From: john@kovalfamily.com
Sent: Thursday, June 11, 2020 1:28 PM
To: Council, City
Subject: Potential Budget Reduction Suggestion / Police Funding

I have noticed that a full time police officer is being stationed on Embarcadero Road, near Greer St. The traffic on Embarcadero is travelling about normal speed, particularly since many people are back to work. This is an unnecessary use of resources and I would rather that money be spent on something useful for the community. If you terminate this position, you would have ~$200k that could help in other, more important areas.

Also, please do not succumb to the ridiculous idea of defunding the Police. First you must start by reforming/breaking ties with the POA Union, then training of officers. Many of you are beholden to them receiving financial support to obtain their support and for backing their policies!! We do not want Palo Alto to descend into lawlessness!

Thanks,
John Koval
Palo Alto
Dear Council,

I like Scientific American’s suggestions to improve policing:


I hope you will consider implementing them. I think they’d be helpful regardless of the current state of our policing.

Thank you,

Lottie Price
Palo Alto
Dear Council members,

I am the African American mother of two mixed boys who are now 16. One of my sons was minding his own business at a park in the evening. My son was called over by a policeman who didn’t identify himself as a policeman and my son couldn’t see him clearly as it was dark. He just heard “hey kid, come over here”. My son, who was taught not to talk to strangers, responded with “no”. The police officer said again, “kid, I said, get over here”. My son repeated “no”. It wasn’t until the officer FINALLY said, “I’m not going to arrest you, I just want to talk to you”, that my son went over and as he got closer he realized it was a policeman. He was so nervous, he could barely walk. My son apologized to the police officer for not seeing him at first. The officer just wanted to let my son know this his friends should pick up their beer bottle, etc. My son who was not part of that group who had been drinking at the park, didn’t argue and said “okay”, and my son picked up the beer bottles.

My point is not that the officer mistreated my son because he’s black, my point is: the officer did not identify himself as a police officer right from the start. So imagine if my son got freaked out and started to run away scared of someone calling out to him that he couldn’t see. He would have most likely been shot in the back by the police officer, because that’s what happens and THAT’S the climate we now live in. When my son came home and told me this story, I told him that this incident could have gone horribly wrong. My son did the right thing by not simply going over to a complete stranger that he couldn’t see, but the officer may have mistaken him for doing something wrong had he run away.

I’ve had to have multiple conversations with my boys about going to parties and if the police come, DO NOT RUN, because you will be shot before a blond blue-eyed boy will be. Of course, you say all of this is speculation and how would I know this is true. I don’t, but I know that you can look at all of the cases thus far point to: make any move and police will shoot. Heck, the police will shoot even if you don’t move.

Already, I’m telling my boys that they don’t have the rights their white counterparts do and there is a loss of freedom here. Additionally, there is a fear that at any encounter with police could very well end up deadly. This can’t be the kind of fear you want your residents to have do you. This can’t be the kind of reputation you want the Palo Alto Police to have do you? The “police” nationwide have a bad reputation now whether or not they’ve engaged in police brutality. As a City, how can we change that so that all residents feel safe in their community. What practices can the City put in place?

I am asking the City of Palo Alto to adopt policies and best practices and additional police training to keep all of us safe including boys and men of color as they seem to be more of a target for racial injustice. Human lives matter including black lives. I would ask that the City Council consider 8can'twait recommended policies to ensure that police first do no harm. As a resident of Palo Alto, I am begging you to protect your citizens including our sons of color.

Sincerely,

Toiya Black
Palo Alto, CA
Dear Council Members,

I strongly support reforming the Palo Alto Police Department to implement policies in the "8 Can't Wait" campaign.

Thank you,

Lindsey North
Jackson Drive
Dear City Council,

Let's use evidence based practices to keep our community safe. I support the 8 policies that can reduce police violence by 72%. according to https://8cantwait.org/

Palo Alto has only adopted 2 of the 8 key measures.

As a progressive community, let's lead the way by adopting all 8!

Best,

Lucie
From: Jeremy Geist <jpgeist@gmail.com>
Sent: Thursday, June 11, 2020 10:26 PM
To: Council, City
Subject: Re: police

CAUTION: This email originated from outside of the organization. Be cautious of opening attachments and clicking on links.

I have two items.

1. Defund the police department. Police brutality is unacceptable and reform is impossible. I will track this issue and will vote solely on this issue above all others.
2. Fire Ed Shikada for violating Constitutional rights and siding with a clearly undeserving police community by instituting a 10 day curfew.

– Jeremy Geist
The city cannot fire Officer Destefano because of the *Peace Officers’ Bill of Rights* but the City Council can terminate the employment of City Manager Ed Shikada today without cause, but there cause and that cause is violating California law by refusing to turn over Destefano’s car and body videos to Julio Arevalo’s attorneys and not holding Officer Wayne Benitez accountable for using excessive force and making a false statement on a police report.

https://corruptpaloaltopolice.weebly.com/

“Palo Alto Police Chief Robert Jonsen the Civil Rights Division of the DOJ found that while you were the Captain/Chief of Police of Lancaster Sheriff Station you and your deputies engaged in a pattern or practice of discriminatory and otherwise unlawful searches and seizures, including the use of unreasonable force, ... (as well as), ...a pattern or practice of discrimination against African Americans in violation of the Fair Housing Act.”

https://corruptpaloaltopolice.weebly.com/chief-jonsen.html


Ed Shikada hired Robert Jonsen to be police chief knowing that Jonsen had been convicted by the DOJ for violating the rights blacks and other minorities.
The police reforms like #8cantwait that the city of Palo Alto will not mean much so long as there is no accountability.

