COUNTY of VENTURA

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
MEETING AGENDA
1911 WILLIAMS DRIVE, OXNARD, CA
THURSDAY, FEBRUARY 6, 2025
5:30 PM -7:30 PM

MEETING PARTICIPATION:

Topic: **PSREAG Meeting**

Location: **Ventura County Behavioral Health**
Large Training Room
1911 Williams Drive, Oxnard, CA

Members of the public may join in person or by Zoom link below:

Join Zoom Meeting: https://us02web.zoom.us/j/85188551246

Dial by your location
+1 669 900 6833 US (San Jose)
Meeting ID: 851 8855 1246
Find your local number: https://us02web.zoom.us/u/kcHEEW6fU

PUBLIC COMMENTS BY EMAIL:
IF YOU WISH TO MAKE EITHER A GENERAL PUBLIC COMMENT OR COMMENT ON A SPECIFIC AGENDA ITEM BEING HEARD, YOU CAN SUBMIT YOUR COMMENT VIA EMAIL BY 9:00 AM THE DAY OF THE MEETING TO THE FOLLOWING ADDRESS: COUNTYDEI@VENTURA.ORG. PLEASE INCLUDE THE FOLLOWING INFORMATION IN YOUR EMAIL: (A) MEETING DATE, (B) AGENDA ITEM NUMBER, (C) SUBJECT OR TITLE OF THE ITEM, (D) YOUR FULL NAME. DURING PUBLIC COMMENT ON THE AGENDA ITEM SPECIFIED IN YOUR EMAIL, YOUR EMAIL WILL BE SUBMITTED FOR THE RECORD

OPENING

1. **CALL TO ORDER (5 MIN)**
    a. Welcome
    b. Spotlight a Group Norm
    c. Roll Call & Confirm Quorum
    d. Review Agenda

2. **APPROVAL OF PAST MEETING MINUTES (5 MIN)**

3. **PUBLIC COMMENT OPPORTUNITY FOR ITEMS ON THE AGENDA AND/OR FOR OTHER ITEMS WITHIN PSREAG SUBJECT MATTER JURISDICTION (10 MIN).**
    a. *All public comments regarding public safety and racial equity are welcome and encouraged. However, please note that the PSREAG does not investigate complaints regarding individual incidents involving law enforcement. Such complaints should be submitted to the involved law enforcement agency.*

REGULAR AGENDA

4. **RATIFY/CONFIRM ALL MEMBER LEADS AND ALTERNATES (5 MIN)**

5. **REVIEW QUESTIONS AND RESPONSES REGARDING VCSO PRESENTATION (10 MIN)**
    a. Member Discussion

6. **PSREAG STRATEGIC PLANNING SESSION (75 MIN)**
    a. Facilitation by DEI Staff
    b. Member Discussion

7. **MEMBER AND STAFF COMMENTS (10 MIN)**
    a. Opportunity for announcements from members and staff.

8. **ADJOURN**

Materials related to an item on this Agenda submitted after distribution of the agenda packet are available for public inspection on the Ventura County PSREAG website https://www.ventura.org/psreag/ subject to staff's ability to post the documents prior to the meeting.

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PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
02.06.2025 MEETING

AGENDA ITEM #2:
APPROVAL OF PAST MEETING MINUTES (5 MIN)

DRAFT MINUTES FOR 01.09.25 PSREAG MEETING

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP

MEETING MINUTES

1911 WILLIAMS DRIVE, OXNARD, CA

THURSDAY, JANUARY 9, 2024

5:30 PM -7:30 PM

MEETING PARTICIPATION:

Topic: **PSREAG Meeting**

Location: **Ventura County Behavioral Health**
Large Training Room
1911 Williams Drive, Oxnard, CA

Members of the public may join in person or by Zoom link below:

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DRAFT

OPENING

1. **CALL TO ORDER (5 MIN)**
    a. Welcome
    b. Spotlight a Group Norm
    c. Roll Call & Confirm Quorum
        i. **Member Organizations' Representatives physically present:**
            1. **Conejo Valley Interfaith Association, Bob Bland**
            2. **Diversity Collective of VC, Roland Catabona**
            3. **Future Leaders of America, Ivan Vega**
            4. **Latinx Bar Association, Vanessa Benitez**
            5. **MICOP, Genevieve Flores & Vanessa Teran**
            6. **NAACP, VC Branch, Cynthia Gonzalez**
            7. **Project 50, Dexter Nunnery**
            8. **Santa Paula Latino Town Hall, Monica Ruiz**
            9. **Santa Paula Police Department, Chief Don Aguilar**
            10. **VC District Attorney, Erik Nasarenko**
            11. **VC Probation, Gina Johnson & Candice Modica**
            12. **VC Public Defender, Claudia Bautista & Brooke Lautz**
            13. **VC Sheriff's Office, Sheriff Fryhoff & Assistant Sheriff Andrew Salinas**
        ii. **Quorum Established**
        iii. **Others present:**
            1. **Black Lawyers of VC, Damon Jenkins (online)**
            2. **Danielle Keys (online)**
            3. **Dr. Gabriela Cázares (online)**
            4. **Jose Rivera (online)**
            5. **Kate English**
            6. **Melissa McMurdo**
            7. **Rajima Danish Engel (online)**
            8. **Regina Crawford (online)**
            9. **Sarah Garcia**
            10. **Dr. Sevet Johnson (online)**
    d. Review Agenda

