

## Ashley Bussart

---

**From:** Tom Campbell  
**Sent:** Monday, December 6, 2021 12:59 PM  
**To:** Kashanna L.  
**Subject:** Re: Meeting with BBLM governance team

Kashanna

No problem. But after Tuesday because a serial Brown Act violation can occur whether the subcommittee and Mayor meet separately with you as three individuals in three separate meetings or as a subcommittee meeting as a single unit. You simply have to know how a majority on the Council is going to vote from nonagendized nonpublic discussions with the Council members before the vote to have violated the Brown Act. That's why we on the subcommittee gave our choices publicly at the last meeting without any discussion with the Mayor and in turn he didn't talk to us about who he ultimately decided to appoint; and none of us have talked to the other two Council members.

Tom

---

**From:** Kashanna L. <[REDACTED]>  
**Sent:** Monday, December 6, 2021 12:09 PM  
**To:** Tom Campbell <[TCampbell@ci.benicia.ca.us](mailto:TCampbell@ci.benicia.ca.us)>  
**Subject:** Re: Meeting with BBLM governance team

Good afternoon Tom,

Thank you for responding so quickly. Would you be available to meet with the Government Action Team separately from the other members of the subcommittee?

Kashanna Lee

On Mon, Dec 6, 2021, 9:13 AM Tom Campbell <[TCampbell@ci.benicia.ca.us](mailto:TCampbell@ci.benicia.ca.us)> wrote:

Kashana

Thank you for the invitation but due to the potential for a serial Brown Act violation if the Mayor and the subcommittee meet with you I choose not to. I've already stated my reasons for my choices publicly. But I will add that there were several very good interviews and that my next choice in fact would have been you if more spots were available.

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**From:** Kashanna L. <[REDACTED]>  
**Sent:** Monday, December 6, 2021 8:18 AM  
**To:** Tom Campbell <[TCampbell@ci.benicia.ca.us](mailto:TCampbell@ci.benicia.ca.us)>  
**Subject:** Meeting with BBLM governance team

Good morning,

I am contacting you to follow-up on an email I sent November 19, 2021. The email contained the following below.

On behalf of BBLM's Leadership and Government Action Teams, I am writing to request a meeting with you and the other members of the City Council subcommittee responsible for advancing preferences to the mayor for City Commissions and Board placements.

We seek an in-person meeting with all subcommittee members (and other City stakeholders as you prefer) together to best facilitate a meaningful and open dialogue with room for each attendee to voice their concerns and justifications. This smaller group of BBLM representatives can meet any morning after 10 am next week, except Tuesday or Thursday morning.

There is clearly more to discuss regarding the subcommittee's justification for excluding current BBLM members from the CURE subcommittee. For example, advancing two candidates who have left other organizational commitments but naming Brandon Greene's exit from the Open Government Commission as the reason for his exclusion shows an inconsistent application of expectations other candidates apparently did not have to adhere to. Rather than make assumptions about this subcommittee's motivations and potential prejudices, BBLM members hope to come to a place of agreement and understanding with you so we may move forward together in trust, mutual respect, and understanding.

Please feel free to call me directly to finalize a time that works best for all parties. You can reach me at this email address or by calling my cell [REDACTED]. To avoid potential conflicts and complications, BBLM members Brandon Greene and Amira Barger will not be present at this meeting.

Sincerely,

Kashanna Harmon-Lee

BBLM Secretary

"Movement towards change will never come, if we fail to move." K-Lee

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**From:** Tom Campbell  
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**From:** Trevor Macenski  
**Sent:** Monday, December 6, 2021 8:45 AM  
**To:** Kashanna L.  
**Subject:** RE: Meeting with BBLM governance team

Kashanna- Thank you for reaching out. Sorry for the delayed response. Upon receiving your initial email I reached out to our City Manager to better understand our process for post subcommittee recommendations and debrief discussions. Come to find out we do not have a formal process; however, given the Mayors now posted recommendations for appointments I think it would be best to have this discussion after the CC meeting on the 7<sup>th</sup> has taken place.

This week is already pretty booked up, but how about the week of the 13<sup>th</sup>? Does Tuesday the 14<sup>th</sup> work for you?

**Trevor Macenski**  
City Council Member  
250 East L Street  
Benicia, CA 94510  
**Phone:** 916-508-4170  
**Email:** [TMacenski@ci.benicia.ca.us](mailto:TMacenski@ci.benicia.ca.us)

---

**From:** Kashanna L. [REDACTED]  
**Sent:** Monday, December 6, 2021 8:17 AM  
**To:** Trevor Macenski <[TMacenski@ci.benicia.ca.us](mailto:TMacenski@ci.benicia.ca.us)>  
**Subject:** Meeting with BBLM governance team

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BBLM Secretary

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---

**From:** Macenski, Trevor <[REDACTED]>  
**Sent:** Friday, November 5, 2021 2:03 PM  
**To:** Sarah Grebe; Trevor Macenski  
**Cc:** Erik Upson  
**Subject:** RE: Recommendations

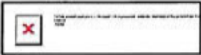
That is correct.