The Palo Alto Police Auditor is a sham used to whitewash the misconduct of officers so any reforms must include terminating the IPA, Michael Gennaco, as well.

https://michaelgennacooir.weebly.com/

There have been a minimum of 8 separate incidents between the Palo Alto Police and citizens in which 14 recording devices used by the Palo Alto Police failed to record those interactions

https://corruptpaloaltopolice.weebly.com/missing-videos.html
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There have been a minimum of 8 separate incidents between the Palo Alto Police and citizens in which 14 recording devices used by the Palo Alto Police failed to record those interactions [Missing Videos](https://corruptpaloaltopolice.weebly.com/chief-jonsen.html)
Dear City Council,

I request that you post an adequate version of the police manual on your website. I was recently trying to verify some information from a Palo Alto-specific source itself rather than an online article, but was dismayed and alarmed to see that many extremely important policies are redacted from the publicly available version of the police manual (link).

What reason could there be for hiding this entire list of policies from the public. What possible additional threat can come from the public knowing the PAPD policy on searches/seizures? On officer-involved incidents? On vehicle maintenance? Certainly, any imagined miniscule possibility of benefit from redacting these policies must be outweighed by the values of transparency, accountability, and upholding justice in our community including the trust in our police institutions. I am pasting the list of redacted policies below in case you are not familiar. This is embarrassing— I expect better from PAPD especially where this seems like an extremely bare minimum level of information to have available.

Please let me know when you expect the updated policies to be posted.

Thank you,

Rachel

Redactions from the PAPD manual:
Policy 216: Staffing Levels
Policy 310: Officer-Involved Incidents
Policy 312: Firearms
Policy 314: Vehicle Pursuits
Policy 316: Officer Response to Calls
Policy 322: Search and Seizure
Policy 378: Public Safety Video Surveillance System
Policy 408: Crisis Response Unit
Policy 414: Hostage and Barricade Incidents
Policy 416: Response to Bomb Calls
Policy 424: Rapid Response and Deployment
Policy 432: Patrol Rifles and Shotguns
Policy 442: Criminal Organizations
Policy 450: Use of Audio Recorders
Policy 458: Foot Pursuits
Policy 600: Investigation and Prosecution
Policy 608: Informants
Policy 704: Vehicle Maintenance
Policy 814: Computers and Digital Evidence
Rachel Wittenauer
email: rachel.wittenauer@gmail.com
Dear City Council members,

I am writing as someone who grew up in Palo Alto since 1992. I have long considered Palo Alto to be a safe, welcoming community with an active spirit of innovation and leaving the world a better place. As I’ve grown older, the city has changed, and the events of the past few weeks in particular shine a bright, ugly spotlight on aspects of our community that myself and many other residents have been turning a blind eye to over the past many years. I am now no longer under the illusion that Palo Alto is the “wholesome” community I upheld it to be, and I am writing to you as a citizen demanding better of our leadership.

One of the first of many steps that I and my fellow citizens request of you is that Palo Alto Police Department (PAPD) ends its relationship with Lexipol- the private, for-profit company to which PAPD has outsourced its policy-making without any input from the community or transparency into the damage resulting from such appalling policies. These policies have a clear goal: to protect PAPD from civil lawsuits, not to protect citizens from violation of their civil rights.

This direction of priorities is backwards, harmful, and wrong. I am not sure if it is laziness, lack of imagination, or other inscrutable motive for outsourcing some of the most important rules of our community to Lexipol, but whatever the reason, it is time to revisit this relationship and redesign it from the bottom up. The PAPD policies must instead align with the values and priorities of keeping our community members of all skin colors (most especially Black residents), and all economic statuses and all cultures of origin safe and respected. The Lexipol policies do not do this. I am sure you are well-aware of these problems already, but if not I encourage you to read background information such as this informative article (link).

I look forward to seeing the updated progress and will be checking the outcome of this Sunday's city council meetings as a first step in the conversation.

Thank you for your time,

Rachel

--
Rachel Wittenauer
e-mail: rachel.wittenauer@gmail.com
Dear all,

My name is Sreya Guha and I am a resident of Los Altos Hills and a Stanford student. In addition, I have gone to schools in Palo Alto my whole life. I am emailing you today to demand that Palo Alto Police Department officer Thomas DeStefano be fired immediately. As we all know, DeStefano has a deeply disturbing history of violence against community residents, specifically Julio Arevalo, Gustavo Alvarez and Tyler Harney. The Palo Alto Police Department and the City of Palo Alto is entirely complicit in allowing this behavior, as PAPD refuses to release video footage from DeStefano’s horrifying attack on Arevelo despite being mandated by law to do so.

Any statements you release are empty words until officers in Palo Alto are held accountable for their actions. I demand to see swift action taken to remove DeStefano from your police force.

Sincerely,
Sreya Guha
The city cannot fire Officer Destefano because of the *Peace Officers’ Bill of Rights* but the City Council **can terminate the employment of City Manager Ed Shikada** today without cause, but there cause and that cause is violating California law by refusing to turn over Destefano’s car and body videos to Julio Arevalo’s attorneys and not holding Officer Wayne Benitez accountable for using excessive force and making a false statement on a police report.