2. **APPROVAL OF PAST MEETING MINUTES (5 MIN)**
    a. **Minutes for the 09.05.24, 11.21.24, and 12.05.24 meetings were approved**

3. **PUBLIC COMMENT OPPORTUNITY FOR ITEMS ON THE AGENDA AND/OR FOR OTHER ITEMS WITHIN PSREAG SUBJECT MATTER JURISDICTION (10 MIN).**
    a. *All public comments regarding public safety and racial equity are welcome and encouraged. However, please note that the PSREAG does not investigate complaints regarding individual incidents involving law enforcement. Such complaints should be submitted to the involved law enforcement agency.*
    b. Office of DEI staff member, Sarah Garcia, read a comment that was submitted anonymously online to test whether it would be

received.

REGULAR AGENDA

4. **RATIFY/CONFIRM ALL MEMBER LEADS AND ALTERNATES (7 MIN)**
    a. **Confirmation of all member organizations' leads and alternates was not completed.**
    b. **Agenda item tabled.**

5. **POLICY AND PRACTICE REPORT: REVIEW UPDATED REPORT AND POSSIBLE ACTION TO APPROVE (15 MIN)**
    a. Member Discussion
    b. **Action to approve the report.**
    c. **Member organizations voted with 9 in favor, 2 opposed, and 3 abstains. Report approved by a majority of quorum.**

6. **VCSO PRESENTATION (45 MIN)**
    a. Presentation by VCSO/Sheriff Fryhoff
        i. **Sheriff Fryhoff delivered presentation.**
    b. **Member discussion occurred**
    c. **ODEI Staff to send out form to PSREAG members to submit additional questions due to time restrictions.**

7. **PSREAG DRAFT OF STRATEGIC PLANNING SESSION (20 MIN)**
    a. Presentation by DEI Staff
        i. **Kate English delivered presentation**
    b. **Member discussion occurred**
    c. **ODEI team to send an email to PSREAG members soliciting feedback on proposal.**

8. **MEMBER AND STAFF COMMENTS (10 MIN)**
    a. Opportunity for announcements from members and staff.
    b. **MICOP representative asked Public Safety representatives if they had any knowledge of "I.C.E. raids" occurring in the county.**
    c. **Representatives from the District Attorney's Office, Public Defender's Office, and the Sheriff's Office confirmed they had no knowledge of any such activity occurring in the county.**
    d. **The Sheriff's Office also noted that I.C.E. does not notify them of such activity nor does any county agency assist I.C.E. in accordance with the California Values Act (SB 54), which prohibits state and local resources, including money and personnel, from being used to investigate, interrogate, detain, detect, or arrest persons for immigration enforcement purposes, with certain exceptions.**

9. **ADJOURN**

DRAFT

a. **Meeting adjourned at 7:18pm.**

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DRAFT

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
02.06.2025 MEETING

AGENDA ITEM #4:
RATIFY/CONFIRM ALL MEMBER LEADS AND ALTERNATES (5 MIN)

PSREAG MEMBER ORGANIZATION ROSTER OF LEADS AND ALTERNATES

	Point of Contact (s)	Names of leads and alternates confirmed	Changes/Updates and/or other notes
1. VC Sheriff's Office	Sheriff Fryhoff (lead) Andrew Salinas (alternate)		
2. VC District Attorney	Erik Nasarenko (lead) Mike Jump (alternate)		
3. VC Public Defender	Claudia Bautista– (lead) Brooke Lautz (alternate)		
4. VC Probation	**Gina Johnson (lead)-Co-Chair** Candice Modica (alternate)		
5. City of Santa Paula	Chief Don(ald) Aguilar (lead) Commander Eric Starna (alternate)		
6. VC NAACP	**Cynthia Gonzalez (lead) -Co-Chair** Helaine Stallion (alternate)		
7. Santa Paula Latino Townhall	Christina Eilar (lead) Monica Ruiz (alternate)		
8. Black Lawyers of VC	Damon Jenkins (lead) Rabiah Rahman (alternate)		
9. Latinx Bar Association	Vanessa Benitez (lead) Vacant (alternate)		
10. We Belong 805	Cindy Liu (lead) - Secretary Allice Chou (alternate)		
11. VC Project 50	Dexter Nunnery (lead) Jason Maxwell (alternate)		
12. Conejo Valley Interfaith Association	Bob Bland (lead) Willie Lubka (alternate)		
13. MICOP	Genevieve Flores-Haro (lead) Vanessa Teran (alternate)		
14. Diversity Collective of VC	Roland Catabona (lead) Luis Andrade (alternate)		
15. Future Leaders of America	Danel Gonzalez (lead) Ivan Vega (alternate)		