### Trevor W. Macenski

Senior Principal, US- West Environmental and Urban Planning Practice Leader

Direct: 916-508-4170  
Trevor.Macenski@Stantec.com

Stantec  
1340 Treat Boulevard Suite 300  
Walnut Creek CA 94597-7966



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Please consider the environment before printing this email.

**From:** Sarah Grebe <SGrebe@ci.benicia.ca.us>

**Sent:** Friday, November 5, 2021 1:10 PM

**To:** Trevor Macenski <TMacenski@ci.benicia.ca.us>; Macenski, Trevor <[REDACTED]>

**Cc:** Erik Upson <EUpson@ci.benicia.ca.us>

**Subject:** Recommendations

Hello, Council Member Macenski,

Would you please confirm the below recommendations, especially the one for the Community Sustainability Commission. Also,

- To confirm, we will move forward with the recommendation of Kelsey Bye for Open Gov, and Neema Hekmat for Arts and Culture?
- After discussing with our City Clerk, we will move forward with getting the recommendations for current vacancies on the November 16<sup>th</sup> agenda.
- For the terms ending 1/31/22, we will move forward with adding the recommendations to the agenda for the last meeting in December or early January.

Please let me know if you have any questions or concerns. Thank you.

Best,

**Sarah Grebe**

Executive Assistant to the City Manager, Erik Upson  
City of Benicia  
250 East "L" St.

Benicia, CA 94510  
707-746-4200



**From:** Tom Campbell <[TCampbell@ci.benicia.ca.us](mailto:TCampbell@ci.benicia.ca.us)>  
**Sent:** Friday, November 5, 2021 9:54 AM  
**To:** Sarah Grebe <[SGrebe@ci.benicia.ca.us](mailto:SGrebe@ci.benicia.ca.us)>  
**Subject:** Re: Recommendations

Sarah

I think this is the list of who Trevor and I agreed on. I'd still double check with Trevor.

Planning Commission:

Kari Birdseye

The other position we decided to leave open for now until the end of the term.

Human Services Board:

Raj Dhaliwal

Economic Development Board:

Dennis Cullen

Historic Preservation Review Board:

Brandon Marshall

Arts and Culture Commission

No one

Community Sustainability Commission

Tom Demasi

CURE

Andre Stewart

Amira Barger

Nimat Grantham

Gigi Villanueva

Jorge Castaneda

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**From:** Sarah Grebe <[SGrebe@ci.benicia.ca.us](mailto:SGrebe@ci.benicia.ca.us)>  
**Sent:** Friday, November 5, 2021 9:10 AM  
**To:** Tom Campbell <[TCampbell@ci.benicia.ca.us](mailto:TCampbell@ci.benicia.ca.us)>; Tom Campbell [REDACTED]

[REDACTED] Trevor Macenski <[TMacenski@ci.benicia.ca.us](mailto:TMacenski@ci.benicia.ca.us)>; Macenski, Trevor  
<[Trevor.Macenski@stantec.com](mailto:Trevor.Macenski@stantec.com)>

Cc: Erik Upson <[EUpson@ci.benicia.ca.us](mailto:EUpson@ci.benicia.ca.us)>

Subject: Recommendations

Good Morning, City Appointments Subcommittee,

First off, I want to thank you for spending two evenings interviewing candidates! I am sincerely impressed by the ease in which you run these interviews – always a great experience!

Would it be possible to get your recommendations by today or Monday? That way we can get them on the agenda for the November 16<sup>th</sup> City Council meeting.

Thank you again for you time. It has been a pleasure working with you.

Best,

**Sarah Grebe**

Executive Assistant to the City Manager, Erik Upson

City of Benicia

250 East "L" St.

Benicia, CA 94510

707-746-4200



**Ashley Bussart**

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Economic Development Board:

Dennis Cullen

Historic Preservation Review Board:

Brandon Marshall

Arts and Culture Commission

No one

Community Sustainability Commission

Tom Demasi

CURE

Andre Stewart

Amira Barger

Nimat Grantham

Gigi Villanueva

Jorge Castaneda

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**Sent:** Friday, November 5, 2021 9:10 AM

**To:** Tom Campbell <TCampbell@ci.benicia.ca.us>; Tom Campbell [REDACTED]  
<[REDACTED]> Trevor Macenski <TMacenski@ci.benicia.ca.us>; Macenski, Trevor  
<[REDACTED]>

**Cc:** Erik Upson <EUpson@ci.benicia.ca.us>

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City of Benicia

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Benicia, CA 94510

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## Ashley Bussart

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**From:** Trevor Macenski  
**Sent:** Monday, August 9, 2021 5:15 PM  
**To:** Sarah Grebe  
**Cc:** Erik Upson; Maliika Chambers  
**Subject:** CURE - Interview Recommendations

Sarah-

I hope all is well. I just wanted to get back to you with the subcommittees recommendations for the CURE. Tom and I were able to connect this evening and compare our notes. Based on our current understanding that there will be five openings, we are going to recommendation the following candidates to the mayor:

Jorge  
GiGi  
Nimat

Trevor Macenski  
City Council Member  
Email: TMacenski@ci.Benicia.ca.us  
Phone: [REDACTED]



## Ashley Bussart

---

**From:** Trevor Macenski  
**Sent:** Monday, November 15, 2021 5:11 PM  
**To:** Nimat Grantham  
**Cc:** Steve Young  
**Subject:** Re: CURE Committee

Greatly appreciate your service to the community.