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CAUTION: This email originated from outside of the organization. Be cautious of opening attachments and clicking on links.

Mayor, Council Members, City Manager,

This agenda item #10, that you know is a public priority and I assume yours, does not reflect that given it is scheduled dead last for Monday’s meeting, 9:45-11pm.

As soon as I saw this I had to grab a sweater due to its chilling effect I knew it would have on public participation.

Please move it up in the agenda to a time appropriate or you stand to be accused of trying to burying the item, being disingenuous, etc.
Thank you,
Winter Dellenbach
Adrian Fine, Mayor of City of Palo Alto; Members of the City Council; Ed Shikada, City Manager; Robert Jonsen, Chief of Police and Human Relations Commission:

We have proudly lived in Palo Alto for nearly forty years and appreciate the progressive nature of our community.

The citizens and city government are now called upon to be progressive and innovative in the area of police reform.

At the last City Council meeting it was inspiring to hear the strong presentation of the younger members of our community regarding the need for police reform. We agreed with much of what was said. Please listen and them—they are the future.

Police Reform is an important issue for the health of our city. It will take a lot of thought and goodwill on both sides, but we can create a community/police model that is equitable. To ensure public safety and trust the city of Palo Alto must act boldly to guarantee black and brown members of our community receive equal treatment by the Palo Alto Police Department.

Three Recommendations:

1. Get rid of officers where there are consistent legitimate complaints of misconduct. A few bad actors can quickly sour reform efforts.
2. Immediately adopt the 8 Can’t Wait recommendations as official policy and scope of practice for the Palo Alto Police Department.
3. Establish a citizen’s commission to work every 90 days with the Police Department to craft reforms and report to the City Council. Resource allocation should be tied to effective implementation of reform goals.

This is your time as leaders to respond to the desires of your constituents for significant police reform.

Without bold and timely action the issues will continue to fester. Thank you for your leadership and please maintain a sense of urgency on this issue.

Sincerely

Kathleen McConnell and Howard Dernehl
723 Oregon Avenue
Hi Folks,

My apologies to everyone on this list. Somehow my early draft of my piece responds to Chuck Jagoda’s article on defunding police departments was sent out by me prematurely— before I completed the piece and edited it for obvious errors. I hope to get out a completed copy in the very near future. Best regards,

Aram James

Sent from my iPhone

On Jun 13, 2020, at 3:53 PM, Aram James <abjpd1@gmail.com> wrote:

Hi Chuck,

Thanks so much for continuing to speak truth to power! You have raised extraordinarily critical questions re the appropriate role, if any, for the current police culture in both Palo Alto and police departments across this country.

In addition, in my view, while we examine the future of policing we must also simultaneously examine the appropriate role of the other oppressive institutions that make up our criminal justice system.

Why, as an example, has the Santa Clara County District Attorneys Office, and other District Attorney offices across this country, been so resistant to having specialized units (Police Crimes Units) that focus on exclusively and effectively prosecuting the cops that routinely brutalize and kill, taser and torture African Americans, other people of color and the poor?

If police had historically been aggressively prosecuted for all of the daily police violence that we all know goes on, but look the other way, would George Floyd, and so many others victims of police murder still be here? I say yes! The police have been allowed to cold bloodily murder so many people of color because prosecutors have refused to prosecute, and on the rare occasion where they do prosecute it is often only when public outrage is brought to a boiling point. In other words where it becomes politically
expedient to file charges against a rogue murdering cop when routinely prosecutors would look the other way out of fear of police unions and concern for the elected DA’s own political death.

Yes, the cop culture must be shifted forever, but truth be told, our “handle police with kid gloves prosecutors” have been complicit in allowing this outlaw police culture, that thrives in country, to survive. While we rightly examine the police culture in this country we must simultaneously do the same deep examination of the prosecutorial culture in this county and in this country. Just like police budgets prosecutors budgets have continued to balloon. Bigger budgets must be justified with more convictions leading to a runaway racist system of brutal and tortuous mass incarceration - all made possible by the prosecutorial industrial complex. We must also look to defunding or massively cutting the budgets of most, if not all district attorney offices, in this country. We must shift funds from prosecutorial budgets to, as an example, massive community based and culturally appropriate restorative justice projects lead by the same people have been for generations oppressed by the criminal justice system.

Isn’t it demonstrable that there has been two tiers of justice in our criminal justice in this country — one for prosecuting ordinary citizens and community members and another for prosecuting the police?

And certainly our public defender system must also be examined for vestiges of racism within this institution. Why have public defender not more powerfully resisted the conveyor belt justice - that more often that not - is the practice, not the exception in our courts. With disproportionate

Sent from my iPhone

On Jun 9, 2020, at 10:53 PM, chuck jagoda <chuckjagoda1@gmail.com> wrote:

Dear All,

I'm glad to see the City of Palo Alto is taking up the idea of defunding the police. I believe incarceration budgets should also be reduced.

There is way too much attention given to police and imprisoning people in this country and in this state. Compared to the rest of the world we are a very cruel and punishment oriented society. Other countries think more in terms of helping people get along with productive lives rather than making career points and lots of profits arresting and incarcerating people as we do in this country.