Updated 05/21/2024 GC

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
02.06.2025 MEETING

AGENDA ITEM #5:
REVIEW QUESTIONS AND RESPONSES REGARDING VCSO PRESENTATION (10 MIN)

VCSO RESPONSE TO PRESENTATION QUESTION

VCSO RESPONSE TO QUESTION REGARDING SHERIFF FRYHOFF'S JAN. 9th VCSO PRESENTATION

Question:

- In your presentation, Sheriff Fryhoff, you mentioned that your agency collects and monitors health data on individuals in custody. Could you clarify who owns this data, how it is used, and the policies governing its lifespan? Specifically, could you walk us through the entire lifecycle of the data—from the moment it is collected, where and how it is stored, and whether it is eventually deleted or retained indefinitely? Thank you.

VCSO Response:

- Let me begin by establishing that this program is strictly voluntary and requires a signed release from the justice-involved individual. The Program has been instituted to help save lives by monitoring key vitals of those justice-involved individuals dealing with health issues. The information is stored and remains confidential. The justice-involved individual owns the data and may request a copy of the data. We collect the data which is then stored by 4Sight Labs. The data is encrypted while in transit and while in storage. The data is stored in the system so that it may compare itself on a daily and continual basis. The data is kept indefinitely until the justice involved individual requests removal from the program or through the end of our contract with the Vendor. The data is then permanently removed from their secured servers.

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
02.06.2025 MEETING

AGENDA ITEM #6:
PSREAG STRATEGIC PLANNING SESSION (75 MIN)

PSREAG Bylaws

Public Safety Racial Equity Advisory Group Bylaws

The Ventura County Board of Supervisors (BOS) resolution adopted on November 10, 2020, declared racism a public health crisis and pledged to promote equity, inclusion, and diversity in housing, employment, economic development, health care, and public safety in the County of Ventura. The resolution adoption and subsequent implementation is integral to the County becoming a "more racial equity and justice-oriented organization in service to our community." The BOS directed the CEO to establish an advisory group to help foster meaningful discussions and to identify concerns related to policing policies and procedures regarding matters such as hiring, training, and misconduct. The BOS envisioned an independent advisory group consisting of both public safety and community leaders, all of whom would collaborate to create greater understanding and identify strategies and proposals to improve institutional law enforcement practices.

Name:

The advisory group shall be called the *Public Safety Racial Equity Advisory Group*, also referred to in this document as PSREAG or Advisory Group.

Purpose:

The purpose of the PSREAG is to provide a forum where public safety and community stakeholders collaborate to improve communications and understanding amongst the parties and the greater public. The PSREAG will work to identify potential solutions to improving law enforcement policies and procedures and community engagement. The PSREAG will provide valuable input on issues surrounding public safety, equity, and justice-oriented best practices to enhance policies, procedures, and community interactions, while increasing access, transparency and fostering a mutual understanding.

Goals:

1. Improve Communications: Working together in a two-way dialogue between public safety agencies and community organizations that share an interest in advancing an equitable justice system and creating a community forum by which information, education and ideas are encouraged and exchanged.
2. Improve Policies and Procedures: This forum will help increase public understanding of public safety policies and procedures, as well as identifying areas of concern and offering potential solutions or strategies for enhancements. Findings, proposals, updates, or recommendations may be submitted in a report to the County CEO for placement on a Board of Supervisors meeting agenda on an annual basis, or as needed, and will be distributed throughout the community.

Public Safety Racial Equity Advisory Group Bylaws

Membership:

PSREAG will be composed of five (5) Agency Members representing County of Ventura government and public safety agencies, and ten (10) Community Group Members from across the County of Ventura, each of whom possess one (1) vote when votes need to be taken and recorded.

Agency Members / County of Ventura and Public Safety Representatives:
Sheriff
Municipal Law Enforcement Agency Head (Chief of Police)
District Attorney
Public Defender
Probation

Each Member Agency or Community Group will appoint an individual representative (or Advisory Member) for the Advisory Group as well as an alternate. Within three years of adopting these bylaws, term limits will be considered as a possible amendment to the bylaws.

