City of Palo Alto

MEMORANDUM

TO: City Council

DATE: August 24, 2020

SUBJECT: ADDITIONAL ITEMS ON THE CITY OF PALO ALTO’S RACE AND EQUITY WORK

This memorandum transmits additional information related to Item #5 Race and Equity Updates and Potential Direction to be heard at City Council on August 24, 2020.

Attachment 1: Stanford University Police Reform Research – This attachment provides information prepared by Stanford University fellow Joyce Tagal, who has been researching police reform over the summer. Her efforts overlap and dovetail with the work of the City Council and the ad hoc committees for race and equity. Details in this attachment include research findings, which Joyce Tagal presented to a group of mid-peninsula City Managers on Friday, August 21.

Attachment 2: California State Legislation Update – This attachment provides the latest legislative update detailing the status of pending legislation related to policing as of August 24, 2020. The City’s state lobbyist will be present at the meeting to discuss the latest updates.

Attachment 3: Citywide Diversity and Inclusion Calendar of Events – This attachment presents a preliminary list of activities/events that the City could pursue through June 2021 focused on race and equity.

DEPARTMENT HEAD: Kiely Nose
Director, Administrative Services

CITY MANAGER: Ed Shikada
City Manager
Police Reform:
Mid-Peninsula City Manager Summer research

August 21: Final Presentation
Key questions and focus areas

**June 2020: Scoping questions**

- What are effective alternative policing policies, practices and structures that can be implemented in the short- to medium-term in our mid-peninsula, suburban cities?
  - What are existing policing structures and training in each of our local cities? What decisions drive/drove these existing structures?
  - What are the policing structures and training practices that most affect marginalized communities in the mid-peninsula cities? What populations are most impacted by these policies?
  - What are best practices of alternative forms of public safety delivery that might replace current policing structures? Is there a difference between policies that work in urban and suburban cities? What is the efficacy of each proposed reform?

**July 2020: Mid-point Focus areas**

- Data collection and standards
- Culture change
- Independent oversight
Three research branches and progress to-date

<table>
<thead>
<tr>
<th>Literature Review</th>
<th>Interviews</th>
<th>Case studies</th>
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<tbody>
<tr>
<td>Organizational reports</td>
<td>Stanford faculty</td>
<td>Selected peer cities</td>
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<tr>
<td>Academic papers</td>
<td>Community experts</td>
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Attachment 1: Stanford University Police Reform Research
Key takeaways: Possible short- and long-term actions for cities

**Short-term**
- Analyze 911 and non-emergency calls to identify areas of highest need

**Long-term**
- Report data in standardized format to national databases e.g. National Justice Database (CPE) or the Uniform Crime Reporting database (FBI)

**Data collection and standards**

**Culture change**
- Identify existing areas of over-reliance on police and possible alternative services
- Consider long-term collaboration between cities, esp in areas of recruitment, training, data collection and community engagement

**Independent oversight**
- Diagnose community-police sentiment to identify level of oversight needed
- Consider increasing permanent civilian engagement in current oversight model
Data collection and standards
Areas of data collection fall into 3 broad areas; each achieves different analytic and transparency goals.

<table>
<thead>
<tr>
<th>Personnel data</th>
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<tbody>
<tr>
<td><strong>PD collects and analyze internally</strong></td>
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<tr>
<td>• Compare dept. demographics to city, routes, neighborhoods served</td>
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<tr>
<td><strong>Possible analyses</strong></td>
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<tr>
<td>• Analyze 911 and non-emergency calls vs officer-initiated contact to identify citizen demand, geographic need</td>
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<tr>
<td>Operations data</td>
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<tr>
<td><strong>PD shares data with third party for analysis e.g. university, think tank</strong></td>
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<tr>
<td>• Comparative analyses of dept demographics compared to national average</td>
</tr>
<tr>
<td><strong>Possible analyses</strong></td>
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<tr>
<td>• Identify Officer Discretionary Index for an officer badge number</td>
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<tr>
<td>• Analyze body cam footage for bias using ML</td>
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<tr>
<td>Public opinion</td>
</tr>
<tr>
<td><strong>Aggregate/anonymize data and post publicly</strong></td>
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<tr>
<td>• Collect and post department demographics (e.g. race, gender) on website</td>
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<tr>
<td><strong>Possible analyses</strong></td>
</tr>
<tr>
<td>• Collect and post annual aggregated data, e.g. stops and arrests, use-of-force data</td>
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<td>• Conduct satisfaction survey at community townhalls e.g. My90 texting service</td>
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<tr>
<td>• Conduct trust and satisfaction poll of residents controlled for race, neighborhood</td>
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<tr>
<td>• Survey and post overall satisfaction or trust scores among residents</td>
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There are a growing number of national or regional databases which a PD can choose to participate in:

- **Center for Policing Equity (CPE)’s National Justice Database**
  - Participation and data are not publicly available
  - Provide analyses and recommendations on a city level
- **FBI Uniform Crime Reporting (UCR) database**
  - Includes the new National Use-of-Force database
- **Police Data Initiative**
  - Menlo Park and Palo Alto already provide accidents/crashes and traffic stops/citations data
- **Stanford’s Open Policing Project database**
  - Provides network-level analysis on traffic stop data
  - Collects traffic stop data, including race and gender of officer/civilian
Center for Policing Equity (CPE) provides data reporting standards for racial bias analyses

**Recommended vehicle and pedestrian stop variables**

- 22 data fields including:
  - Pedestrian stop (0,1)
  - Vehicle stop (0, 1)
  - Incident number
  - Date and time of stop
  - Location of stop
  - Officer: ID, Race, Rank, DOB, Service years, Gender, District
  - Suspect: ID, Race code, Race, Gender, DOB
  - Stop reason
  - Disposition
  - Searches and results of searches

**Recommended Use-of-force variables**

- 14 data fields including:
  - Date Received
  - IAD Number
  - Incident Type
  - Type of force used
  - Outcomes (citizen injuries, officer injuries, arrests)
  - Officer Race, Gender, Age, Rank, Tenure, Badge number
  - Citizen Age, Race, Sex

**CPE-administered Climate survey**

- Answers 2 questions: predictors of positive officer experiences & predictors of unfair officer behaviors.
  - **Independent variables:** Procedural justice, stereotype threat, social dominance orientation
  - **Dependent variables:** Job satisfaction, job stress, compliance, police identification, community trust, cynicism, support for use of force policy etc

*“Everytown PD, City Report”, Center for Policing Equity, 2015.*
Based on data variables from previous slide, the following analyses are possible

**Officer Discretionary Index**  
I.e. Whether arrests of minority citizens comprise a greater proportion of discretionary stops vs resident-initiated stops

<table>
<thead>
<tr>
<th>Table A1. Officer Discretionary Indices, 2010-2015</th>
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<tbody>
<tr>
<td>2010</td>
</tr>
<tr>
<td>Black-White</td>
</tr>
<tr>
<td>Hispanic-White</td>
</tr>
<tr>
<td>Asian-White</td>
</tr>
<tr>
<td>American Indian-White</td>
</tr>
<tr>
<td>Other/Unknown-White</td>
</tr>
</tbody>
</table>

*Positive numbers indicate greater disparities in stops for Traffic Violations than in Investigative Stops. Negative numbers indicate greater disparities in Investigative Stops than in stops for Traffic Violations.*

Attachment 1: Stanford University Police Reform Research

Culture change
Research depicts formation of "police culture" is necessary for solidarity and unity of police officers.