In case you don’t know, on the street there are not only police murders like George, Brionna, Michael, Abner, Trevon, and on and on -- but also petty, mean things. Like cops who harass, roust, and rough up people for no apparent reason than prejudice, sport, and because they can. This happens quite often to homeless, black, poor, intoxicated, and people having seizures.

The City of Palo Alto has been sued a number of times for such actions. The vast majority of times cops do this knowing they will get away with it.
Cops come out of the precinct and on duty jacked up on coffee, primed to
defend themselves and their fellow police officers, and quite ready to
attack anyone they think of as an enemy. Cops are very frightened. It
controls and conditions their actions all shift long.

Also, how can anyone who claims to be in favor of law, order,
transparency, and accountability NOT support a world wide data base of
convicted cops. There is no such thing in this country. The teachers,
attorneys, and doctors have their offenses catalogued and counted and the
police don't. They can just slide into another department and go back to
abusing citizens there.

Why is that?

Can we agree on no chokeholds, no harassment of black people, no Tasers,
cams on ALL THE TIME (it's obvious in Palo Alto-- cops just leave them
off, especially when abusing people), and police apologies to people they've
wronged?

Chuck Jagoda
Council Members,

This article (url below) was posted online Friday, June 12th. addressing the total lack of evidence that implicit bias training is effective in to reduce bias or racism. It is a waste of time and money and a diversion from real reforms that are badly needed. I have read other serious articles in the last couple of years coming to the same conclusion about Implicit bias training being ineffective.

Interestingly, the article involves a sad recent incident at the BLM protests in San Jose and I think you will find it engrossing and it is short.

I would be the first person to want such training to work- but it doesn’t. Let’s not waste time or money. The truth is, we humans start collecting our biases early and build on from there and we have to make a serious commitment over time to rid ourselves of what we can by working hard - there are no shortcuts or weekend workshops.

We made a serious pledge when our city adopted the Black Lives Matter Resolution. Now we need to do the serious work.

Winter Dellenbach

Please read this:
https://www.huffpost.com/entry/implicit-bias-training-doesnt-actually-change-police-behavior_n_5ee28fc3c5b60b32f010ed48
Dear City Council,

I would like to thank the City Manager's office and you for coming back so quickly on a guide for the city to address systemic racism. I have a few comments on it:

- The new CAG should not place the 8 can't wait recommendations front-and-center. There's been some questions over their effectiveness, as SJPD says they follow them yet the news reports otherwise. Instead, they should have explicit authority to explore all forms of reforms, including whether the police budget should be redirected to social services (or using the money with contracts to PAUSD or the county for the much demanded education and medical needs).

- The CAG should not be staffed by the Chief's Advisory Group as this may show a bias towards the police department. And given the last public comment period, perhaps it is wise for a different body than the city council to choose members towards it. Instead, let us use the independence of the HRC to guide the decision, whether they themselves staff it or they appoint those who do.

- Strategic partners should explicitly include BIPOC organizations within the region. I do commend the inclusion of East Palo Alto representatives, though this could also extend to those in Menlo Park (esp. Belle Haven).

- There should be an explicit mention of a timeline and resources granted. We've seen delays and issues with other CAPs like XCAP or NVCAP that might imply a deprioritization of the conversation.

The memo has some clear steps forward, and while previous plans like the SCAP have had historical issues in implementation/results, I do hope that you will prioritize the fight against systemic racism in our community and beyond.

Sincerely,

Kevin
Ventura Neighborhood Resident
Looking around at our neighbors, it's clear police reform does not work. Even in Palo Alto, we need to take radical action to address the situation we find ourselves in, or rather have been in for such a long time and to which we have not been paying attention.

Councilors, as our elected representatives, you have a deep responsibility to take action in response to what's happening in our community. Please do not fail us.

I listened to an hour-long interview yesterday with one of the two lawyers overseeing the federal management of Oakland Police Department. For the last seventeen years, they have been trying to reform that police department, and look at the results. Abysmal. Oakland Police Department has a horrible record. It's clear from this example that "reform" does not work. Reform is not enough. There is too much room for maintaining the status quo. We need more.

I just heard a report from San Jose of a young police trainer who was protesting in support of Black Lives Matter and was shot in the groin by San Jose police, rupturing one of his testicles. The police have apologized, but this should not have happened.

Call it what you like - "defund the police" is a popular slogan - but police departments the length and breadth of the country need radical transformation. We need to start again. Yes, even in Palo Alto, we need to start again.

You heard last week from the community. Ok, angry people breached civility guidelines in calling out particular behavior by specific officers. But you have to listen, and you have to act.

I haven't seen what the city staff are proposing for discussion at tonight's meeting. That's disappointing, it doesn't bode well for a community discussion that needs to include transparency. Nevertheless, I ask that you all take strong and radical action to keep our community safe and fair for everyone. Especially for Black people. This is the most important work you can do at this time.

I've lived in Palo Alto for about 30 years. At this moment we need to see action, not "the Palo Alto process".

jeremy.

Jeremy Shaw
399 Olive Ave.,
Palo Alto 94306
Dear District Attorney Rosen,

It has been reported, that you and your office will not bring charges against PAPD Officer Wayne Benitez, for his actions during the Alvarez incident of 17 February 2018. The reported claim is that the statute of limitations for filing charges has passed.