If the appointed Advisory Member leaves their agency or community group or is otherwise no longer part of the organization group they represent, that individual will no longer qualify as an Advisory Member with a vote. In their place a new member from the same organization will be identified by that organization, nominated and submitted to the Co-chairs for placement on the next upcoming meeting agenda and ratified by current PSREAG members.

Public Safety Racial Equity Advisory Group Bylaws

Meetings

Date, Time and Location: Meetings will be held monthly on the first Thursday of the month convening at 5:30 p.m. with an expectation of a two-hour time limit at the location stated on the meeting agenda. Meeting dates conflicting with a holiday can be rescheduled to a date and time determined in advance by the PSREAG Co-chairs.

Public Access: PSREAG welcomes our diverse communities regardless of race, ethnicity, and national origin, age, range of abilities, gender identity or expression, sexual orientation, financial means, and education. Meetings will be open to the public and held either virtually or in a facility accessible to the general public.

Ad Hoc Subcommittees: Ad hoc subcommittees can be formed during regular meetings in alignment with the purpose, goals and functions outlined in these bylaws. Ad hoc subcommittees may meet as needed outside of regular meetings. Ad hoc subcommittees will report back to the PSREAG when subcommittee members have identified information to report. See Addendum A for ad hoc guidelines.

Agendas: The Co-chairs will prepare the meeting agenda for each meeting and distribute to each Advisory Group member and interested parties. Meeting agendas will be provided at least 72-hours before each meeting.

Special Meeting: Special meetings may be called and scheduled by the Co-Chairs or by regular motion and majority vote of the PSREAG at any time during a meeting. Special Meeting agendas will be provided at least 24-hours before each meeting.

Rules of Order

The Advisory Group will be governed by the Ralph M. Brown Act California Government Code Section 54950, et. seq. (the "Brown Act").

Quorum: Attendance of at least (eight) 8 members constitutes a quorum. A quorum may be established through “in person” attendance, “virtual” attendance (such as via an online meeting), telephonic participation, or a combination thereof as long as the Member’s attendance is in compliance with the Brown Act. In the absence of a voting member, a designated alternate who is serving as proxy for a particular meeting may count as a member for the purposes of reaching a quorum.

Public Safety Racial Equity Advisory Group Bylaws

Duties of Presiding Officers: The Advisory Group will select two (2) Co-chairs, consisting of one Agency Member Co-chair and one community group Co-chair, to alternate the leading of meetings. A secretary shall also be selected to either author meeting minutes or appoint another to author the minutes and record member voting. The secretary must also review and approve the minutes prior to placing the minutes on the agenda for approval by the PSREAG.

The above stated officers shall serve terms of one (1) year at a time. Each year and on a rotating basis, the Advisory Group will select two co-chairs and a secretary. Officers should not serve more than two (2) consecutive terms.

The Role Co-Chairs: The Co-chairs will set the agenda and chair the meetings. Co-chairs will alternate chairing the meetings and will stand in as chair when the other co-chair is not available. The presiding co-chair will conduct the meeting in compliance with the Brown Act. The presiding co-chair provides leadership and ensures the work of PSREAG progresses effectively. In most cases, the presiding co-chair would refrain from speaking during discussion or debate until all others have spoken and should not make or second a motion unless the presiding co-chair is convinced no other member of the body will do so at that point in time.

In the absence or unavailability of both co-chairs, at the beginning of the meeting, the Advisory Group will vote to appoint a Chair Pro-Tempore for that meeting.

Rules of Discussion and Debate: Advisory Members should know and understand the rules of parliamentary procedure.

Every Advisory Member who wishes to will have an opportunity to speak and address the Advisory Group to the question or topic under consideration/debate. The Advisory Member speaking will not be interrupted unless called to order by the presiding Co-Chair. The presiding Co-chair determines all points of order except that Advisory Members may request that a point of order be determined by majority vote. Advisory Members of the public shall not engage in debate with other Advisory Members, or members of the public.

Public Participation/Comments: At each meeting, PSREAG will set aside time for public comment and input related to matters of PSREAG's purpose and agenda items. The Chair will determine a reasonable time allotment for each speaker on an agenda item up to three (3) minutes or up to six (6) minutes if interpretation is being utilized.

Public Safety Racial Equity Advisory Group Bylaws

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Any person that makes threatening or abusive language, or engages in any disorderly conduct which disrupts, disturbs or otherwise impedes the orderly conduct of the PSREAG meetings, at the discretion of the chair, will be barred from further audience before the advisory during the meeting.

Voting: The Advisory Group will strive for consensus on all decisions and motions. Motions will be carried by a majority vote of PSREAG members present as long as a quorum has been reached. Voting will be confined to PSREAG governance, as defined in the bylaws purpose and goals. The Secretary will record motions and results of votes of each Advisory Member present at the meeting. There will be only one vote allowed per member agency/organization. In the absence of the appointed representative, each agency/organization's designated alternate may vote as a proxy in the absence of the appointed representative. Appointed representatives should notify the chair ahead of the meeting when a proxy will be voting in their absence.