- **Formal pressures and requirements**
- **Isolation from broader community**
- **Police socialization process**

- **Police Subculture**
  - Protective and supportive
  - Shared attitudes and values

- **Reinforcement:** Other officers provide mutual support, unity, secrecy

- **Reinforcement:** Public scrutiny and attention considered hostile (e.g. media attention); Perception that external environment is violent

Could result in "Thin Blue Wall of Silence"

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Previous initiatives to change police culture have 5 interlinked areas of reform that lead to systemic change

Recruitment

Recruitment initiatives to increase percentage of officers who identify with served communities e.g. Black, Hispanic, women, linguistic diversity

San Diego, CA: Restructure PD to focus on beat/community policing e.g. creating community engagement posts, removing levels between beat police and management

East Palo Alto, CA: Develop programs to increase positive interactions with served communities, e.g. youth education, social services referral programs

Training

King County, WA: Training for beat officers on conflict resolution, mediation, youth development frameworks; historical role of law enforcement in race relations

Organization

Oakland, CA: Collect and evaluate data on a regular basis to measure progress on selected indicators e.g. trust in law enforcement, crime metrics, public safety satisfaction

Data Collection & Evaluation

Community Engagement

San Diego, CA: Restructure PD to focus on beat/community policing e.g. creating community engagement posts, removing levels between beat police and management

East Palo Alto, CA: Develop programs to increase positive interactions with served communities, e.g. youth education, social services referral programs
Urban and suburban cities are participating in recent conversations to reimagine public safety

**Minneapolis, MN:**
- June 2020: City Council unanimously passed a resolution to create a "transformative new model for cultivating safety" based on holistic, public health measures
  - Set up a “Community Safety Work Group” to provide recommendations for the new public safety model.

**Berkeley, CA:**
- July 2020: **Omnibus legislation** to transform public safety in Berkeley
  - Hired consultant to assess police calls, responses and research alternative models of justice
  - Create a new Dept. of Transportation to write parking citations, handle traffic violations

**New Haven, CT:**
- August 2020: City Hall announced **pilot launch of Community Crisis Response team** that will respond to dispatch calls related to behavioral health, substance abuse, shelter and basic living needs.
  - Analyzed 2019 call data that showed 11,000 calls could have been responded to by non-law enforcement, non-medical teams

**Cambridge, MA:**
- July 2020: Proposal in City Council to divert traffic enforcement to **non-armed civilian unit**
CPE released a roadmap for cities considering new models of public safety

**Steps proposed:**

1. **Identify services** to replace and reduce footprint of law enforcement
   - a. Conduct rigorous analysis of public safety demand
   - b. Evaluate officer-initiated activity

2. **Identify inefficiencies** in existing police activity

3. Locate and create “Public Safety Opportunity Zones” which need more resources

4. **Measure public response** to changes

5. Respond to violent crime through
   - a. **Focused deterrence**
   - b. **Collaborations with community organizations and leaders**
Independent Oversight
PARC: Three main groups of oversight models depending on type of review or investigation

<table>
<thead>
<tr>
<th>Role</th>
<th>Role Description</th>
<th>Pros/Cons</th>
</tr>
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<tbody>
<tr>
<td>Review and Appellate Models</td>
<td>Review completed internal investigations of citizen complaints; Recommends (a) to sustain/reverse decision; (b) if further investigation should be carried out</td>
<td>✔ Allows civilian input into internal investigations  ❌ Limited powers; can’t investigate beyond individual comments</td>
</tr>
<tr>
<td>Investigative and Quality Assurance models</td>
<td>Outside entity that investigates in part or in full any citizen complaints; may have full disciplinary power or report recommendations to Police Chief</td>
<td>✔ Allows unbiased investigation  ❌ Oversight usually restricted to complaint cases; no broader policy recommendations</td>
</tr>
<tr>
<td>Evaluative and Performance-based models</td>
<td>Usually an auditor that identifies patterns of police misconduct, systemic failures by reviewing the process of investigations (instead of one-off cases)</td>
<td>✔ Auditors are focused on systemic change vs. specific case resolution  ❌ Independent expertise means less community input</td>
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</table>

- Review completed internal investigations of citizen complaints: Recommends (a) to sustain/reverse decision; (b) if further investigation should be carried out.
- Reports to Police Chief.
- Cannot make policy recommendations or look for patterns of police misconduct.

- Outside entity that investigates in part or in full any citizen complaints; may have full disciplinary power or report recommendations to Police Chief.
- Can be made up of civilians, group of lawyers/investigators, ombudsman, or individual leading IA dept.
- In some cases, entity can review PD budget and policies.

