

**From:** [Jenny Griffo](#)  
**To:** [Kevin McDonnell](#); [Barnacle, Brian](#); [Mike Healy](#); [Karen Nau](#); [John Shribbs](#); -- City Clerk  
**Cc:** [REDACTED]  
**Subject:** IPA Report Comment  
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Dear City Council,

Thank you for considering my comments. While there are several issues highlighted in the recent IPA report, I wish to focus on two key areas that require urgent attention.

**Fairness and Bias in Use of Force:** It is essential to evaluate whether our law enforcement practices are conducted impartially and without bias. Analysis from the IPA report reveals a troubling pattern of bias in the Petaluma Police Department's use of force. Despite white individuals comprising 75% of our population, only 49% of those subjected to police force were white. Conversely, People of Color, who represent 25% of our community, were subjected to force 51% of the time. Such disparities indicate a clear bias in police actions that must be addressed.

In addressing this issue, I urge the City Council to seek answers to the following questions:

- Is this pattern consistent across multiple years, or is it an isolated occurrence?
- What is it like to move through the world in Petaluma as a Person of Color? Does our City Council and does the PPD know the answer to this question? The experiences of individuals like Joanna Paun underscore the urgent need to examine how people of color, particularly those without positions of authority as she does, experience interactions with law enforcement. It is unacceptable that individuals like Ms. Paun have faced repeated mistreatment from our police force, highlighting broader systemic issues that demand immediate attention.

**Rigorous Body Camera Usage Policy:** A more robust body camera usage policy (policy 449) is imperative to enhance transparency and accountability within our police department. All officers **must** be mandated to activate their body cameras during interactions with the public, with stringent expectations for compliance and consequences for violations of the policy.

In this regard, I urge the City Council to address the following concerns:

- Why does the current policy utilize the term "should" rather than "shall" when addressing the activation of body cameras? A definitive mandate is necessary to ensure consistent adherence to the policy.
- Can the City Council reaffirm its commitment to enforcing and managing a non-negotiable body camera usage policy, thereby sending a clear message to all members of the police department regarding the importance of compliance?

Thank you for considering these critical issues. It is my sincere hope that the City Council will take decisive action to address these concerns and uphold the principles of fairness, accountability, and justice within our community.

Best regards, Jenny

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Jenny Griffo