

# City Manager's Review Board 10/30/2020

## Wellbeing Focus Group

### Supporting Presentation Content

The Presentation from the October 30, 2020 Wellbeing Focus Group is available on the City's website.

### Attendees

1. **Harry Black** City Manager / City of Stockton
2. **Jasmine Dellafosse** / Gathering for Justice
3. **Jamie Guerrero** Founder / Kelly's Angels Foundation
4. **Myles Harris** Community Organizer / Youth Engagement
5. **Chief Eric Jones** Chief of Police / Stockton Police Department
6. **Tashante McCoy-Ham** President / The OWL Movement
7. **Daniel Mohammad** Director of Office of Violence Prevention / City of Stockton
8. **Sammy Núñez**, Executive Director / Fathers & Families of San Joaquin
9. **Dr. Maggie Park, MD** Public Health Officer / San Joaquin County Public Health Services
10. **José Rodríguez** President & CEO / El Concilio
11. **Fred Sheil** Administrator / STAND (Stockton Taking Action to Neutralize Drugs)

### CMRB Overview

The City Manager welcomed everyone and provided a recap on the focus areas discussed at the previous City Manager's Review Board (CMRB) meeting. The focus areas in priority order are: Use of Force, Officer Involved Shootings/Critical Incidents, Wellbeing, Citizen Complaints, Traffic Stops, Pedestrian Stops.

Review: The collective membership of the CMRB allows for the group to act as a type of health check of police/community relations.

CMRB Tenets (Slide2): Reviewed the 6 tenets of CMRB

- The constant quest for mutual accountability
- The relentless pursuit of follow-up
- Commitment to data driven problem solving and placed based strategies
- Mutual respect and empathy for one another
- Commitment and dedication to the pursuit of the greater good
- Social resiliency and sustainability

### Introductory question to the group: What is Wellbeing?

City Manager described his definition of wellbeing as the essence of humanity, how we treat one another, how we care for each other, and ultimately wellbeing is a sense of peace and security. Each attendee then defined what wellbeing means to them.

- **Community Member:** Wellbeing in 2020, is taking care of yourself in four areas: mental, physical, spiritual, emotional. A community will only be as well as the individuals and its leaders.
- **Community Member:** Wellbeing is self-care, which allows one then help others. That creates a social wellbeing that keeps communities healthy.
- **Community Member:** Referenced Maslow's pyramid of needs; by meeting basic needs, social interactions that allow for self-actualization. Wellbeing is not just the absence of violence but the presence of justice.

- **Community Member:** Described how to spread comfort by being comfortable in yourself. Allow the community to express how and what will make them comfortable and be able to provide the community with what will meet those needs.
- **Community Member:** Sense of peace free from needs like stress, hunger, the worries of tomorrow and all that comes with it. We want as a community to get to that place where we won't worry about tomorrow.
- **Chief Jones:** How the community and each person feels about safety, the need to feel safe and secure. Realizing both our community and officers have those needs.
- **Community Member:** Reference to Martin Luther King Jr, wellbeing is an idea of a beloved community through access of opportunity, justice, equity and ability to allow a person to be their whole self, from whichever place they come from, and feel/be welcomed by a beloved community.
- **Community Member:** Mental health is a focus of wellbeing. Mentioned the stigma associated with mental health concerns, the lack of access to mental health services, particularly for front line workers, and the negative downstream impacts of such stigma.
- **Community Member:** Mental Health, individual self-determination, and from community standpoint to protect the rights of human beings. These types of decisions affect the wellbeing of others so it has to be deliberate.
- **Community Member:** Wellbeing is the focus of balance, family, career, community impact. COVID has shown the insecurity of food, finances, housing, and other areas which have had a devastating effect on a number of communities most in need.

## How Has COVID impacted our Understanding of Wellbeing? (Slide 5)

Before opening up for discussion, the City Manager highlighted that in times of crisis there is an opportunity to identify how to make our situation better for the future.

**Community Member:** Spoke on how COVID taught us the need to work as a community rather than the focus of the individual self. For example, when wearing a mask it is an individual's way to protect others, a communal approach to protecting each other.

**Community Member:** Mentioned how COVID has exposed the politics, exponentially drove the disparities between communities, and exposed the lack of communication in government.

**Community Member:** Stressors of everyday life have become insecurities felt by the community. We have seen nationwide how insecurities turn to anxiety that eventually become public safety concerns. We have seen trends change from gang violence to now data on how the everyday population is dealing with violence in their own homes between family members caused by this insecurity.

**Community Member:** The pandemic has highlighted that many are underserved or not served at all. There is a lack of infrastructure to support people. The best thing to learn is empathy in relation to understanding ones privilege. A downfall of privilege is that the solutions offered do not actually meet the community's needs.