Trevor Macenski  
City Council Member  
Email: TMacenski@ci.Benicia.ca.us  
Phone: [REDACTED]

> On Nov 15, 2021, at 3:40 PM, Nimat Grantham <[REDACTED]> wrote:  
>

## Ashley Bussart

---

**From:** Maliika Chambers  
**Sent:** Wednesday, October 6, 2021 11:24 AM  
**To:** Steve Young  
**Cc:** Erik Upson  
**Subject:** Re: BBLM meeting

Good morning Steve,

Of course, I'd be happy to meet with you, and Erik will attend as well. I will ask Sarah Grebe to set up some time for us this week.

I'd also like to say that I enjoyed the way you moderated the discussion last night, and thought your questions and comments were on point. Leadership in action, to say the least - thank you!

All the best,

Maliika

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**From:** Steve Young <SYoung@ci.benicia.ca.us>  
**Sent:** Wednesday, October 6, 2021 8:42 AM  
**To:** Maliika Chambers <MChambers@ci.benicia.ca.us>  
**Cc:** Erik Upson <EUpson@ci.benicia.ca.us>  
**Subject:** BBLM meeting

Good Morning Maliika

After the meeting last night and the flurry of criticism we received from BBLM supporters, I want to reach out and meet with Brandon Greene. But before doing so, I would like to sit down with you and go over a few issues.

Do you have some time to meet later this week?

Steve

## Ashley Bussart

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**From:** Steve Young  
**Sent:** Wednesday, October 6, 2021 8:43 AM  
**To:** Maliika Chambers  
**Cc:** Erik Upson  
**Subject:** BBLM meeting

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**From:** Erik Upson  
**Sent:** Tuesday, October 5, 2021 7:51 PM  
**To:** brandon greene  
**Cc:** Steve Young  
**Subject:** RE: Public Comment - CURE

Brandon,

I hear you, but disagree in part. We're doing some really amazing work deep in this organization and in the community...I'm very proud of that. Well beyond the items in the resolution. I'd love to go over that more in detail with you. Also, our organization has gotten more diverse over the last year, as you've likely seen. And that work continues...

The structure of the Committee is appropriate and I'm very confident the Council and Mayor will choose (from a fantastic array of candidates) some amazing people. And it will be functional.

Erik

**From:** brandon greene <[REDACTED]>  
**Sent:** Tuesday, October 5, 2021 7:43 PM  
**To:** Erik Upson <EUpson@ci.benicia.ca.us>  
**Cc:** Steve Young <SYoung@ci.benicia.ca.us>  
**Subject:** Re: Public Comment - CURE

Erik,

I've appreciated our discussions. I'm going to be concise and say that I find this whole discussion offensive. There is not a council member who even had the slightest knowledge base with regard to the issues, tools or tactics before the CURE commission. I spent an inordinate amount of time having to educate Council and others on these issues. I have little faith in Council being able to assess my expertise and lived experience. I personally have been waiting for over a year for the commission to begin just to have an item placed on the agenda with no consultation and no consideration of my efforts.

I've always operated with honesty and good faith in my communications with the City but I am taken a back by the lack of transparency and respect afforded myself and my colleagues. Trust is something built over time. This amendment by the council could not possibly be designed to generate trust from I or my colleagues.

The entertaining of the amendment by council member Largaespada shows how far this city has to travel as it so quickly the work it took to get here.

Brandon Greene  
Get [Outlook for iOS](#)

---

**From:** brandon greene <[REDACTED]>  
**Sent:** Tuesday, October 5, 2021 3:53:50 PM  
**To:** Erik Upson <EUpson@ci.benicia.ca.us>  
**Subject:** Fwd: Public Comment - CURE

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**From:** Lisa Wolfe <[LWolfe@ci.benicia.ca.us](mailto:LWolfe@ci.benicia.ca.us)>  
**Sent:** Tuesday, October 5, 2021 3:26:24 PM  
**To:** brandon greene <[REDACTED]>  
**Subject:** Re: Public Comment - CURE

Received.  
Thank you.