Minutes: Minutes recording the motions and actions at each meeting will be approved by the secretary and placed on a following meeting agenda for approval by the PSREAG.

Advisory Member Code of Conduct

PSREAG is committed to showing respect for our members and the communities we serve. We affirmatively acknowledge that each member individually and as a group, is responsible for our decisions and their consequences.

We are committed to:

- Acting honestly, truthfully and with integrity in all our transactions and dealings;
- Avoiding conflicts of interest;
- Appropriately handling actual or apparent conflicts of interest in our relationships;
- Treating every individual with dignity, respect, fairness and good faith;
- Complying with both the spirit and the letter of the law;

- Acting responsibly and demonstrating a high degree of cultural competency toward the communities in which we work and for the benefit of the communities that we serve;
- Not using threatening or abusive language, or engaging in any disorderly conduct which disrupts, disturbs or otherwise impedes the orderly conduct of the meeting;
- Speaking only when recognized by the Chair and will refrain from speaking over others;
- Being responsible, transparent and accountable for all our actions; and
- Improving the accountability, transparency, ethical conduct and effectiveness in the area

Meeting Agreements

- Strive to reach agreements by consensus
- Own your own intentions and impacts
- Move back
- Listen actively
- Challenge with care
- Recognize each other as representatives of different communities
- Respect each other equally
- No subgroups or discussions of meeting outside the meeting; bring conversations into the room
- No PSREAG member shall purport to represent the PSREAG or that they are acting on behalf of the PSREAG when they contacting or communicating with any member of the public, media or elected official regarding PSREAG related topics, without prior direction from the full PSREAG to do during a regular or special meeting.

Removal of Members

The Advisory Members may declare vacant the position of a Community Organization Membership on the occurrence of any of the following events:

- The organization's designated representative has not attended three consecutive meetings and the organization has not nominated a replacement member.
- The organization has failed to nominate a new representative upon notification that its current designated representative has:
    - violated the PSREAG's bylaws;
    - been declared of unsound mind by a final order of court;
- Been convicted of a felony while serving on the Advisory Group; or been found guilty for a crime that goes against the purpose of PSREAG by a court of law.
- The organization dissolves or otherwise ceases to exist.

Public Safety Racial Equity Advisory Group Bylaws

Selection of New Members

Upon a Community Organization Membership vacancy on PSREAG, the Advisory Group shall publicly notify Ventura County community-based organizations of the vacancy to solicit letters of interest. The Advisory Group shall rank the applications and vote on the top two ranked organization applications. The applicant who receives a majority of the votes will be invited to nominate a member to serve on the Advisory Group for the remaining term of the vacancy.

Bylaw Amendments

Proposed amendments to these bylaws will be submitted for review to the PSREAG no less than ten (10) working days prior to consideration at a scheduled meeting. Amendments to these bylaws will be effective upon a majority vote of Advisory Members. The date of the approval will be included in this document and subsequent amendments will be dated accordingly.

Revisions

First charter on 10-07-2021
Formally approved on 02-03-2022
Revisions approved on 01-05-2023
Revisions approved on 03-02-2023

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
02.06.2025 MEETING

AGENDA ITEM #6:
PSREAG STRATEGIC PLANNING SESSION (75 MIN)

Strategic Planning Session: Simplified Agenda

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
MEETING AGENDA
1911 WILLIAMS DRIVE, OXNARD, CA
THURSDAY, FEBRUARY 6, 2025
5:30 PM -7:30 PM

BUILDING ON COLLECTIVE IMPACT & PLANNING FOR 2025 (Feb 2025 Meeting)

I. **Welcome (2 minutes)-**

II. **Review PSREAG Successes/Wins and Survey Responses**

- **a. Group Prompt & Discussion: What are the PSREAG accomplishments? (10 minutes)**
- **b. Purpose Reflection Activity: (30 minutes)**
  - **i. Reviewing Survey Responses to Questions**
    1. Group Discussions to survey responses
       - a. Public Safety
       - b. Racial Equity
       - c. Advisory (who?)
    2. Acknowledgment of challenges and tension within the PSREAG (DEI Staff)
       - a. Frustrations shared with us including:
         - i. Disparities between stakeholder priorities

III. **Identifying 2025 Focus Area (10 minutes)**

- **a. Small Group Breakout Sessions**
  - **i.** *Format: Each group will be pre-designated and consist of two community-based organizations and one public safety agency. PSREAG Co-Chairs,* Cynthia and Gina, and DEI staff, Kate, Sarah and Gabriela, will help to facilitate conversations in each group.
- b. **Directions:** Each member organization was asked to bring top two areas of focus. As a group, narrow down the top six areas to two top areas per group. A copy of the parking lot topics can be found in the agenda packet.
- **c. Guiding Questions:**
  - i. Of all the priorities shared, what do we feel is most pressing for 2025?