Leaving aside the fact that blame for the delays in making a report lies at the feet of the City of Palo Alto Council, the City Manager, the Chief of Police, and members of PAPD (who have used administrative mechanisms, personnel records’ privacy law, and qualified immunity law, among other means, to effect the delays):

The statute of limitations has not expired. You have until 24 July 2020 to file charges, which is one year after the date when your Office was first made aware, not only of the actions by Officer Benitez, but also of the illegal actions by other officers during the 17 February 2018 incident, including failing to report, and falsifying reports, and illegal entry (there were no exigent circumstances which could allow officers to enter the Alvarez home without a warrant).

The evidence is already known to you and your office. The video of the incident, revealed in July 2019, constitutes substantive evidence upon which criminal charges may be based. The deadline to file those charges has not yet passed, contrary to your published statements.

I demand you file charges.

Sincerely,

Albert K Henning

========
Albert K. Henning, PhD
199 Heather Lane Palo Alto, CA 94303
Redacted
albertkhenning@yahoo.com
Dear City Council,

I would like to voice my support for the Black Lives Matter street mural on Hamilton Street. This is a small but concrete step Palo Alto, a historically unfriendly environment for people of color, can take to move into a new era.

Of course we must all do more and this is just a first step but we must do something and this street mural is supported by the community via the change.org petition.

Thank you for your consideration.

Rayme Waters
1280 Pine Street
Palo Alto 94301
Redacted

Sent from my iPhone
To Palo Alto City Council Members,

I'm writing to understand more about what Palo Alto is specifically doing to reform, change, or defund the Palo Alto Police Department. Are there more training being discussed for officers? How can I find a breakdown of the public safety budget?

Thank you in advance. I look forward to our city's change and being involved in the conversation.

- Zoë

Zoë Björnson
Take action → linktr.ee/blacklivesmatter
Dear Mayor Fine & Council Members,

Thank you so much for the consideration of our earlier communication. Attached you will find an updated version of the letter which includes notation on the what the vote was on each of the recommendations.

Kind Regards,

Kaloma A. Smith
Pastor, University A.M.E. Zion Church

3549 Middlefield Rd, Palo Alto CA, 94306
pastor@universityamez.com | www.universityamez.com

On Mon, Jun 15, 2020 at 10:24 AM Kaloma Smith <pastor@universityamez.com> wrote:

Dear Mayor Fine & Council Members;

This weekend Rayshard Brooks, a 27-year-old black man in Atlanta, Georgia, was shot in the back twice by two police officers. This incident happened after 14 days of protesting in our country for reforms that could have prevented another incident like this. We cannot delay in making substantive changes in our city to avoid an event like this in Palo Alto.

The Palo Alto Human Relations Commission, which I chair, is respectfully submitting a letter of recommendation of ways our city can start the process of addressing systemic racism and police reform. We urge the council to move quickly and decisively to address these systemic issues.

Kind Regards,
Rev. Kaloma A. Smith
Chair, Human Relation Committee City of Palo Alto
June 12, 2020.   REVISED June 15, 2020

Honorable Mayor Adrian Fine and Honorable Council Members
250 Hamilton Avenue
Palo Alto, California 94301

Dear Mayor Fine and Council Members:

The Human Relations Commission (HRC) mourns the death of George Floyd and shares Palo Alto citizens’ outrage over systemic racism. We concur with the Council’s June 8th Resolution. We are proud to have the opportunity to work with Council and Staff to do the depth of work necessary to bring an end to racism in our City: in our Police Force, in our operations, and in our codes. We recognize that the task requires thorough review, vision, collaboration, community engagement, and objectivity. The choices may not always be easy. However the HRC has a singular purpose to promote just and fair treatment of all people in Palo Alto.

At our June 11th meeting, after comment from the public, the Commission began a discussion of the processes and actions to address racism in Palo Alto. We forward these priorities to Council:

- Address the police use of force in Palo Alto. Specifically the 8 can’t wait policies be studied and implemented within 90 days. (Passed 4-1, Savage Nay)
- Emphasize community engagement, begin promptly, with community partners, resulting in recommendations to Council in the second quarter of FY2021. (Passed 5-0)
- Begin a diversity and inclusion initiative that starts with implicit and institutional bias training for all levels of city staff and commissions and includes a data-driven approach to achieve diversity and inclusion. (Passed 5-0)
- Complete the proposed work immediately and look to longer term study, to make long term recommendations to Council. Study may include pilot programs, evaluation of data from earlier work and deeper study of the policies and procedures in the PAPD manual. (Passed 5-0)
- Evaluate reinvestment of PAPD funds into Community Services Department in the FY2021 budget. (Passed 4-1, Savage Nay)
- Open Foothills Park on a fair and equitable basis by August 6 2020. (Passed 5-0)
- Adjust hiring policy to ban candidates and promotions of police staff, who have prior disciplinary actions. (Passed 4-1, Savage Nay)
- Reinstate seven commissioners to the HRC to execute the level of work and to increase the diversity of opinion (Passed 4-1, Savage Nay)

In resolutions and statements, the City of Palo Alto has expressed its intention to examine its history and practice, to engage Palo Alto in community dialogue, and step up to the changes needed to realize racial equity. The Human Relations Commission stands ready to do the study, to leverage community partners, to have the dialogue, to develop proposals for change so we can turn intention to real change.