- Usually an auditor that identifies patterns of police misconduct, systemic failures by reviewing the process of investigations (instead of one-off cases).
- Compares police performance over time and against other similarly situated law enforcement agencies.
- Typically does not consult with the community.

Details on selected examples of police oversight models

**Review and Appellate Models**

- **Albany, NY:** Community Police Review Board
  - **Size:** 8 members (1 vacancy). 5 members appointed by Common Council, 4 members appointed by Mayor
  - **Role:** Reviews and comments on completed complaints of misconduct by Police Officers; Provides recommendations to Police Chief
  - **Budget:** $250,000 (2020 adopted)

- **Boise, ID:** Office of Police Oversight
  - **Size:** 4 staff members incl. 1 attorney (director), 1 analyst, 2 investigators
  - **Role:** Independent review of police actions, provides policy recommendations, investigates misconduct; Reports directly to Mayor, City Council
  - **Budget:** $150,000 (FY2021 proposed)

**Evaluative and Performance-based models**

- **Palo Alto, CA:** Independent Police Auditor
  - **Size:** 2 auditors
  - **Role:** Receives complaints directly, reviews investigations for objectivity; Provides recommendations to Police Chief on investigations, dispositions and processes
  - **Budget:** $75,000 for 3-year contract

- **Cambridge, MA:** Police Review and Advisory Board
  - **Size:** 5 civilian members (volunteer, not compensated) appointed by City Manager. 2 staff members (1 Exec. Secretary, 1 Investigator appointed as necessary)
  - **Role:** Investigates complaints of police misconduct, consults with Police Chief in establishing rules and regulations for Cambridge PD, reviews PD budget with City Council, makes disciplinary recommendations to Police Chief and City Manager
  - **Budget:** $130,000 (FY2021: Office of Professional Standards + Police Review Board)

**Investigative and Quality Assurance models**

- **Boise, ID:** Office of Police Oversight
  - **Size:** 4 staff members incl. 1 attorney (director), 1 analyst, 2 investigators
  - **Role:** Independent review of police actions, provides policy recommendations, investigates misconduct; Reports directly to Mayor, City Council
  - **Budget:** $150,000 (FY2021 proposed)

Updated data from city websites, based on initial information in “Review of National Police Oversight Models”, Police Assessment Resource Center (2005)
PARC: Process for determining best oversight model begins with correct diagnosis of problem

Diagnose sentiment of police-community relations:

- **Strained but not broken**
  - E.g. Concerns about police budget
  - E.g. Suspicion that police are covering up misconduct

- **Eroded trust, little goodwill**
  - E.g. Shootings involving victims, usually people of color
  - E.g. Police use-of-force or misconduct circulated on video

- **Deep erosion of trust**
  - E.g. Pattern of critical incidents that deeply affect trust levels
  - E.g. Community refuses to cooperate with law-enforcement

### Citizen oversight models

**Community Police Task Force (Aurora, CO)**
- Citizen board **tasked to make recommendations** to improve relationships between residents and PD; review process of critical police incidents, operations, practices and procedures
- Reports to City Council
- Members elected for 2-year term or until task force is disbanded

### Hybrid oversight models

**City Manager’s Review Board (Stockton, CA)**
- Advisory review board to examine police policies and practices, incl. Citizens’ complaints, police calls for service, officer-related shootings and use of force
- Reports to CM
- 25 members including community leaders, officials and PD members

### Third-party oversight models

**Special Prosecutors (Madison, WI)**
- Special prosecutor appointed to review officer-involved incidents, e.g. Marion County, WI shooting of Dreasjon Reed
- Allows independent investigation of law enforcement involved shootings and increases community faith in outcome
Could be civilian-only, a hired professional, or a hybrid (2/2)