IV. **Large Group Report Out of Top Two Areas (12 minutes)**

- **a.** *DEI Staff will document top areas on large post its placed throughout the room.*

V. **Narrowing Themes & Ad Hoc Selection (10 minutes)**

- a. Rank choice voting on top areas selected (facilitated by DEI Staff)
- b. Begin Forming Tentative Ad Hoc's Consisting of a Max of Seven Members
  - i. Ad Hoc Guiding Questions:
    1. Discuss Specific, Measurable, Achievable and Time-Bound (SMART) Goals
       - a. What resources or steps are needed to make this achievable?
       - a. How can this topic be broken down into three quarterly sub goals within a 2025 timeline?
- **c. Contingency Plan (If time is too limited):**
  - i. Attain broader topics and survey members to inquire which ad hocs they would like to be members of. ODEI will provide logistical support

VI. **Action Plan and Wrap Up (5 minutes)**

- a. ODEI Recaps key takeaways and have an adhoc to create a draft of a Focus Statement based on discussion

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
02.06.2025 MEETING

AGENDA ITEM #6:
PSREAG STRATEGIC PLANNING SESSION (75 MIN)

PSREAG Accomplishments

PSREAG Accomplishments

Fiscal Year 23-24:

- Problem Statement/Critical Directive:
    - "need to investigate existing public safety policies and practice that have a disparate impact on racial and ethnic minorities as well as other underserved populations, and develop recommendations that will help to diminish this impact."
- To promote transparency and strengthen community relations, PSREAG approved by complete consensus, the following recommendation on complaint accessibility on January 4, 2024: "In order to support the goal of transparency and building community relations, public safety organizations should ensure their complaint processes are easily accessible to the communities they serve. Information about how the complaint process works should be made available upon request. Public safety organizations should welcome community feedback on how to improve the complaint process. Complaint processes should be reviewed and adjusted routinely in service of these goals."
    - Through PSREAG discussions, gaps were identified in the current complaint procedures. Even before finalizing recommendations, multiple public safety leaders began initiating changes to enhance accessibility to complaint procedures.

- "It is recommended that all PSREAG governmental and community groups institute regular (annual-if not more frequent), relevant and responsive trainings for their own agencies on recognizing and mitigating explicit, implicit, and structural forms of bias within the context of their respective delivery of services to the public. It is further recommended that the effectiveness of these trainings should be regularly evaluated internally (ideally annually) by the implementing agency and adjusted as necessary to reflect changing norms and foster continuous improvement."

- Approval of training recommendation for Public Safety and Community groups to provide trainings on mitigating explicit, implicit, and structural forms of bias within the context of their respective delivery of services to the public that includes regularly evaluated internally (ideally annually) by the implementing agency and adjusted as necessary to reflect changing norms and foster continuous improvement.

- Policy and Practice Committee authored a long-term data report based on the Racial Identity and Profile Act (RIPA) centered on Ventura County. Primary areas of focus include: complaints, use of force, and resisting arrest.

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
02.06.2025 MEETING

AGENDA ITEM #6:
PSREAG STRATEGIC PLANNING SESSION (75 MIN)

Parking Lot Topics

2024 PSREAG Parking Lot Topics

- Convene public forums to provide open communication on specific issues between community members and government agencies. --*already exists; Municipality committees; board letter that supported this*
- Invite police reform experts to advise the group and investigate model policies to inform and update our County's policies—inform that it is not in parameters
- Unequal treatment of undocumented and other migrant community members.
- ICE. Ending cooperation between the Sheriff's office and ICE and increasing trust and cooperation in communities with larger immigrant populations.
- Commission a Community Survey to determine the issues that are of greatest concern to communities who suffer the most when there is not racial equity.--use results to inform work of the group
- Increase language access and services
- Need to increase safety for boys and men of color. One suggestion was addressing mechanisms schools can take to secure the safety of our children when walking home from school.
- Increase community public safety overall. One member identified the importance of addressing the reduction of theft and hate crimes.
- Engage local residents, specifically youth, to generate interest and apply for careers in law enforcement.
- Legislative analysis bills be on the agenda regularly-scope and perhaps to review in October
- County jails/deaths and grand jury report recommended solutions-Assistant Sheriff Andrew Salinas for status
- Working relationships between law enforcement and behavioral health,--not the optimal venue
- Invite VCBH leadership, explore gaps with VCBH, clinicians with sworn officers can take many forms, what are the models, best practices for LEA is the second layer-behavioral health advisory and inform what we can do next

