. This includes black professionals, youth, unemployed and underemployed individuals and blue-collar workers. It was stated that Black construction workers are noticeably missing from construction sites throughout the City of Berkeley. And, given the imminent release of a massive number of incarcerated individuals back into society and the job market, it is essential that employment solutions are developed and fair employment practices be upheld in the City of Berkeley.

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Priority Recommendations:

- Put in place a City Council Oversight Body to monitor unfair employment hiring, promotional practices, favoritism, cronyism and unfair treatment of city employees
- Monitor the increased use of "Contracting Out" (Outsourcing) of city employee jobs
- Institute "Mandatory Cultural Competency" training for all City staff – 16 hours per year
- Provide for oversight and accountability of the City of Berkeley Human Resource Department by City Council
- Require "Equal Work for Equal Pay" (Salaries based on actual job duties not City classifications)
- Provide long-time hourly city employees with full-time benefited positions; especially in the Park, Recreation and Waterfront Department
- Put in place an Oversight Committee for the City of Berkeley Labor MOU process
- Employ the 360 Performance Evaluation process for all city staff, including Department Directors, Deputy Directors, Managers and Supervisors
- Institute an annual evaluation for the City Manager by the Berkeley City Council
- Employ an external comprehensive city audit to review city staff personnel matters every three years.

Other Recommendations:

- Reinstate all part-time employees to full-time status (some positions were downgraded to half-time due to budgetary issues; however, numerous full-time staff have been hired)
- Use the City of Berkeley First Source Compliance Agreements and Contract Monitoring
- Provide the Labor Commission with some authority to address fair and equal employment practices of city personnel
- Increase city staff diversity at the Senior Management level throughout the city
- Offer incentives in addition to punitive measures to encourage contractors to hire low-income South Berkeley residents
- Improve definitions of city job classifications (most are too vague)
- Increase the salary for living wages
- Provide more funding for employment and training programs and services for low-income residents
- Direct the City to increase its hiring and/or contracting with firms and agencies that have a diverse workforce
- Increase construction jobs for African Americans on Roads, Streets and Buildings
- Implement annual training for *All* City Senior Management staff for Employee Relations and Effective Team Building.

Housing

"We're losing families, low income people, working people," Arreguin said. "Rent continues to increase. It's almost virtually impossible if you're a working class person to buy a single-family home in Berkeley. Unless we stand up and fight for affordable housing, and we fight to protect our diversity, what we love about our community may be gone."
* (City of Berkeley Councilperson)

The City of Berkeley is a very unique place to live, and for more than fifty years African Americans and low-income people were able to call Berkeley home; however, that is changing. The City of Berkeley has an international reputation and longstanding dedication to diversity, inclusion and equality. However, there is a massive push-out of African Americans and low-income families happening in the city. The declining numbers of African Americans and low-income residents in Berkeley should be of concern to the Berkeley City Council and other political figures that represent this great city.

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4) "The Status of African Americans, Low-income Families and Marginalized Communities in the City of Berkeley"

The Berkeley Branch of the NAACP has been working on a number of issues affecting residents in the city, including the privatization of public housing and the lack of affordable housing. Numerous African American and low-income Berkeley residents have voiced concerns about their inability to continue to live in the City of Berkeley, due to the lack of affordable housing. Therefore, securing and maintaining housing in Berkeley has become increasingly problematic for African Americans and low-income families and individuals. Affordable housing and the issue of Berkeley Housing Authority's (BHA) privatization of public housing were among the topics addressed at the Town Hall Meeting.

Concerns were expressed at the Town Hall Meeting and to the Berkeley NAACP about the lack of assistance and support that residents are receiving from the Berkeley Housing Authority. Some families that are being displaced by the privatization of Berkeley Public Housing discussed the lack of support they are getting from BHA. The Berkeley NAACP was informed that the housing assistance that was promised to BHA residents who are being displaced from their homes, including relocation assistance and financial compensation was not provided to all tenants and in the process many residents were constantly disrespected and treated very badly. Although some residents attempted to stand up for themselves, it was stated that people were harassed and intimidated by BHA representatives. It was reported to the Berkeley NAACP that some tenants moved out of fear; others were evicted unfairly, and some of the tenants that are left live in fear of eviction every day.

In most communities there is resistance to subsidized affordable housing and providing assistance to low-income citizens, especially African Americans. However, if policies are not implemented to maintain the current level of diversity of Berkeley residents, then the city will soon resemble cities like Piedmont and counties like Marin, which lacks real diversity of residents, especially African Americans.