---

**From:** brandon greene <[REDACTED]>  
**Sent:** Tuesday, October 5, 2021 1:54 PM  
**To:** Lisa Wolfe <[LWolfe@ci.benicia.ca.us](mailto:LWolfe@ci.benicia.ca.us)>  
**Cc:** Tom Campbell <[TCampbell@ci.benicia.ca.us](mailto:TCampbell@ci.benicia.ca.us)>; Trevor Macenski <[TMacenski@ci.benicia.ca.us](mailto:TMacenski@ci.benicia.ca.us)>; Lionel Largaespada <[LLargaespada@ci.benicia.ca.us](mailto:LLargaespada@ci.benicia.ca.us)>; Christina Strawbridge <[CStrawbridge@ci.benicia.ca.us](mailto:CStrawbridge@ci.benicia.ca.us)>; Steve Young <[SYoung@ci.benicia.ca.us](mailto:SYoung@ci.benicia.ca.us)>  
**Subject:** Public Comment - CURE

Greetings Mayor and Council,

I am writing with great concern about today's agenda item. As a cofounder of Benicia Black Lives Matter and a person who conceived of the commission my concerns are as follows: First, I am concerned about the proposed alterations as the work as not even yet begun. Without any baseline for the work, the idea of establishing a sunset for the commission within the next couple of years undervalues the work that needs to be done in Benicia. The issues of race and diversity in Benicia are decades in the making in and thus proposing to sunset the commission within the next two years seems to not be approaching the work with the seriousness it commands. Secondly, as the commission was conceived by Benicia Black Lives Matter I have great concerns about establishing a membership that does not include the two members as agreed-upon as it would open up the door to possibly stack the commission with individuals who may not have a genuine interest or desire to advance the work as conceived. Finally, I have concerns about the scope of and the work of the commission, as proposed it appears it would just be a place to hear what the City is doing with no actual influence or accountability. In the years since it's inception BBLM has pushed the City to engage in historic work, what the City needs is a long term commitment to this work so as to live its values and walk its talk, as proposed, it appears that the City believes progress in two years can trump decades of racial inequity and a lack of focused and culturally aware decision making. This is is mistake.

Brandon Greene

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## Ashley Bussart

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**From:** Steve Young  
**Sent:** Wednesday, September 29, 2021 10:46 AM  
**To:** Nimat Grantham  
**Subject:** Re: CURE

Send me your number and I'll give you a call tomorrow around 10 or I can meet you at city hall

Sent from my iPhone

> On Sep 23, 2021, at 7:46 AM, Steve Young <SYoung@ci.benicia.ca.us> wrote:

>

> I'm out of town at a conference this week Next week ok?

>

> Sent from my iPhone

>

>> On Sep 22, 2021, at 12:21 PM, Nimat Grantham <[REDACTED]> wrote:

>>

>> Hey Steve,

>>

>> Please let me know when you're available call. Thank you.

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## Ashley Bussart

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**From:** Erik Upson  
**Sent:** Thursday, September 23, 2021 2:57 PM  
**To:** [REDACTED]  
**Cc:** Steve Young  
**Subject:** RE: Equity and Inclusion in Benicia

I appreciate this email Roger and agree. I feel like we have not done a good enough job with the external communication piece (that is entirely my fault). We are trying to remedy that with the October 5 presentation to Council and then we will push that info out through various channels as well.

Thank you,

Erik

**From:** [REDACTED] >  
**Sent:** Thursday, September 23, 2021 12:05 PM  
**To:** Steve Young <[SYoung@ci.benicia.ca.us](mailto:SYoung@ci.benicia.ca.us)>; 'Nimat Shakoor-Grantham' <[REDACTED]>; 'brandon greene' <[REDACTED]>  
**Cc:** Maliika Chambers <[MChambers@ci.benicia.ca.us](mailto:MChambers@ci.benicia.ca.us)>; Erik Upson <[EUpson@ci.benicia.ca.us](mailto:EUpson@ci.benicia.ca.us)>  
**Subject:** RE: Equity and Inclusion in Benicia

Steve, Nimat and Brandon – I thanked Dr. Chambers privately for her response. It's good news that there will be info for the public on the website by mid-October, and that Council will hear an update on October 4.

To clarify the WHY of my inquiry: I understand and appreciate that the INTERNAL work of the Equity and Diversity program is of utmost importance, and takes considerable time. It just seems to me that the City would miss a teaching opportunity if it failed to promote the project EXTERNALLY, to residents and the world at large. Benicia has initiated an incredible deep look at equity and diversity, and there's power in telling that story. When we tell the story, we educate our own community as to the prominent place we have given to equity and diversity – and we show the world how a small town can take positive steps to promote equity and diversity.

I supposed that you three would share my appreciation for both the INTERNAL and the EXTERNAL thrust of our equity and diversity work. Which is why I copied you on my email.

Please note that I never intended to suggest that Dr. Chambers was “being hidden” from the public and I wouldn't have suggested that she is not a City employee. I can only think that a conversation got garbled somehow. I have always been openly appreciative and supportive of our City's initiative and of Dr. Chambers. It's great that she and the City will get the word out soon, and I stand ready to help spread the word.

