

### *About the Consultants*

*The process to develop a new civilian police oversight system for the City of Davis is being led by Barbara Attard of Accountability Associates and Kathryn Olson of Change Integration Consulting, LLC.*

*Kathryn Olson is a principal consultant with Change Integration Consulting, LLC, located near Seattle, Washington. Her years of experience in promoting civil rights, executive leadership, investigations, litigation and training combine to create a unique skill set to conduct risk assessment of police policies, practices and individual conduct that can undermine professionalism. She works to enhance and integrate accountability systems with a change management strategy to optimize fair and effective policing.*

*Barbara Attard, a leader in the police accountability and oversight field, is a police practices consultant. Throughout her career Barbara has investigated, and conducted quality control, of police misconduct investigations. With focus on accountability systems that ensure fairness, her work includes development of early warning systems and independent oversight.*

For more information about this process, please contact Carrie Dyer, City of Davis City Manager's Office, at [cdyer@cityofdavis.org](mailto:cdyer@cityofdavis.org) or 530-757-5602

The consultants invite anyone interested in giving written input on important elements of a police oversight system in Davis to consider one or both of the following questions:

**What are the police issues in Davis that oversight should address?**

**What factors are important to a successful oversight program in Davis?**

You may submit written comments using the online form at

<http://cityofdavis.org/city-hall/city-manager-s-office/police-oversight/provide-input>

Or submit comments directly to the consultants at:

Accountability Associates  
60-29th St., #616  
San Francisco, CA 94110

Thank you for taking the time to share your thoughts on creating a new police oversight system for the City of Davis.



# City of Davis Police Oversight Information



The City of Davis is conducting a process to develop a new system of civilian oversight for the City of Davis Police Department.

In early 2017, the long-time police auditor informed the City that he would not seek a contract renewal for Fiscal Year 2017-2018. The police auditor position has been a part of police department oversight for more than a decade. With the auditor's departure, various community members have stepped forward requesting a community dialogue regarding the future of police oversight in Davis. Some community members are also asking specific questions regarding policing in Davis and have raised concerns suggesting the need for stronger oversight in Davis.

On July 11, 2017, following a discussion on police oversight, the City Council directed staff to hire a short-term consultant to complete the following:

1. Review current system, historical documents, and recommendations from the Human Relations Commission.
2. Participate in up to five public or sponsored forums (sponsored forums could be for vulnerable groups who may not be willing to come to public forums) as content expert. Forums should be used to solicit community input on the goals of oversight, guiding principles, and key desired processes for oversight.
3. Recommend 1-3 options that would seem to fit in Davis given size, history of policing and community needs.
4. Include model contract and scope of work for ombudsman/auditor and details of the role of any other entities and how they might change from what is currently in place.

The City Council further requested that the consultant and staff present the results in a comprehensive report to the City Council for decision making on a preferred model upon completion of the work above.

On November 7, 2017, the City Council authorized the City Manager to execute a contract with Barbara Attard of Accountability Associates and Kathryn Olson of Change Integration Consulting, LLC to complete a police oversight process.

## Community Meetings

As part of the process of developing a new civilian police oversight system, the City and consultants will be holding community meetings as well as facilitating smaller forums that will be held over the next two months. The smaller forums are geared to engage disproportionately impacted community groups. The goal of the community meetings will help to provide information in the overarching objective of the consultants; to understand the needs and concerns with policing from the widest sample of perspectives possible.

### Next Meeting

Saturday, February 3, 2018  
10:00 - 11:30 a.m.  
Davis Senior Center  
646 A Street (corner of A & 7th Sts.), Davis