Other urban cities, such as San Francisco are putting policies and projects in place to increase affordable housing in order to enhance the diversity of their residents. If the City of Berkeley wants to maintain its inclusion of African Americans and low-income residents, it too has to create policies, projects and programs that will add affordable housing stock in the City of Berkeley.

Priority Recommendations:

- Demolition Ordinance will include the replacement of all affordable housing that is demolished
- Obtain more oversight and accountability for Berkeley Housing Authority
- Pass new regulations and/or incentivize housing developers to offer more housing at below-market rates
- Increase development of affordable housing in Berkeley by putting policies, projects and programs in place
- Implement the adopted 1990 South Berkeley Area Plan.

Other Recommendations:

- Increase the number of African American and low-income residents on the Berkeley Rent Board, Housing Advisory Commission (HAC), Affordable Housing Associates (AHA), and California Housing and Land Trust and Zoning Adjustment Board
- Increase investigations into fair housing complaints in Berkeley, especially as it relates to African Americans and other marginalized groups
- Develop a Community Housing Advisory Group (consisting of BHA tenants and low-income residents)
- City Council members should host a Housing Workshop with a focus on Affordable Housing
- Reestablish the section 8 home ownership program for low-income families living in Berkeley
- Increase incentives for landlords that accept Section 8 Vouchers.

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Education

School district data shows, for example, that on standardized test in language arts, just 23 percent of African Americans were proficient, while 84 percent of whites were proficient. Daniels said that schools are addressing the problem and the gap is narrowing, but it won't close by the district's target date of 2020. * (BUSD School Board Director)

The "Achievement GAP" is the disparity of educational performances among groups of students that are identified by gender, race, ethnicity, disability, language and socioeconomics. Berkeley Unified School District (BUSD) is not the only school district in the nation that is struggling to address educational achievement gaps among their different student populations. However, the achievement gap between Black and White students has existed in the district for a long time and at this point it is unacceptable and must be fixed.

It is easy to label children as "At Risk" and then make them responsible for their own academic failure and not that of an educational system that has been unwilling to invest in the necessary methods, techniques and funding that are required to address the numerous problems related to poor educational outcomes for African American students in BUSD. Special Education classes are where most African American children that present with different learning styles are "Warehoused." The report *Black Boys and Special Education – Change Is Needed!*, states that "special education in this country has reached a state of national crisis. This \$60 billion industry is impacting the lives of many American children – disproportionately black boys."

Black parents and community members expressed concerns about the Achievement GAP problem at the Town Hall Meeting. The NAACP has also received complaints from parents and family members about the problems they face with student registration, BUSD's extremely low acceptance of Inter-District Permits for African American students and high rates of suspensions and expulsions of Black students in the school district, especially males. Additionally, African American students are involuntarily transferred to other educational settings that lack sufficient support and assistance with their educational goals and they are also abruptly dis-enrolled.

BUSD also lacks diversity among its teachers; there are an inadequate number of African American teachers employed at BUSD. It was stated that the school district hires African American teachers, but they don't stay around long. This comment should be a red flag of sorts, because if educated Black professionals find it hard to flourish in Berkeley Unified School District, it only makes sense that African American students would find it difficult to successfully navigate the BUSD educational system too.

Priority Recommendations:

- Reform BUSD disciplinary procedures, including expulsions and suspensions, especially as they relate to African American males
- Develop clear registration guidelines and protocols and eliminate the practice of home visits as part of BUSD student registration process
- Increase funding to implement *Specialized* culturally effective curriculum and learning interventions and tools for Black students, in order to address educational deficiencies
- Increase support and funding for homeless students and families in BUSD
- Hire and maintain more African American teachers and staff; especially males
- Institute "Mandatory Cultural Competency" training for all district staff – 12 hours per year.

Other Recommendations:

- Hire a consultant to assist with the development of a "*Welcoming Environment*" for students, parents and staff of color, especially African Americans

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- Employ more full-time permanent Parent Liaisons positions within BUSD and increase funding for the program
- Work with UC Berkeley Black Student Union in order to implement a Mentoring program
- Develop "Safe Black Spaces" for students and teachers
- Increase quality academic student support and tutoring for African Americans
- Develop effective culturally congruent academic programs for African American preschool children
- Create an African American Parent Educational Oversight Committee.
- Create an annual public report with disenrollment and inter-district permit status of all students.