**Community Member:** Mentioned how COVID was referred to as "The great equalizer", but it was more of a highlighter of inequities in resources among communities.

**Community Member:** Public Safety is not just law enforcement but how the community feels within their own neighborhoods. To have that, a neighborhood needs to have resources like parks and recreation to enable wellbeing and reinforce safety. Wellbeing is a reinvestment back into the community and must be approached by many types of agencies for a holistic approach. People should not have to stand in the streets to be heard and seen in their own community.

**Community Member:** America focuses on individual right but not the community. The inequities are not just about what an individual endures but to make sure we do the best we can for others.

**Community Member:** COVID has exposed the inequities in our society and systems.

The City Manager referenced Mutual Accountability and asked for Cpt. Reynosa to share his perspective.

**Cpt. Reynosa:** Provided a summary of his time with the Stockton Police Department first as a patrol officer and most recently leading training efforts. When previously asked what keeps him up at night, Cpt. Reynosa identified the impacts of use of force incidents on suspects, their families, the community, and the officers involved. He described how those involved don't always have time to internalize what they feel, but when it catches up with them, it takes a toll. Cpt. Reynosa recollected an incident in which he was shot and returned fire. His memories of the incident are now tied to where the incident happened. This memory impacts him every time he is near the area.

The City Manager highlighted that this story serves as a reminder that humans are dynamic and layered with emotional complexities. The wellbeing of a community is directly related to the bad incidents, but it requires us to understand those incidents and think through what could be leveraged to fix the situation.

**Chief Jones:** Shared safety is about safety and security for the community, by having folks on the ground, working in capacities of outreach and coordination, instead of having issues that police respond to. We see the trends in higher poverty, lower education, and crime rates. Mentioned how the community needs to be more trauma informed, and how that information assists the SPD in how they approach peer support to maintain positive mental health of their staff. Chief Jones concluded by stating that policing will continue to evolve and by recognizing the way SPD polices a neighborhood impacts that neighborhood.

## **Social Determinants of Health**

City Manager reiterated that CMRB's purpose is to monitor the health of police-community relations. This directly ties to a discussion of social determinants of health, which are the core focus of wellbeing (Slide 6).

1. Economic Stability
  - a. Example that Central Valley may produce food to feed the world, but we have food insecurity in our community
2. Education
  - a. It's not just attaining a degree but it's about being intentional of what we learn and how to apply it.
3. Health & HealthCare
  - a. Assumption everyone has access to healthcare because of ER rooms being open, but there are better solutions than people waiting in an ER room to seek care.
4. Neighborhood & Built Environment
5. Social & Community Context

## **Social Determinants and High-Risk Individuals (A Case Study):**

City Manager transitioned to Daniel Muhammad to cover a case study of social determinants (Slide 7).

Enforcement alone will not drive safety. This case study of providing wrap around services to high risk individuals serves as a model for how addressing social determinants of health can impact crime rates. This model can serve as the basis for scaling services to the broader community.

**Community Member:** Excited about this data. It shows how the leaders are working in the community. These types of data tell us that the results are happening. It is important to let the public know and help in driving this success.

**Community Member:** How many were surveyed in this case study?

**Answer:** 40 people were surveyed although the case load has gone up since this data was collected.

**Overall feedback:** The group is interested in more data related to addressing social determinants of health and the outcomes for various communities.

## **Community Wellbeing Partners**

City Manager transitioned to Slide 8 and asked community members to add input on any additional organizations in community that address wellbeing not mentioned.

- Mental health providers,
- Chamber of commerce/employment services
- Schools/youth outreach
- Trade organizations
- Philanthropy/pool of investments

### **Next Steps (Slide 9)**

City Manager provided an overview of the upcoming initiative around developing a Stockton Community Well Being Index. Mentioned that Santa Monica has a wellbeing index as the first city in US.

- He described that the index will be a complex relational database tool used to garner insight and provide guidance to the CMRB. It will combine multiple datasets to measure the wellbeing factors of the community.
- This initiative will bring in a consultant to lead the definition of wellbeing and the required data points for the index. The consultant will need the CMRB's feedback, thoughts, and ideas.
- The index must be something we can use; it has to give us information from which we can take action.

### **General feedback:**

- We have to be transparent with ourselves to fix our issues and resist pushback on shining a light on these issue areas.
- Clear mission is required. Stockton is the most diverse city in America.
- Need a well-defined objective to ensure the index is actionable. Can Stockton become the safest city?

Look ahead to the next full CMRB meeting on December 17 where the focus topic will be Use of Force.

## **Adjourned**