Respectfully,

Kaloma Smith, Chair
Steven Lee
Patti Regehr
Daryl Savage
Valerie Stinger, Vice Chair
Agenda Item #10 Systemic Racism

From: Winter Dellenbach

Dear City Council Members -

In the Resolution you adopted last week, committed you and our city to:

“…do everything within our powers to review our police and public safety practices with the community and then implement measures that reflect no tolerance for police violence, prejudice, discrimination and harm”.

The PAPD has not fully fulfilled the 8 Can’t Wait reforms on Use of Force -

When the “Policy Concerns” that the PAPD lists in the packet are read in the longer context of the Palo Alto Police Department Policy Manual it becomes apparent that more work is needed before many of them comply with the 8 Can’t Wait reforms. It is critical that careful analysis is done on all sections of the Use of Force component of the Manual. It is also vital to read other relevant sections in the Manual to ensure they are consistent with the reforms we now seek to achieve.

8 Can’t Wait has a model Use of Force Policy that some other cities have adopted or used in part. We should consider doing so.

https://static1.squarespace.com/static/56996151cbced68b170389f4/t/5defffb38594a9745b936b64/1576009651688/Campaign+Zero+Model+Use+of+Force+Policy.pdf

Other Sections in the Police Policy Manual We should Review:

To diversify the force, to ensure policies are in place to eliminate bias and promote fairness, to increase badly needed accountability, to support reform, to evaluate some duties that may be transferred to other agencies such as mental health professionals.

Recruitment and Selection

Evaluation of Employees
Promotion and Transfer Policy

Anti-Retaliation

Reporting of Employee Convictions

Use of Force Review Boards

Standards of Conduct

Racial and Bias Based Profiling

Mental illness Commitments

Field Interviews and Photographing Detainees

Eyewitness Identification

The Independent Police Reform Advisory Committee:

If formed, the Committee must be independent. Members must not come from Chief Jonsen’s own Advisory Group (he has submitted a host of his member’s names to you). Putting them on the Committee would be a conflict of interest and undermines the credibility of it. Council must appoint members who are independent, with outreach to Latino and African American residents since they are the particular focus of the Resolution. Members then must report back to the Council, not to the City Manager.

You have time to appoint a diverse Committee rather than slap one together tonight. Though you want to seize the momentum of reform, don’t undermine its effectiveness by being hurried. Are you feeling vacation break pressure? You can do a quick zoom on this if needed.

Membership could be 15 maximum, much like CAC’s. Any more and it will be completely unmanageable.

The HRC should simply keep functioning as it is. Other voices need to be heard.

Diversify PAPD Recruiting – In order to have a police force to better serve those who live and work here, travel to and through here, and better serve staff equitably within the PAPD, we must diversify the Force. You should instruct PAPD to reach out to the City of East Palo Alto and the EPA PD that re-tooled its recruitment to ensure diversity. The PAPD doesn’t have to re-invent the wheel, but it does need to diversify and that begins with recruitment.

Redirect Responsibility and Funding – Calls related to homelessness, mental health crises and drug abuse rather than dangerous criminal activity could be directed to trained health care and social service professionals better trained to handle these situations. Armed law enforcement could be called upon as needed. The commiserate percentage of funding could be shifted from law enforcement to these other agencies.
Baumb, Nelly

From: lauren cory <corylab@aol.com>
Sent: Monday, June 15, 2020 2:23 PM
To: Council, City
Subject: CORRECTION to Mid-Peninsula ACLU submission to PA City Council Mtg June 15, 2020
Attachments: MidPen ACLU’s Submission to PA City Council Mtg June 15, 2020 on Item 10 Systemic Racism pdf.pdf

CAUTION: This email originated from outside of the organization. Be cautious of opening attachments and clicking on links.

Council,
Please delete email sent minutes ago. I have corrected the name of "SB 1421: Police Officers: release of records" in this email.
This is the only change.
Lauren Cory
Good evening Mayor Fine and council members,

Palo Alto is one of the cities in the Mid-Peninsula ACLU Chapter’s region. We want to begin a continuing dialogue about police practices that might contribute to systemic racism.

**Three points for tonight:**

1. **What specific training do all officers receive related to race issues?** How many hours/year do veteran and new officers receive? Does it cover the history of race relations in this country?

2. **Police transparency and accountability**
   
   a. **SB 1421: Police Officers: release of records became law in 2018.** How do you respond to requests under the California Public Records Act for personnel records made available by 1421? Is your review process only internal or do you also have an external review board? *Are you in compliance with this law?*
   
   b. The web version of your Police Department Policy Manual redacts 19 different policies, including Policy 310: *Officer-Involved Incidents.* Some of these incidents may be required to be made public by 1421, but we don’t believe that *any* officer behaviors should be kept secret.

   Keeping officer actions secret increases the likelihood of misconduct, and leads to public mistrust of police.

3. **Many cities are considering the need for using community-based organizations** to deal with issues such as mental health, learning disabilities, family conflicts, etc. Some cities already work with such agencies such as Eugene, Oregon. San Francisco’s Police Chief Scott recently said that he is willing to reallocate a portion of his budget for such activities.

   Many police departments are concerned that their officers are not trained for these conflicts.

   We are requesting that you officially incorporate this structural change into policing practices and allocate the funds to improve police awareness and community trust, and lower systemic racism. Thank you.

