



COUNCIL MEETING

August 24, 2020

Received Before Meeting

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RACE AND EQUITY UPDATES CITY COUNCIL Ad Hoc Committees

August 24, 2020

www.cityofpaloalto.org/raceandequity



Citywide Diversity and Inclusion Ad Hoc

Members: Mayor Adrian Fine, Councilmember Alison Cormack,
Councilmember Liz Kniss

www.cityofpaloalto.org/raceandequity

CURRENT AD HOC STATUS



Purpose: This ad hoc is exploring opportunities to increase equity and inclusion throughout the City, both as an organization and as a community. Potential areas of focus include training, hiring and internal measures to increase equity and diversity.

What has happened so far:

- Exploring options for collaborating with neighboring jurisdictions
- Analyzing resources for diversity and inclusion best practices/lessons learned through professional groups
- Discussed Diversity and Inclusion elements for potential Citywide
- Focus of efforts will be both on City initiatives as well as Community engagement
- Developed draft mission statement for Council consideration, see below:

The City of Palo Alto is committed to creating a respectful, fair, and professional workplace and city. We will identify inequities and prejudices, welcome diverse perspectives, and use a collaborative approach to create an environment that works for everyone.

ITEMS FOR DISCUSSION & NEXT STEPS



For Council Discussion:

- Review Draft Mission Statement
- Discuss timeline and elements of Citywide Diversity and Inclusion focus areas
- Explore and pursue partnerships with other professional organizations/jurisdictions
- Discuss approaches to include City Boards, Commissions, and Committees in overall effort

Next Steps:

- Further City Council discussion and possible adoption of Mission Statement
- Establish ongoing City Council updates, including work with professional organizations and jurisdictions
- Continue engagement with the community and workforce on race and equity efforts



Police Policy Manual, Data, and Hiring Ad Hoc

Members: Vice-Mayor Tom DuBois, Councilmember Alison Cormack, Councilmember Lydia Kou

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CURRENT AD HOC STATUS



Purpose: This ad hoc is exploring current Police Department approaches including how the department regularly interacts with the community, and the data collected about these interactions. It is also looking at current Police Department hiring and promotional processes and improvements.

Goals

- Suggest updates to specific policies to eliminate/minimize racial bias and deadly force and to increase de-escalation
- Suggest changes to hiring and transfer policies
- Suggest points to address in upcoming Labor negotiations
- Suggest additional data to track to inform decision making

CURRENT AD HOC STATUS



Workplan:

- Review Memo of Agreement, Police Policy Manual, and other information from Police Department (internal sources)
- Review best practices and gather thought leader input (external sources)
- Convene, analyze, and recommend changes

What has happened so far:

- Review Memo of Agreement, Police Policy Manual, and other information from Police Department
 - Extensively reviewed the Police Policy Manual, learned about current approaches
 - Reviewed labor agreements and State law and other requirements related to discipline process, etc.
 - Received information regarding Police contact data requirements and new state legislation including the Racial and Identity Profiling Act (RIPA)
 - Discussed status of proposed assembly bills, lobbyist update at Council

ITEMS FOR DISCUSSION & NEXT STEPS



Next Steps

- Review best practices and gather thought leader input
 - Explore opportunities for external partnerships for peer review and data analysis, such as affiliations with Stanford University SPARQ
 - Consider data analysis with an outside entity
 - Incorporate suggestions from the Human Relations Commission
- Convene, analyze and recommend changes



Police Accountability and Transparency Ad Hoc

Members: Vice-Mayor Tom DuBois, Councilmember Eric Filseth

www.cityofpaloalto.org/raceandequity

CURRENT AD HOC STATUS



Purpose: This ad hoc is focusing on how information is shared with the community and the timeliness of information sharing. It is looking at current approaches to review police incidents and other accountability measures.

Goals

- Suggest updates to specific policies around data transparency and accountability
- Suggest changes to Union contract to increase accountability
- Suggest additional data to track to inform decision making

CURRENT AD HOC STATUS



Workplan:

- Review existing city policies with appropriate staff:
 - Review of data flow from initial dispatch through the life of a request for support/case
 - Review of IPA process, public records request process, open data
- Review Best Practices / Thought Leaders
- Ad-hoc to write up suggested changes

What has happened so far:

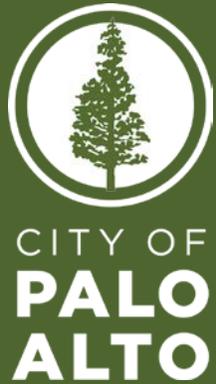
- Flow chart of process and data in Use of Force (UOF) and Internal Affairs (IA)/Citizen Complaints
- Palo Alto Police Department created a *Community Briefing on Accountability and Transparency* (presented by Acting Captain Reifschneider; link: <https://www.youtube.com/watch?v=aLu3Lbx2sVE>)
- Reviewed State legislation that would impact accountability and transparency

ITEMS FOR DISCUSSION & NEXT STEPS



Next Steps:

- Public Records request process
- Policy on default approach to information; removing redactions from policy manual
- IPA policies and turnaround time
- Disciplinary record policy - retention, use for hiring, transfers
- Statistical summary public reporting
- Individual case policy



Public Safety Alternative Models Ad Hoc

Members: Councilmember Greg Tanaka, Councilmember Liz Kniss

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CURRENT AD HOC STATUS



Purpose: This ad hoc will examine alternative service delivery options for public safety, including a Council budget related referral regarding fire services and medical response.

What has happened so far:

- Ad hoc discussed issues, conducted research and review options.
- Councilmembers independently met with Sunnyvale Mayor Larry Klein.
- Engaged with Sunnyvale's Deputy Chief in a 2-hour learning session to understand model.
- Staff has researched alternative service options detailed in Data Transmittal #1 and available at www.cityofpaloalto.org/raceandequity
- Councilmembers were provided the opportunity to participate in ride-alongs with both Police and Fire.

ITEMS FOR DISCUSSION & NEXT STEPS



Discussion:

- Unique nature of Palo Alto → Palo Alto has its own medical transport service; one of only a few cities in the state. (Counties are typically responsible for medical transport.)
- Advantages and disadvantages of the Sunnyvale model, including cost considerations.
- Alternative models or services for public safety
 - Opportunities to partner with County or others for models such as Psychiatric Emergency Response Teams (PERT) or Mobile Crisis Response Team (MCRT)

Next Steps:

- Conclude evaluation of Public Safety Alternative Models
- Pursue opportunities for “apples to apples” comparisons to other jurisdictions including collaboration with Stanford University

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