Public Health and Mental Health

Dr. Vicki Alexander, who worked in the city's health department for more than a dozen years, addressed the high rate of low birth-weight babies among Berkeley's black population, arguing that health issues and education levels are only part of the problem. She placed much of the blame squarely "on stress related to racism, stress walking down the street as a black person."

** (Retired City Employee)*

It is reported that African Americans live approximately 10 years less than other racial groups. Health inequities and disparities have been caused by institutionalized racism in every system in American life. The City of Berkeley's 2007, Health Status report states that African Americans have far higher rates of illness and deaths from hypertension, heart disease, and stroke, compared to White residents of Berkeley.

There is research to support that Black mental health consumers are over represented in the mental health system and they receive inappropriate treatment, such as being commonly misdiagnosed, prescribed unsuitable medications for their ethnic composition and they remain in treatment for lengthy durations. Inappropriate mental health services are mainly due to the lack of inclusion of best practices and community defined approaches for African Americans and the employment of licensed African American mental health professions. Providing culturally responsive services to all mental health clients in the City of Berkeley is essential in order to improve mental health outcomes for consumers, family members, and communities.

In order to eliminate health inequities and disparities and notably decrease poor health outcomes for Black people, adequate funding must be established to serve the community in ways that provide quality services. A number of programs and services are not funded appropriately in order to provide the service levels that are required to effectively address health and mental health inequities and disparities in the Black community in the City of Berkeley. The Affordable Health Care Act is a funding resource that can be used to address health and mental health inequities and disparities. However, getting the best results from the Affordable Health Care Act will require having seasoned senior management professionals in place who know what they are doing in the health and mental health fields.

The NAACP received complaints that cited some serious alleged discriminatory practices within the Health Housing and Community Services Department, into which the divisions of Mental Health, Public Health and Environmental Health were merged in order to save money. Some staff members believe that the merger of the Health Department into the Housing Department (HHCS) was a mistake. It is believed that Health and Mental Health focuses on the quality of people's lives, and Housing mostly focuses on paper and money. Some staff persons have stated that the difference in philosophy and ideology for service delivery has impacted the quality of health and mental health services for Berkeley residents.

Some city staff at the Town Hall Meeting discussed their fears and concerns about being employed in a work environment that is hierarchical in nature (Top-Down Structure), where it is common for staff to be

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micromanaged, disrespected and intimidated by supervisors. Employees stated that they are not included in departmental and divisional decisions and only a small handful of selected management staff and a few other employees that are shown favoritism are involved in decision-making. Staff input is mostly frowned upon by Management and Directors, especially in the HHCS Department, except in the area of Employee Safety, where a *Suggestion Box* is available for staff to provide input.

A lot of staff members, especially African Americans, believe they are not respected or treated like professionals in the Health, Housing and Community Services Department. Some employees have complained that there has not been an all-staff divisional meeting to discuss transformation and changes in the Mental Health Division; therefore, staff members are left to listen to rumors about their jobs. Management personnel in the Divisions and the Health, Housing and Community Services Department share very little information with staff. Overcrowding of staff at clinic sites is another tactic that is being used to create dissension among staff members in the Mental Health Division and this has led to the loss of service space for clients and family members at clinics.

The Berkeley NAACP was informed by city staff members that they are usually ignored, emails go unanswered, phone calls are not returned by some senior management staff in the Health Housing and Community Services Department and there is NO transparency whatsoever in the HHCS Department, despite the fact that the Mental Health Services Act (MHSA) calls for transparency in all areas of mental health services. Some staff members feel they are not allowed to freely provide input or suggestions or make comments about the divisional and/or departmental work. Some stated that prior to the past several years all staff was viewed as an integral part of the decision-making process within the Health Services Department.

We were informed that the Public Health Division used to provide innovative and cutting-edge services for African Americans and low-income families in the City of Berkeley. The division worked from a social justice framework and promoted culturally congruent programs and services, such as the Community Action Team (CAT) and there was a real investment in the Black Infant Health Program. However, due to new leadership and funding concerns, the focus to improve the health and welfare of African Americans and low-income families seems to have taken a back seat, especially given the appalling health outcomes for African Americans in the city.

Another problem that was identified at the Town Hall Meeting and received in complaints to the Berkeley NAACP was in regard to the lack of appropriate leadership for Mental Health services in the City of Berkeley. Staff commented on the dismantling of the Mental Health Administration Office and the relocation of Administrative staff to clinic sites. Individuals stated that Berkeley Mental Health is the only mental health jurisdiction that does not have an Administrative Unit. The Mental Health Division has not had a Mental Health Manager for almost a year and a half, thereby leaving the direction of Mental Health services mostly in the hands of novices. The division lacks real diversity of staff, has very few professional people of color and has extremely limited language capacity, which impacts the quality of mental health services.