Lauren Cory, Mid-Peninsula ACLU Volunteer Chapter Chair
Baumb, Nelly

From: Shikada, Ed
Sent: Sunday, June 14, 2020 2:51 PM
To: ladoris cordell
Cc: Council, City
Subject: RE: My comment for oral communications

Dear Judge Cordell,

Thank you for sharing your comments. I'd like to apologize for offending you with my reaction to Councilmember Kou's question. Quite frankly the question caught me by surprise, which is no excuse. We have serious work ahead of us and I and our senior staff are fully committed to doing our part to end systemic racism. I hope that you are also aware that the council will discuss next steps in this effort tomorrow evening under agenda item 10.

Sincerely,
--Ed

Ed Shikada
City Manager
250 Hamilton Avenue
Palo Alto, CA 94301
(650) 329-2280 ed.shikada@cityofpaloalto.org

-----Original Message-----
From: ladoris cordell <judgecordell@icloud.com>
Sent: Sunday, June 14, 2020 12:16 PM
To: Council, City <city.council@cityofpaloalto.org>
Subject: My comment for oral communications

CAUTION: This email originated from outside of the organization. Be cautious of opening attachments and clicking on links.

At your last City Council meeting, Councilmember Koh suggested painting the words “Black Lives Matter” on one of our city streets. The immediate response from the City Manager was an audible chuckle. The rest of the Council declined to address her suggestion and side-stepped it entirely. There is nothing funny about this; neither is this a matter to be sidestepped. I commend Councilmember Koh for her suggestion. What she was asking for was a demonstration of your commitment to ending systemic racism beyond your words in a resolution. Since it appears that this Council and senior staff have no interest in following up on her suggestion, I ask that the Council instead rename Lytton Plaza, Black Lives Matter Plaza. I ask you to agendize the renaming and then have the courage to unanimously vote for it. Thank you. —LaDoris Cordell
Dear City Council,

Please take action to reallocate funds from the Police Department budget to a suitable community non-profit in Palo Alto in order to start a program similar to the Oregon White Bird crisis management program (see link below if you are unfamiliar with this Oregon innovation) Palo Alto can and should fund a program such as this. Set aside 10 or more percent of the Police dept budget allocation to start a more humane and economical way of responding to mental health and/or intoxicating situations. You still have time to take action to do this for the new budget year set to be voted on this June 22, 2020. Anything less is not acceptable: our community wants leadership on this issue. The time to take action is now.

Sincerely,
C.J. Lovuolo-Bhushan

Dear Palo Alto City Council,

I am writing to you as a Palo Alto voter who is deeply concerned with the violence and misconduct done by the Palo Alto Police Department in recent years and the problematic systems that it helps to uphold.

Just in the past few years, the Palo Alto Police Department has been involved in grave acts of misconduct that not only violated residents’ rights, but resulted in violence. In 2019, a Palo Alto officer attacked an innocent resident. Not only was this physical attack obscene and uncalled for, but remarks made by the officer showed extremely concerning connections to homophobia. Furthermore, recent reports show that multiple ranked Palo Alto Police officers have made explicitly racist statements against Black people. Proving there are deep issues within the department the city deems is keeping residents safe.

In 2013 and 2019, Palo Alto police officers gravely mishandled health crises and delayed essential medical attention for the sake of needless investigation. This is not keeping our community safe, it is endangering lives.

Instituting reforms to limit use of force and promote de-escalation are great starts, but those acts in themselves cannot address the fact of the systemic issues that plague our current system of policing. Continuing to use armed police with minimal training in the various fields as a one-size-fits-all response has only created more problems that cost the City millions in legal fees.

We can look at examples like the RIGHT Care program in Dallas, Texas, and the rethinking of 911 responses in Eugene, Oregon, as great starts. In these programs, dispatches for 911 calls responding to mental health concerns shifted from police to responses centering counselors which has proven to save lives. I urge you to follow in these footsteps of these cities and also look to the City of Minneapolis which is currently exploring what the future of public safety looks like without traditional policing.

These may seem like idealistic solutions, but I would like to remind you of Palo Alto’s location in Silicon Valley, a global hub for innovation. Our city should embrace that innovative mindset in finding less violent methods to keep our community safe, that go beyond policing. Social workers and trained public health counselors should be the ones responding to 911 calls in our city instead of armed police officers who instill fear in our communities, have shown to resort to violence easily, and have a past of delaying and preventing essential medical attention to our residents when in need.

In summary, I call the City Council to immediately address concerns of racism within the Police Department, commit to working with local community activists in developing public safety approaches centered in public health rather than violence, and divert moneys to be allocated to the Police Department to fund public health approaches to public safety. Action beyond minor reforms and resolutions in support of Black lives is needed to make Palo Alto a truly just and equitable city for all.

Thank you,

Eli Craveiro Frankel (he/him/his)
Palo Alto, CA 94303
Dear City Council,

I would like to voice my support for the Black Lives Matter street mural on Hamilton Street. This is a small but concrete step Palo Alto, a historically unfriendly environment for people of color, can take to move into a new era.

Of course we must all do more and this is just a first step but we must do something and this street mural is supported by the community via the change.org petition.

Thank you for your consideration.

Rayme Waters
1280 Pine Street
Palo Alto 94301
Redacted

Sent from my iPhone
Dear Council Members,

There was mention at City Council last Monday and in today’s Staff’s Report of having a Citizen’s Advisory Group bring proposals to the City. I strongly support such a group to research and make recommendations regarding specific policy changes and other reforms. While not so large as to be ineffective, it needs to be diverse and inclusive with representation from involved residents, members of our marginalized communities (LGBTQ, Black, Hispanic, homeless, young, etc.), a representative of our faith based communities, a police representative, a policy expert, and possibly other stakeholders such as the ACLU.