<table>
<thead>
<tr>
<th>Permanent</th>
<th>Citizen oversight models</th>
<th>Hybrid oversight models</th>
<th>Third-party oversight models</th>
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<tbody>
<tr>
<td>Citizen Advisory Panel (Palo Alto; San Jose, CA)</td>
<td>Group of citizens selected by City Council act as liaisons between PD and community; learn and provide feedback about policies and procedures</td>
<td>Appointed by City Council; duties include reviewing policies and practices, participating in important personnel decisions, overseeing officer misconduct investigations, hold public hearings on department’s budget</td>
<td>Third party professional firm (usually a law firm) appointed to review police investigations and report findings.</td>
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<tr>
<td></td>
<td>Reports to Police Chief</td>
<td>Police Chief may serve as non-voting member; 1 councillor may serve on commission</td>
<td>Receives citizen complaints directly</td>
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<tr>
<td></td>
<td>Limited oversight</td>
<td>Reports to City Council</td>
<td>PA auditor reports to Police Chief, SJ auditor reports to Mayor and City Council</td>
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</table>
Recap: Key takeaways: Possible short- and long-term actions for cities

**Data collection and standards**
- Analyze 911 and non-emergency calls to **identify areas of highest need**
- Report **data in standardized format to national** databases e.g. National Justice Database (CPE) or the Uniform Crime Reporting database (FBI)

**Culture change**
- Identify **existing areas of over-reliance** on police and possible alternative services
- Consider long-term collaboration between cities, esp in areas of recruitment, training, data collection and community engagement

**Independent oversight**
- Diagnose community-police sentiment to identify level of oversight needed
- Consider **increasing permanent civilian engagement** in current oversight model
To supplement the staff report and provide up-to-date information on the police reform bills we are tracking, please find below a status update as of the morning of August 24. The legislature is in session now, meaning it may act on these bills today. Our Sacramento advocate can provide a verbal update of any action taken today.

**AB 66 (Gonzalez) Police: use of force.** Status: Moving forward.

Would prohibit the use of kinetic energy projectiles or chemical agents, as defined, by any law enforcement agency to disperse any assembly, protest, demonstration, or other gathering of persons, except in compliance with specified standards set by the bill, and would prohibit their use solely due to a violation of an imposed curfew, verbal threat, or noncompliance with a law enforcement directive. The bill would prohibit the use of chloroacetophenone tear gas or 2-chlorobenzalmalononitrile gas by law enforcement agencies to disperse any assembly, protest, demonstration, or other gathering of persons.

**AB 329 (Kamlager) Victim compensation: use of excessive force by law enforcement.** Status: No amendments or action since July 8. Was not heard in the relevant policy committee. Most likely, this bill will not move forward.

Existing law provides for the compensation of victims of specified types of crimes by the California Victim Compensation Board for specified losses suffered as a result of those crimes. Existing law defines various terms for purposes of these provisions, including “crime”, which includes any public offense wherever it may take place that would constitute a misdemeanor or felony.

This bill would revise the definition of “crime” to include the use of excessive force by a law enforcement officer.
enforcement officer regardless of whether the law enforcement officer is arrested or charged with commission of a crime or public offense.

**AB 1022 (Holden) Peace officers: use of force.** Status: Held in committee; not moving forward

Mandates law enforcement agency policies require officers immediately report potential excessive force, and to intercede when present and observing an officer using excessive force.

**AB 1196 (Gipson) Peace officers: use of force.** Status: Moving forward.

Would prohibit a law enforcement agency from authorizing the use of a carotid restraint or a choke hold, as defined, and techniques or transport methods that involve a substantial risk of positional asphyxia, as defined.

**AB 1299 (Salas) Peace officers: employment.** Status: Moving forward.

Would require any agency that employs peace officers to notify the Commission on Peace Officer Standards and Training when a peace officer separates from employment, including details of any termination or resignation in lieu of termination. This bill would require an agency to notify the commission if an officer leaves the agency with a complaint, charge, or investigation pending, and would require the agency to complete the investigation and notify the commission of its findings.

The bill would require the commission to include this information in an officer’s profile and make that information available to specified parties including any law enforcement agency that is conducting a preemployment background investigation of the subject of the profile.