Because of these factors, some staff members of color are being overworked and required to perform work related duties and tasks for which other staff are being compensated at a higher rate of pay. And, in fact some of these same employees are required to work with some of the more severe clients and take on more difficult responsibilities and assignments for which they are being paid less than their counter-parts (usually a non person of color.) *Equal Work for Equal Pay* is a major problem that was cited by numerous city employees at the Town Hall Meeting and in complaints that were made to the Berkeley NAACP.

Due to a *Top Down Management* style that has been instituted in the city and the HHCS Department, some professional employees that were part of the Mental Health Administration and employed to assist with the transformation of Berkeley's Mental Health System of Care (per the Mental Health Service Act requirements)

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stated that their *Divisional Leadership Positions* have been diminished, thereby not fully being utilized to transform services for Berkeley Mental Health consumers, family members, staff and the community-at-large.

At the time of the city's decision to merge the Health Services Department with the Housing Department, it may have seemed to be the right thing to do. However, given the immediate future increase in the demand for health and mental health services, there is currently a need to restructure a separate Health Services Department with senior leadership from a polished and innovative health and/or mental health professional who is a visionary.

Priority Recommendations:

- Re-create a Health Services Department for Berkeley Mental Health, Public Health and Environmental Health Divisions with seasoned senior professional Mental Health and Public Health leadership and oversight
- Increase Mental Health Services Act funding and services for low-income residents in South and West Berkeley
- Implement a policy of non-Police involvement with Mental Health Services (BPD to have backup role for life-threatening matters)
- Secure annual funding of \$350,000 from Alta Bates Summit Medical Center for the operations of the Black Infant Health Program
- Implement the operations of the Mental Health Mobile Crisis Unit to operate 24 hours, 7 days a week
- Require annual all-Staff Divisional Meetings
- Hire more African American and Latino mental health professionals (Currently there are only three African Americans and one Latino licensed clinician employed at Berkeley Mental Health clinics.)

Other Recommendations:

- Implement culturally responsive services in the Mental and Public Health service delivery systems, using welcoming, respectful, practices and models that are designed to be culturally and ethnically congruent
- Permanently invest in a *Mental Health Crisis Support System* for Black youth and their families
- Develop accountability standards for place-based *Health Equity Work* in the African American community
- Develop mechanisms for on-going staff input at the Senior Management level in the HHCS Department
- Develop standards to address *Violence* as a mental health and public health condition
- Increase resources in order to eradicate violence; especially as it affects youth
- Create a Mental Health and Public Health oversight advisory committee comprised of African Americans, Low-income individuals and people from marginalized communities
- Mental Health and Health Commissions need to provide more Oversight to Mental and Public Health Divisions.

Criminal Justice

Id-Deen talked about racial profiling in Berkeley... "Three officers got out of the car," he said. "They approached the young man and he's looking at them, like, 'What's going on?'" Id-Deen said it brings to mind the killing of Oscar Grant and Trayvon Martin. "You have officers walking toward you -- you don't know what they want," he said. "You haven't done anything." The officers asked the young man for identification and where he was going. "He politely refused to give it to them and said he was waiting for the bus," Id-Deen said. The officers said they'd wait with him. At that point the young man walked away, Id-Deen said. *(*President of the Berkeley NAACP*)

Although illegal, "Racial Profiling" still very much exists in the United States, as evidenced by the recent case against the New York Police Department's "Stop and Frisk" program. Studies have shown that African

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American men are more likely to be racially profiled than other groups and they are more frequently stopped and searched by law enforcement. Profiling of individuals based solely upon their race, ethnicity, or national origin is illegal and yet it still occurs quite frequently in communities of color. Some Blacks are even profiled because of the way they are dressed. Most African Americans feel they are being treated like common criminals when they are racially profiled by the police, and African American residents in Berkeley have expressed these same sentiments.

The Berkeley NAACP has received numerous complaints from African Americans in regards to "*Racial Profiling*" and this issue was also discussed at the Town Hall Meeting. Some attribute this problem to "*Over Policing*" in South Berkeley and this tactic is being carried out by the Berkeley Police Department's *Drug Task Force (DTF)*. Use of the DTF and "*Over Policing*" has led to an increase in racial profiling of African Americans, especially young Black men in Berkeley.