Topics proposed in previous meetings:

- Request for individual counsel for the PSREAG
- New D.A. Policy - race-blind charging
- Top three areas from the Policy and Practice Report:
    - Complaints
    - Use of force
    - Traffic stops

New topics submitted via email/survey form:

- Pretextual Stops - VCSO
- Consensual Search Policy – VCSO
- Reasonable Suspicion Stops – VCSO
- emergency planning, evacuations and public safety outreach to disabled and aging

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
02.06.2025 MEETING

AGENDA ITEM #6:
PSREAG STRATEGIC PLANNING SESSION (75 MIN)

PSREAG Responses Presentation



PSREAG 2025 Strategic Planning Session

Survey Responses

How do you define public safety?

- "**Protecting** persons from harm"
- "Public safety is **protecting everyone** in the community and providing **equitable resources** to those most in need."
- "Public safety is when members of our community feel **physically and mentally safe to engage**, have access to, and are truly valued in all aspects of the community, with freedom from harm."
- "In this context, public safety means government action to **protect, prevent, and reactions to threats and dangers** to **people's safety and security (body and property)."**
- **Protecting and Serving** the **Entire Community** with exceptional service

How do you define **public safety**? (Continued)

- "**Being able to have a voice, vote and influence at the table** [and] perform[ig] positive action that is beneficial to the communities we serve."
- "**Protecting our communities** from crime, preserving life and property, and **sustaining community trust/engagement** in the professional performance of the duties entrusted to us."
- "The obvious answer is that **public safety means keeping the public safe from harm**…"
- "Public safety should be a **community-centered approach** that ensures all individuals—regardless of race, socioeconomic status, gender, or ability—**are safe, supported and free from harm…equitable access**…"

What does racial equity mean to you?

- "**All persons**, irrespective of race, gender, national origin, class, **have a right to expect protection from harm**"

- "Racial equity **means equality of opportunity for all people** regardless of their race or ethnicity. It includes equal protection under the law and equal treatment by those given the power to enforce the law.

- "Everyone is not equal, hence the words (gifted, talented and extraordinary) but **everyone should FEEL safe enough to walk into the same space**.

- "Everybody in the same situation is treated the same regardless of race. If we achieve, racial equity, race will no longer factor into how people are treated the same. In order to achieve this, **racial disparities must be erased**.."

What does **racial equity** mean to you? (continued)

- "Racial equity means fair and appropriate opportunities for all. Also, it stands for the **equitable treatment of all races** in the workplace and those who are receiving service in the community."
- "Everyone is treated the same regardless of their ethnicity or background"
- "At the heart of racism is ableism. It's one of the fundamental reasons that racism persists, this notion that one race is 'better', more able, more capable than another … **EVERYONE needs to have access to the opportunities**…"
- "Racial equity means treating everyone fairly and just and **understanding that specific communities have been disproportionately affected** by raises and prejudiced institutions…"
- "**eliminating racial disparities**…goes beyond equality…and focuses on fairness by **addressing historical and systemic injustices**…It is an ongoing process that centers the voices and leadership of those most impacted by racial injustice"

Who does the PSREAG advise?

(What is the group's sphere of influence?)

- "Each actor has **agency within their sphere** of influence to protect people from harm"
- "The PSREAG was established by the **BOS to advise them**…Its sphere of influence could extend to **all members of the county public safety community**. On the other hand, if the question includes the more ***pragmatic dimension of who is willing to listen to and take seriously the PSREAG's advice and willing to make changes in their policies and practices as a result, the answer may well be NO ONE***."
- "The **5 agency members that we are/represent** the voice of our communities."
- " We should be providing **recommendations to the BOS**"

Who does the PSREAG **advise**? (Continued)

- "**BOS directly** [and] indirectly, we **advise the community and public safety groups**."
- "We **advise the processes that are part of public safety** because transparency and factual information are imperative to remain within an appropriate sphere of influence that make a difference in the community."
- "**All Public Safety in VC** as they represent stakeholders from across the board"
- "**The most influential people are in the room**, so advising one another is crucial…Addt'lly **reaching out to the community** via our own orgs is also important. Lastly, annual reports to the BOS and county leadership is very important."
- "The PSREAG advises VC **BOS**. Our sphere of influence is **communities** of Ventura County, **government agencies and the populations the PSREAG members represent**.



THANK YOU!

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
02.06.25 MEETING

AGENDA ITEM #6:
PSREAG STRATEGIC PLANNING SESSION (75 MIN)

2025 Strategic Planning Survey Responses

PSREAG 2025 Strategic Planning Survey Responses

3 Public Safety Member Organizations, 6 Community-Based Member Organizations

How do you define public safety?