Roger Straw

**From:** Maliika Chambers [MChambers@ci.benicia.ca.us](mailto:MChambers@ci.benicia.ca.us)  
**Sent:** Tuesday, September 21, 2021 3:52 PM  
**To:** [REDACTED]  
**Cc:** Erik Upson [EUpson@ci.benicia.ca.us](mailto:EUpson@ci.benicia.ca.us); Steve Young [SYoung@ci.benicia.ca.us](mailto:SYoung@ci.benicia.ca.us); Nimat Shakoor-Grantham [REDACTED]; 'brandon greene' [REDACTED]  
**Subject:** Re: Equity and Inclusion in Benicia



Hello Roger,

Good to hear from you - thank you for checking in!

Yes, you are correct - in our conversation, you asked if "I was being hidden from the public or suggesting that perhaps I am not a City employee because I didn't appear on the website."

My apologies for the delay; it has been a busy six months in my role, as you might imagine! I am working with the City's IT department to the finalize the VIBE page - please check again mid-October when the page will be live on the City website.

Regarding progress reports to Council, your timing is impeccable - the first update is scheduled for the October 4th City Council meeting.

All the best,

Maliika

---

**From:** [REDACTED] >  
**Sent:** Tuesday, September 21, 2021 3:41 PM  
**To:** Maliika Chambers <[MChambers@ci.benicia.ca.us](mailto:MChambers@ci.benicia.ca.us)>  
**Cc:** Erik Upson <[EUpson@ci.benicia.ca.us](mailto:EUpson@ci.benicia.ca.us)>; Steve Young <[SYoung@ci.benicia.ca.us](mailto:SYoung@ci.benicia.ca.us)>; Nimat Shakoor-Grantham <[REDACTED]; 'brandon greene' <[REDACTED]>  
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Searched for: maliika

Pages (0)	Documents (0)
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No document matches have been found.

I got the same result searching for "equity and inclusion" and "equity and diversity." Am I missing something? (Note that a search on "equity" alone DID come up with 2 docs, applications for the CURE positions.)

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Roger Straw  
Benicia

## Ashley Bussart

---

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**To:** [REDACTED]  
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Roger Straw  
Benicia

## Ashley Bussart

---

**From:** Steve Young  
**Sent:** Thursday, September 23, 2021 7:46 AM  
**To:** Nimat Grantham  
**Subject:** Re: CURE

I'm out of town at a conference this week Next week ok?

Sent from my iPhone

> On Sep 22, 2021, at 12:21 PM, Nimat Grantham <[REDACTED]> wrote:

>

> Hey Steve,

>

> Please let me know when you're available call. Thank you.

## Ashley Bussart

---

**From:** SYoung@ci.benicia.ca.us  
**Sent:** Thursday, September 23, 2021 7:46 AM  
**To:** Nimat Grantham  
**Subject:** Re: CURE

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Sent from my iPhone

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>

> Hey Steve,

>

> Please let me know when you're available call. Thank you.

## Ashley Bussart

---

**From:** Steve Young  
**Sent:** Wednesday, September 8, 2021 4:54 PM  
**To:** Andre Stewart  
**Subject:** Council United for Racial Equity (CURE)

did you ever apply for this?

## Ashley Bussart

---

**From:** Trevor Macenski  
**Sent:** Monday, August 9, 2021 5:15 PM  
**To:** Sarah Grebe  
**Cc:** Erik Upson; Maliika Chambers  
**Subject:** CURE - Interview Recommendations

Sarah-

I hope all is well. I just wanted to get back to you with the subcommittees recommendations for the CURE. Tom and I were able to connect this evening and compare our notes. Based on our current understanding that there will be five openings, we are going to recommendation the following candidates to the mayor:

Jorge  
GiGi  
Nimat

Trevor Macenski  
City Council Member  
Email: TMacenski@ci.Benicia.ca.us  
Phone: [REDACTED]

## Ashley Bussart

---

**From:** Steve Young  
**Sent:** Sunday, June 20, 2021 1:38 PM  
**To:** Stewart472  
**Subject:** Re: Thank you

Thank you! You too!

---

**From:** Stewart472 <[REDACTED]>  
**Sent:** Sunday, June 20, 2021 10:35 AM  
**To:** Steve Young <SYoung@ci.benicia.ca.us>  
**Subject:** Thank you

Great seeing you yesterday, thank you for attending and being a great advocate

Andre Stewart

sent from iPhone, I apologize for typos



## Ashley Bussart

---

**From:** Stewart472 <[REDACTED]>  
**Sent:** Sunday, June 20, 2021 10:35 AM  
**To:** Steve Young  
**Subject:** Thank you

Great seeing you yesterday, thank you for attending and being a great advocate

Andre Stewart

sent from iPhone, I apologize for typos

## Ashley Bussart

---

**From:** Trevor Macenski  
**Sent:** Monday, May 17, 2021 10:13 AM  
**To:** brandon greene  
**Subject:** Re: Letter in opposition to ALPR cameras

How does 2-3 work for you?

