Item #10: Initial Framework and Plan to Address Systemic Racism
CMR# 11441

June 15, 2020

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JUNE 8 CITY COUNCIL SUMMARY

• City Council unanimously passed a resolution affirming that Black Lives Matter

• City Council directed staff to:
  a. 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;
  c. Begin a diversity and inclusion initiative throughout the City
INITIAL PROPOSED FRAMEWORK & ACTION PLAN

• The framework includes suggested elements and dimensions to gain input from the City Council and guide next steps

• Some items, such as police use of force, are relatively discrete and can be more immediate

• Others will require examination of current conditions, community engagement, goal-setting, and implementation
TRANSPARENCY AND ACCOUNTABILITY

- Importance of demonstrating this is not a one-off effort; acting with urgency while making lasting change

- City Council would regularly review progress in several areas:
  - Police use of force
  - Community engagement and understanding
    - Use Boards and Commissions as springboards for other engagement, e.g. Human Relations and Art Commissions
  - City organizational policies and decision-making
  - Community services and programs

- Gaining initial feedback from the Council on areas for refinement
POLICE USE OF FORCE & ‘8 CAN’T WAIT’ REVIEW

• Framework includes an immediate review of current police policies including use of force

• Potential review could include convening an expanded advisory group
  • Members of Police Chief’s Community Advisory Group (CAG)
  • Liaison(s) from the Human Relations Commission
  • Other stakeholders

• Other opportunities for consideration could be:
  • Proceed with immediate actions and report to Council
  • Host community conversations and a series of community engagement opportunities
OTHER ELEMENTS OF FRAMEWORK

• **Community Engagement and Communications**
  • Thoughtful dialogue through small group sessions, larger listening sessions, and facilitated conversations

• **City Organizational Policies and Decision-Making**
  • Careful review of City practices and procedures, including ethics, hiring/promotion practices, and training

• **Community Services and Programs**
  • Human Services focusing on vulnerable community members
  • Community Services including fees and programs and access to facilities, spaces, and resources
  • Housing/Community Environment including affordable housing and multi-family housing development
STAGES OF INITIAL FRAMEWORK

Four stages applied to each element:

1) **Review** existing polices, procedures, documentation and practices (including emerging best practices) and identify areas of improvement.

2) **Engage** various stakeholders thorough facilitated discussions to refine potential improvements and solicit additional feedback.

3) **Report** out on the results of the first two stages and include recommendations to a City Council *Ad Hoc* committee or City Council.

4) **Take action** to implement the improvements and evaluate impacts on outcomes on an ongoing basis.
Recommendation & Council Feedback

Recommendation: City Council discuss and provide direction to staff on a proposed initial framework and workplan to address police use of force and citywide issues related to race and equity.

Areas for Further Feedback:

• Whether to convene an advisory group, or set an August study session to review police policies and prospective changes
• Involvement of the City’s boards and commissions in next steps
• Elements of the Initial Framework; emphasis/priority of proposed or other elements