Protecting persons from harm.
The obvious answer is that public safety means keeping the public safe from harm. The agencies responsible for keeping the public safe include:, but are not limited to: law enforcement agencies prosecutors, the judicial system, prisons, and probation, as well as the fire department, search and rescue and emergency services.
Being able to have a voice, vote and influence at the table of decision making then perform a positive action that is beneficial to the communities we serve.
In this context, public safety means government action to protect, prevent, and reactions to threats and dangers to people's safety and security (body and property).
Public safety is protecting our communities from crime, preserving life and property, and sustaining community trust/engagement in the professional performance of the duties entrusted to us.
Protecting and Serving the Entire Community with exceptional service
Public safety is when members of our community feel physically and mentally safe to engage, have access to, and are truly valued in all aspects of the community, with freedom from harm.
Public safety is protecting everyone in the community and providing equitable resources to those most in need.
For me, Public safety should be a community-centered approach that ensures all individuals—regardless of race, socioeconomic status, gender, or ability—are safe, supported, and free from harm. Rather than relying solely on policing and punitive measures, it prioritizes equitable access to resources such as housing, healthcare, education, and mental health services. As a community, we should address the root causes of harm, such as poverty, discrimination, and a lack of opportunities. We need community-led solutions, restorative justice, and policies that protect the most marginalized groups. Ultimately, public safety is about creating conditions where everyone can thrive rather than just maintaining order through enforcement.

PSREAG 2025 Strategic Planning Survey Responses

3 Public Safety Member Organizations, 6 Community-Based Member Organizations

What does racial equity mean to you?

All persons, irrespective of race, gender, national origin, class, have a right to expect protection from harm
Racial equity means equality of opportunity for all people regardless of their race or ethnicity. It includes equal protection under the law and equal treatment by those given the power to enforce the law.
Everyone is not equal, hence the words (gifted, talented and extrodinary) but everyone should FEEL safe enough to walk into the same space.
Everybody in the same situation is treated the same regardless of race. If we achieve, racial equity, race will no longer factor into how people are treated the same. In order to achieve this, racial disparities must be erased.
Racial equity means fair and appropriate opportunities for all. Also, it stands for the equitable treatment of all races in the workplace and those who are receiving service in the community.
Everyone is treated the same regardless of their ethnicity or background.
At the heart of racism is ableism. It's one of the fundamental reasons that racism persists, this notion that one race is 'better', more able, more capable than another. If we're going to discuss racial equity, it is imperative to include education that helps community leaders understand disability so we can unlearn our own internalized ableism. EVERYONE needs to have access to the opportunities to engage in the community and be cared for by our community leaders.
Racial equity means treating everyone fairly and just and understanding that specific communities have been disproportionately affected by raises and prejudiced institutions. Also, they design public resources and create public policies to support affected communities in overcoming the disproportionate adversity they face.
Racial equity is the process of eliminating racial disparities and ensuring that outcomes are not determined by race. It goes beyond equality—where everyone is treated the same—and focuses on fairness by addressing historical and systemic injustices that have marginalized communities of color. Structural barriers—such as discriminatory policies, wealth gaps, and unequal access to education, healthcare, and economic opportunities—must be dismantled to achieve true justice and liberation. It is an ongoing process that centers the voices and leadership of those most impacted by racial injustice.

PSREAG 2025 Strategic Planning Survey Responses

3 Public Safety Member Organizations, 6 Community-Based Member Organizations

Who does the PSREAG advise? What is the group's sphere of influence?

Each actor has agency within their sphere of influence to protect people from harm.
The PSREAG was established by the Board of Supervisors presumably to advise them on matters of racial equity in the policies and practices of county public safety agencies. Its sphere of influence could extend to all members of the county public safety community including local law enforcement. On the other hand, if the question includes the more pragmatic dimension of who is willing to listen to and take seriously the PSREAG's advice and willing to make changes in their policies and practices as a result, the answer may well be NO ONE.
The 5 agency members. That we are/represent the voice of our communities.
Ventura County Board of Supervisors directly. Indirectly, we advise the community and public safety groups.
We advise on processes that are part of public safety because transparency and factual information are imperative to remain within an appropriate sphere of influence that make a difference in the community.
All Public Safety in Ventura County as the represent stakeholders from across the board
The most influential people are in the room, so advising one another is crucial to making changes in the community expeditiously. Additionally, reaching out to the community via our own organizations is also important. Lastly, annual reports to the Board of Supervisor and county leadership is very important.
The PSREAG advises the Ventura County Board of Supervisors. Our sphere of influence is communities in Ventura County, government agencies, and the populations that the PSREAG members represent.
We should be providing recommendations to the Board of Supervisors. I am curious what is the nexus between this group and other groups like the Citizen's Advisory Board for the Oxnard Chief of Police. Thank you!