Trevor Macenski  
City Council Member  
Email: TMacenski@ci.Benicia.ca.us  
Phone: [REDACTED]

On May 16, 2021, at 8:36 PM, brandon greene <[REDACTED]> wrote:

Hi Trevor,

Thanks for reaching out. Are there times Monday that work best for you?

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---

**From:** Trevor Macenski <TMacenski@ci.benicia.ca.us>  
**Sent:** Saturday, May 15, 2021 9:00:24 PM  
**To:** brandon greene <brandon.greene@live.com>  
**Subject:** Re: Letter in opposition to ALPR cameras

Hey Brandon. Thanks for your email. Are you free Monday to discuss?

Trevor Macenski  
City Council Member  
Email: TMacenski@ci.Benicia.ca.us  
Phone: [REDACTED]

On May 13, 2021, at 8:04 PM, brandon greene <[REDACTED]> wrote:

Greetings City Council members,

Please see below and attached:

Via email:

May 13, 2021

Mayor Young, Councilmember Strawbridge, Councilmember Macenski,  
Councilmember Campbell, Councilmember Largaespada

Dear City Council,

I am writing as a concerned citizen, member of Benicia Black Lives Matter and a future member of the Commission United to for Racial Equity (C.U.R.E.) to raise significant concerns with the proposal to expand the use of automated license plate reader (ALPR) technology in our community. I urge the City Council to consider alternatives to surveillance that will keep our community safe without the severe costs to civil rights and civil liberties invited by ALPR.

For almost a year now, I have helped to organize with Benicia Black Lives Matter. I helped to draft the Resolution 20 that made Benicia the first City in Solano County to establish an Equity Officer, to create Black centered programming through the library, to commission an equity indicators report and other firsts contained within the proposal. At its heart this resolution was necessary to center the experience of Black, Brown and other marginalized communities within Benicia and to call into question how we think about and experience public safety. A central part of this discussion is the sheer breadth, reach, and investment in policing at the expense of other needs. The Benicia Police Department is by far the largest funded agency within the city. As part of the resolution \$25,000 dollars was supposed to be moved so as to support other programming. This diverting of resources was aimed at starting a discussion about how policing is inextricably connected to anti-Blackness both in our city and in our country. The fact that less than a year after this discussion began, we are now having to advocate against the expansion of the surveillance state, meant to keep an eye on those who are entering and leaving our town, gives me great pause, as it is hard to see this as any more than the digitization of the same racialized Nimbyism that has been so jarring, so painful and antithetical to the humanity of Black and Brown people found on Nextdoor. This proposal is made even more egregious by the fact that a discussion of \$18,000 almost sunk the proposal to hire an Equity Officer and now we are having a discussion about investing over \$200,000 in surveillance under the auspice of public safety. This is not the community investment our town needs. The incidents of property crime cited in the staff report is nowhere near enough to trade our privacy for. Moreover, the continued denial of racism within the City of Benicia, made so public by my fellow neighbors should inspire our city leadership to be more bold and more visionary in its efforts to bring about racial equity and awareness. Investment in ALPR systems, that track visitors and passers through smacks of racial profiling and othering of residents from diverse cities.

ALPR systems - whether their cameras are attached to police cars or street lights - collect and store location information about drivers whose cars pass through their cameras' fields of view, which, after being matched to dates, times, and location, can be compiled into databases that reveal sensitive information about where our community members work, live, associate, and visit.

We know that ALPR systems have been misused to harm minority communities. For example, police have used license plate readers to target Muslim Americans by spying on mosques.<sup>1</sup> And before the advent of license plate readers, police monitored the license plates of LGBT people for purposes of extortion.<sup>2</sup> ALPR

systems are easily misused: blind reliance by San Francisco police on these readers led to the wrongful detention of a black woman at gunpoint, triggering a multi-year civil rights lawsuit.<sup>3</sup>

The community should always have a voice in decisions about whether to acquire surveillance systems such as ALPR and the safeguards and accountability mechanisms that need to be in place to prevent warrantless, mass surveillance. To ensure this debate and oversight occurs, we also urge the City Council to consider an ordinance that requires that decisions about surveillance technology such as ALPR are subject to rigorous democratic debate and input by community members who are impacted by the use of such technologies. More than a dozen U.S. communities – including Berkeley, Oakland, and San Francisco – have adopted ordinances based on ACLU guidance and that require transparency, oversight, and accountability for all surveillance proposals.<sup>6</sup> Our residents deserve a voice in decisions such as these. To date, we know that this has not happened. Of the three meetings held on this issue, only one was open to the public and despite the almost universal condemnation of the proposal, there has been no additional follow up.

The risks to civil liberties and civil rights that ALPR technology creates are well-documented. The best way to ensure that our residents are safe from unnecessary intrusion into their personal lives and the misuse of their sensitive information is to reject the use of ALPR technology altogether. We urge the City to consider a public safety solution other than ALPR, which invites the creation of databases that are vulnerable to misuse that harms civil rights and residents. At a minimum, the city should press pause on any plans to deploy ALPR while it engages community members in a discussion about whether this surveillance technology is appropriate for our city, and the kinds of safeguards that should be in place whenever surveillance technology including drones are proposed. We would be happy to meet to discuss this issue.

