City of Palo Alto  
City Council Staff Report

Report Type: Informational Report  Meeting Date: 8/24/2020

Summary Title: Informational Report regarding Race and Equity Data

Title: Informational Report Regarding Race and Equity Data Transmitted to the City Council Ad Hoc Committees

From: City Manager

Lead Department: Administrative Services

Recommendation
This is an informational report and no City Council action is required. This report includes information that has been transmitted to the City Council to assist with their work on race and equity through their ad hoc committee assignments. The ad hoc committees have met multiple times since they were created in late June 2020.

Background
As part of the City’s ongoing work to address race and equity in Palo Alto, Mayor Adrian Fine announced four ad hoc committees focused on different aspects of race and equity on June 23, 2020. These committees included the Police Policy Manual, Data, and Hiring ad hoc; the Alternative Public Safety Models ad hoc; the Police Accountability and Transparency ad hoc; and the Citywide Diversity and Inclusion ad hoc. These ad hocs were the continuation of direction previously provided by the City Council on June 15, 2020, which discussed ad hocs and provided additional direction to the Public Arts Commission as well as the Human Relations Commission.

More information on these ad hocs, including the Councilmembers on each committee and the purpose of each ad hoc can be found on the following page: https://www.cityofpaloalto.org/raceandequity/council_ad_hoc_committees.asp.

Discussion
Each ad hoc committee convened through the summer and met with staff to discuss the elements of their work. As a next step, the full City Council will convene on August 24, 2020 to discuss reports from each ad hoc and consider next steps.

This informational memorandum presents information that was transmitted to the City Council as a result of the initial staff meetings and work with the various ad hocs. It is
transmitted here to inform and educate the broader community on these various topics and elements of the *ad hoc* work underway.

Race and Equity Data Transmittal #1 can be found online here: [https://www.cityofpaloalto.org/civicax/filebank/blobdload.aspx?t=44493.56&BlobID=77997](https://www.cityofpaloalto.org/civicax/filebank/blobdload.aspx?t=44493.56&BlobID=77997). It details information that had been requested by the *ad hoc* committees. The information is grouped by the *ad hoc* committee where it best corresponds. However, it should be noted that many of the items cross-over among different *ad hoc* committees. Items that are still forthcoming are noted as “Pending” on the list of materials.

Race and Equity Data Transmittal #2 can be found online here: [https://www.cityofpaloalto.org/civicax/filebank/blobdload.aspx?t=44493.56&BlobID=77998](https://www.cityofpaloalto.org/civicax/filebank/blobdload.aspx?t=44493.56&BlobID=77998). It includes two flowcharts; the first flowchart details the process for reviewing use of force incidents and the second flowchart details the internal affairs/citizen complaint review process.

These files, as well as the continuing work that staff and these *ad hocs* develop, are linked on the Race and Equity webpage for transparency, easy reference, and progress tracking. New items, such as meetings, study sessions, and discussions, will also continue to be referenced online for continued stakeholder and community engagement as the City furthers its race and equity conversations.

**Stakeholder Engagement**
Presenting this information to the public, parallel to its transmittal to the City Council, ensures that stakeholders throughout the community remain apprised of the City’s ongoing work on race and equity. For additional work underway, including community engagement opportunities related to race and equity, go to [www.cityofpaloalto.org/raceandequity](http://www.cityofpaloalto.org/raceandequity).

**Environmental Review**
This informational report is not a project under the California Environmental Quality Act (CEQA).