In regard to Element 1 in Attachment A, Police Chief Jonsen has said that the City’s Police Department is already “really closely aligned” with “8 Can’t Wait” in at least seven of the eight areas. And yet . . . Palo Alto has several reported incidents of excessive force with little accountability or transparency.

What more can be done? Recognizing that police work can be very challenging and stressful, the City should offer (if it doesn’t already) all necessary psychological, mental and emotional support and resources, training and mentorship, to our officers before unprofessional behavior escalates.

And, in addition to good policies and procedures and support for our officers, we should make sure that our union contracts do not shield officers who use excessive force. A recent study in the Duke Law Journal examined 178 police union contracts and found that “A substantial number of these agreements limit officer interrogations after alleged misconduct, mandate the destruction of disciplinary records, ban civilian oversight, prevent anonymous civilian complaints, indemnify officers in the event of civil suits, and limit the length of internal investigations.”

For the good of our community and the reputation of our Police Department, we need our police officers and police department to be accountable and transparent and our City’s contract with our police union should reflect and support those goals.

Thank you for considering my comments,

Esther Nigenda
Dear Mayor Fine and City Council,

As of today, June 11th 5:45 PM over 200 people have signed change.org petitions to paint one of Palo Alto’s main streets with the message “Black Lives Matter” on Juneteenth. This is in response to President Donald Trump’s planned rally the same day in Tulsa, Oklahoma. Juneteenth is a day many Americans celebrate to commemorate the end of slavery. Senator Kamala Harris’ has expressed that by holding a rally on this day in Tulsa, Oklahoma the site of the June 1921 Black Wall Street Massacre, one of the worst incidents of racial violence in American history - this rally is an attempt to send an overwhelmingly positive motion of strength to white supremacists.

We have a civic duty to protect all members of our community, and that means taking a stand against white nationalism.

I strongly ask that on Juneteenth when President Trump will be signaling support to white nationalists across the country that, Palo Alto states white supremacy has no place in our community, and paints one of our main streets with the message, “Black Lives Matter” to show we are committed to protecting every member of our community.

Let this be the first action of many structural changes our progressive city makes to be welcoming to every community.
Thank you for your leadership during these trying times!

Katie Causey

--

Pronouns: She/Her/Hers | 庄可欣/莊可欣
Dear City Council Members, Mayor Fine, and City Manager Shikada,

I want to thank, in particular, Councilmember Kou for raising the issue of painting Black Lives Matter on Forest or Hamilton Street at the last council meeting. I was disturbed that her request was dismissed with snickering and a statement by the city manager that he "didn't know what to do" with that request. I think it's a very powerful idea, and so the 216 (so far) people who have signed this petition since yesterday. I know there was another effort started on Nextdoor.

It is also not lost on me--a multicultural, 3rd culture, woman of color--that there are no Black city council members who might have spoken to this issue. That is one of the reasons I am using my voice to email you today.

Bigger cities across America have painted BLACK LIVES MATTER on major streets as a way to show solidarity with Black communities, denounce the continued brutalization of Black people by police, and as a public statement in support of Black lives, experiences, and voices.

Cities like Washington DC and Charlotte have already done this, and closer to home, Sacramento and Oakland. Palo Alto cannot and should not wait to show its commitment to standing up for Black lives, when larger and far more bureaucratic cities have already shown theirs. This is not the time for the city to waste time with process, because Black people have waited long enough for justice and equality. This is a time for decisive action.

BLACK LIVES MATTER painted on Hamilton Ave. in downtown Palo Alto, adjacent to Dr. Martin Luther King Jr. Plaza, will also serve as a reminder to our entire city—our City Council, the Mayor and City Manager, and, especially the police department—that our commitment to social justice and civil rights must not be performative. This is call to action.

I ask that the project be led, created, and approved by Black members of our community, and be completed by June 19, 2020 in honor of Juneteenth, the oldest known holiday honoring the end of slavery. Yes, this is a quick deadline, but if Charlotte can create their beautiful and powerful "street mural" in three days, so can a city known for thinking outside the box, risk-taking, and technological innovation.

Thank you for your time and attention to this matter. Now is the time to lead.

Warnly,

Stefania Pomponi
Lytton Ave.
Palo Alto

--
Stefania Pomponi
Pronouns: she, her, hers
Founder, President & Chief Evangelist
San Francisco Bay Area
( Redacted

CLEVER

Check our Instagram to see examples of our best work.
Dear City Council,

The motion below does not specifically request review of the carotid hold practice allowed under the current use of force policy of the Palo Alto police department. Please consider amending the motion to add specific review of this policy.

Sincerely,

Mrs. Anna Jaklitsch

Hamilton Ave.
Palo Alto

MOTION: Mayor Fine moved, seconded by Council Member Cormack to adopt a Resolution Expressing Support of the Black Lives Matter Movement. MOTION PASSED: 7-0 MOTION: Mayor Fine moved, seconded by Council Member Cormack to: A. Direct Staff to return with a framework to review, report on, and improve our police policies and practices focused on accountability and eliminating any potential incidents of racism or discrimination; B. Report on possible improvements to police hiring practices; and C. Begin a diversity and inclusion initiative throughout the City.