Police Officers must have a "*Reasonable Suspicion*" that an individual they want to stop is armed or is a danger and they must be able to communicate why they believed the individual that they stopped was suspicious. Statistics indicate that African Americans are much more likely to be arrested and imprisoned than White Americans and in a majority of these cases the black people are innocent of the crime; however most are not fully afforded the opportunity to prove their innocence. Historical police brutality and racial profiling by police officers in the United States against African Americans, especially against African American males has led to *Mass Incarceration* (Black men are about five times more likely than white men to be incarcerated during their lifetime) and the *Death* of numerous African American men at the hands of the police.

Documented cases have proven that some White Police Officers have demonstrated their prejudice against African American males by stopping them on the street, pulling them over on state highways and roads for no reason and using excessive force. A lot of traffic stops that are made by Police Officers that involve African American men are made because they are driving expensive vehicles or because of the color of their skin. "*Driving While Black*" or "DWB" and "*Walking While Black*" "or "WWB" are major problems for African Americans in most places, including the City of Berkeley.

The presence of Berkeley Police Departments' Drug Task Force Officers driving around in dark cars and dressed in dark clothes (usually non-Black Officers) presents to most in the Black community as menacing, threatening and dangerous. The Black community-at-large feels "unsafe and threatened" by these Officers who are charged with protecting and improving the quality of their lives. Some African Americans even draw a correlation between these Berkeley Police Officers' (especially, Drug Task Force Officers) behaviors that are reminiscent of the Bull Connor era of the Deep South, given the actions that are exhibited towards many people in the Black community.

There is fear and mistrust of Berkeley Police Officers by many African Americans and other people of color that reside in the City of Berkeley and this should be alarming to those in positions of power within the city, because these are the very people that Berkeley Police Officers are sworn to serve and protect.

Priority Recommendations:

- Abolish the Berkeley Police Department's Drug Task Force (DTF)
- Stop unmarked police cars from making ordinary traffic stops
- Implement mandatory reporting of aggregated data, collection and analyzing of ALL police stops with information and demographics of person stopped (including race) – Annual public report to be made available
- Implement a policy of non-Police involvement with Mental Health Services (BPD to have backup role for life-threatening matters)
- End the use of the "Stop and Frisk" approach, especially in South Berkeley.

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Other Recommendations:

- Hire more African American and Latino Police Officers
- Implement Community Policing Model in South Berkeley
- Provide on-going mandatory cultural competency training for all Berkeley Police Department employees in order to address racism and racial profiling
- Institute "Mandatory Cultural Competency" training for all BPD staff – 16 hours per year
- Hold all Officers accountable and require them to operate according to constitutional standards of the law.

Conclusion

In the book *The New Jim Crow*, it states, "While many successful blacks from earlier generations remained aware of their unique status by virtue of the blatant nature of Jim Crow, contemporary African-American elites are increasingly far removed from visible signs of racial discrimination. On this score, rather than focusing on the "New Jim Crow" of mass incarceration, horrendous public schools, residential segregation and massive unemployment and gun violence that plague too many black communities, the focus becomes the easy target of individual behavior."
(Author, Michelle Alexander)

Superficial resolutions provide great sound bites, but seldom offer effective solutions that permanently address poverty, substandard education, affordable housing, high unemployment rates, and injustices in the criminal justice system and numerous other institutionalized inequities that primarily affect African Americans, low-income families and other marginalized communities in America and in the City of Berkeley.

The Berkeley NAACP is providing this summary report with recommendations that we believe will actually address some of the problems identified at the Town Hall Meeting and complaints received by the Berkeley NAACP. We believe Berkeley City Commissions such as Peace and Justice, Rent Stabilization, Mental Health, Health, Labor, Police Review and Homeless to name a few, have the ability to craft *Action Items* from the recommendations in this report and present them to the Berkeley City Council and Berkeley Unified School District Board of Directors in order to implement substantial changes in the lives of African Americans, Low-income Families and Marginalized communities in the City of Berkeley.

The Berkeley NAACP wants to work with the City of Berkeley, Berkeley Unified School District, community organizations and other public officials in order to eliminate inequities, disparities and injustices in the areas of employment, education, housing, mental health and health and law enforcement. Therefore, the Berkeley NAACP plans to work with City Commissions, residents and other stakeholders in order to ensure that the recommendations in this report are successfully implemented into City and District resolutions. We plan to host another Town Hall Meeting in December of 2013 in order to assess the progress of these recommendations. The Berkeley NAACP is committed to fighting for civil and human rights for all people.

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