Sincerely,



Brandon Greene

<Greene, letter in opposition to ALPR cameras.pdf>

## Ashley Bussart

---

**From:** Trevor Macenski  
**Sent:** Saturday, May 15, 2021 9:00 PM  
**To:** brandon greene  
**Subject:** Re: Letter in opposition to ALPR cameras

Hey Brandon. Thanks for your email. Are you free Monday to discuss?

Trevor Macenski  
City Council Member  
Email: TMacenski@ci.Benicia.ca.us  
Phone: [REDACTED]

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Sincerely,

*Brandon L. Greene*

Brandon Greene

<Greene, letter in opposition to ALPR cameras.pdf>

## Ashley Bussart

---

**From:** Steve Young  
**Sent:** Saturday, May 15, 2021 9:09 AM  
**To:** brandon greene  
**Subject:** Re: ALPR Cameras

thanks Brandon

will try and call around 11

---

**From:** brandon greene <[REDACTED]>  
**Sent:** Saturday, May 15, 2021 9:07 AM  
**To:** Steve Young <SYoung@ci.benicia.ca.us>  
**Subject:** Re: ALPR Cameras

Sorry I can be reached at [REDACTED]

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---

**From:** brandon greene <[REDACTED]>  
**Sent:** Saturday, May 15, 2021 9:07:09 AM  
**To:** Steve Young <SYoung@ci.benicia.ca.us>  
**Subject:** Re: ALPR Cameras

Good morning,

I am free anytime this morning before 12pm and then between 1pm and 3pm.

Get [Outlook for iOS](#)

---

**From:** Steve Young <SYoung@ci.benicia.ca.us>  
**Sent:** Saturday, May 15, 2021 8:11:33 AM  
**To:** [REDACTED]  
**Subject:** ALPR Cameras

Do you have time to talk about this?  
If so, can you send me your number and a good time ?

Thanks

Sent from my iPhone



## Ashley Bussart

---

**From:** Steve Young  
**Sent:** Saturday, May 15, 2021 8:12 AM  
**To:** [REDACTED]  
**Subject:** ALPR Cameras

Do you have time to talk about this?  
If so, can you send me your number and a good time ?

Thanks

Sent from my iPhone

## Ashley Bussart

---

**From:** Steve Young  
**Sent:** Friday, May 14, 2021 10:19 AM  
**To:** Sarah Grebe  
**Subject:** Fw: Letter in opposition to ALPR cameras  
**Attachments:** Greene, letter in opposition to ALPR cameras.pdf

can you print this out please

---

**From:** brandon greene <[REDACTED]>  
**Sent:** Thursday, May 13, 2021 8:04 PM  
**To:** Tom Campbell <TCampbell@ci.benicia.ca.us>; Trevor Macenski <TMacenski@ci.benicia.ca.us>; Steve Young <SYoung@ci.benicia.ca.us>; Christina Strawbridge <CStrawbridge@ci.benicia.ca.us>; Lionel Largaespada <LLargaespada@ci.benicia.ca.us>; Erik Upson <EUpson@ci.benicia.ca.us>; Lisa Wolfe <LWolfe@ci.benicia.ca.us>  
**Subject:** Letter in opposition to ALPR cameras

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The community should always have a voice in decisions about whether to acquire surveillance systems such as ALPR and the safeguards and accountability mechanisms that need to be in place to prevent warrantless, mass surveillance. To ensure this debate and oversight occurs, we also urge the City Council to consider an ordinance that requires that decisions about surveillance technology such as ALPR are subject to rigorous democratic debate and input by community members who are impacted by the use of such technologies. More than a dozen U.S. communities – including Berkeley, Oakland, and San Francisco – have adopted ordinances based on ACLU guidance and that require transparency, oversight, and accountability for all surveillance proposals.<sup>6</sup> Our residents deserve a voice in decisions such as these. To date, we know that this has not happened. Of the three meetings held on this issue, only one was open to the public and despite the almost universal condemnation of the proposal, there has been no additional follow up.

The risks to civil liberties and civil rights that ALPR technology creates are well-documented. The best way to ensure that our residents are safe from unnecessary intrusion into their personal lives and the misuse of their sensitive information is to reject the use of ALPR technology altogether. We urge the City to consider a public safety solution other than ALPR, which invites the creation of databases that are vulnerable to misuse that harms civil rights and residents. At a minimum, the city should press pause on any plans to deploy ALPR while it engages community members in a discussion about whether this surveillance technology is appropriate for our city, and the kinds of safeguards that should be in place whenever surveillance technology including drones are proposed. We would be happy to meet to discuss this issue.

Sincerely,



Brandon Greene

I would suggest you contact City Manager Erik Upson with specific questions about the commission or the roles and responsibilities of the part time manager. He can be reached at 742-4600.

As to the question of murals, I like the design of the mural you attached. Putting any mural on City property is handled by the Public Art sub-committee of the Arts and Culture Commission. Murals on private property do not require City approval.

I realize my views on this issue may not align with yours or others in your group, but felt I owed you my honest feedback since you politely asked.

Please don't hesitate to reach out again.

Steve Young

Mayor

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**From:** maggie catt <[REDACTED]>

**Sent:** Monday, April 12, 2021 1:04 PM

**To:** TMacesnski@ci.benicia.ca.us <TMacesnski@ci.benicia.ca.us>; TCambell@ci.benicia.ca.us <TCambell@ci.benicia.ca.us>; Steve Young <SYoung@ci.benicia.ca.us>; Erik Upson <EUpson@ci.benicia.ca.us>; Christina Strawbridge <CStrawbridge@ci.benicia.ca.us>; Lionel Largaespada <LLargaespada@ci.benicia.ca.us>

**Subject:** Recent Events

City council members and City Manager Upton:

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Thank you, Maggie Catt  (if the image of all inclusive mural does not attach, please request it along with your answers.)

## Ashley Bussart

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**From:** Trevor Macenski  
**Sent:** Wednesday, April 14, 2021 6:21 AM  
**To:** maggie catt  
**Subject:** Re: Recent events

How about 9am on Monday?

Also, please do send along the video.

Look forward to speaking with you.

Cheers,

Trevor Macenski  
City Council Member  
Email: TMacenski@ci.Benicia.ca.us  
Phone: [REDACTED]

On Apr 14, 2021, at 5:19 AM, maggie catt [REDACTED] > wrote:

Trevor

Thank you for the timely and professional response.

I generally dont enjoy "politics", but this issue has been escalating and it does need to be addressed. I have had responses from two other members of Council and the Mayor. One other member has offered to meet with me.

Let me know when is convenient to meet. Your schedule is much busier than mine.

Would you like the url for the video mentioned in my email? Nimat's interview should be easy to find, as well as the BBLM website. You may want to view them before we meet.

Of note also, is a video of the BBLM march down First Street last year, showing hundreds of white Benicians marching. There is a Black man that I do not recognize conducting and commenting on the march, saying what a great turn out it was, including "all of the colors of the rainbow". I could not find one face that was not white in the video. I thinks that speaks pretty well for our community,

Thank you

Maggie Catt

T

On Tuesday, April 13, 2021, 06:01:26 PM PDT, Trevor Macenski <tmacenski@ci.benicia.ca.us> wrote:

I would love to discuss this with you. What time works for you next week?

Trevor Macenski  
City Council Member  
Email: TMacenski@ci.Benicia.ca.us  
Phone: [REDACTED]

On Apr 13, 2021, at 8:01 AM, maggie catt <[REDACTED]> wrote:

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Thank you, Maggie Catt [REDACTED] (if the image of all inclusive mural does not attach, please request it along with your answers.)

- <All inclusive mural.jpg>

[All inclusive mural.jpg](#)

[8.5kB](#)

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Trevor Macenski  
City Council Member  
Email: TMacenski@ci.Benicia.ca.us  
Phone: 916-508-4170

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## Ashley Bussart

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**From:** Steve Young  
**Sent:** Tuesday, April 13, 2021 2:19 PM  
**To:** maggie catt  
**Subject:** Re: Recent Events

Thank you for your note Ms. Catt.

Like you, and most people in Benicia, I know this community to be a great place to live with many great people. Let me give you my perspective on what is, for many people, a difficult question.

Despite being a great place to live, there is still a problem with discrimination that exists for many people of color. We are not immune from racism here, and there have been some troubling instances lately that bear this out.

Just this weekend, two white men pulled a gun on three young black teenagers in the Raley's parking lot and used hate speech and racial slurs to threaten them. The kids, ages 13,14, and 15 were understandably traumatized, and the suspects (two Benicia white men in their early 20s) were later arrested. There was also an incident of a white Benicia resident filmed verbally accosting some Asian American fishermen on the pier for being in "his" spot.

I am familiar with Benicia Black Lives Matter, but I have not dug deeply into their website. I also am aware that they are open to members of all races. I watched the video done by Nimat and understand it to be her opinion and description of experiences she has had as a black resident of Benicia. I have heard other stories from black residents of being pulled over by police and having the first question asked by the officer "Do you have any warrants?". I don't know about your experiences, but that has never been the first question put to me by an officer when I have been pulled over for a traffic violation.

I believe that structural racism is real, and we are not immune from it here. If you look at the makeup of our Boards and Commissions, for example, they are overwhelmingly white, which far exceeds the 70% white proportion of our population.

As to the creation of the Commission on Racial Equity and the hiring of a part time person to help address these issues within the City, those were approved by the City Council on a 4-1 vote.

I would suggest you contact City Manager Erik Upson with specific questions about the commission or the roles and responsibilities of the part time manager. He can be reached at 742-4600.

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