**AB 1314 (McCarty) Law enforcement use of force settlements and judgements: reporting.** Status: Dead

Would have required municipalities to annually post on their websites specified information relating to use of force settlements and judgements, including: Amounts paid, broken down by individual settlement and judgment; premiums paid for insurance against use of force settlements or judgements; and information on municipal bonds used to finance such payments.
AB 1506 (McCarty) Police use of force. **Status:** Moving forward.

Creates a division within the Department of Justice to, upon the request of a law enforcement agency, review the use-of-force policy of the agency and make recommendations and to conduct an independent investigation of any officer-involved shooting or other use of force that resulted in the death of a civilian. Authorizes the Department of Justice to criminally prosecute any officer that, pursuant to such an investigation, is found to have violated state law.

The bill would also require a state prosecutor to investigate incidents of officer-involved use of force resulting in the death of an unarmed civilian, and would require the state prosecutor to conduct an investigation upon request from a local law enforcement agency, district attorney, city council, or county or city and county board of supervisors, on an incident involving the use of force by a peace officer that resulted in the death of a civilian. The bill would authorize the state prosecutor to prepare a written report and require the state prosecutor to post any reports made on a public internet website. The bill would authorize the state prosecutor to seek reimbursement, in full or in part, from the local entity for appropriate costs associated with the investigation. The League of California Cities (League) supports this bill.

AB 1599 (Cunningham) Peace officers: investigations of misconduct. **Status:** Held in committee; not moving forward

Requires law enforcement agencies, or an oversight agency, to complete initiated administrative investigations of officer misconduct related to specified uses of force, sexual assault, and dishonesty regardless of whether an officer leaves the employment of the agency.

AB 1652 (Wicks) Law enforcement agency policies: use of force: protests. **Status:** No amendments or action since July 2. Was not heard in the relevant policy committee. Most likely, this bill will not move forward.

Requires each law enforcement agency to expand the agency’s use of force policy to include clear and specific guidelines under which officers may use “kettling” or “corralling,” and to prohibit officers from failing to wear, or intentionally acting to obscure or conceal information on, a badge while on duty. Also requires each agency’s policy to prohibit law enforcement officers from using force on individuals engaged in, or members of the press covering, a lawful assembly or protest, and would further require the policy to require that an officer who is found to have intentionally violated this policy be suspended.
AB 1709 (Weber) Law enforcement: use of force. Status: No amendments or action since July 2. Was not heard in the relevant policy committee. Most likely, this bill will not move forward.

Would remove the specification that a peace officer making an arrest need not desist in their efforts because of resistance or threatened resistance from the person being arrested. The bill would also require a peace officer to attempt to control an incident through deescalation tactics, as defined, in an effort to reduce or avoid the need to use force, to render medical aid immediately or as soon as feasible, and to intervene to stop a violation of law or an excessive use of force by another peace officer. The League is opposed to this bill.

SB 731 (Bradford) Peace Officers: certification: civil rights. Status: Moving forward

Would, with a specified exception, eliminate certain immunity provisions for public employees or public entities sued under the act. The bill would also authorize specified persons to bring an action under the act for the death of a person. Would also disqualify a person from being employed as a peace officer if that person has been convicted of, or has been adjudicated in an administrative, military, or civil judicial process as having committed, a violation of certain specified crimes against public justice, including the falsification of records, bribery, or perjury.

The bill would also make all records related to the revocation of a certificate a peace officer’s certification public and would require that records of an investigation be retained for 30 years.

SB 776 (Skinner) Peace officers: release of records. Status: Moving forward

This bill would make every incident involving the use of force to make a member of the public comply with an officer, force that is unreasonable, or excessive force subject to disclosure under the Public Records Request Act. The bill would require records relating to sustained findings of unlawful arrests and unlawful searches to be subject to disclosure. The bill would also require the disclosure of records relating to an incident in which a sustained finding was made, by any law enforcement agency or oversight agency, that a peace officer engaged in conduct involving prejudice or discrimination on the basis of specified protected classes. The bill would require the retention of all complaints currently in the possession of a department or agency and require that records relating to an incident in which an officer resigned before an investigation is completed to also be subject to release. The bill would require records subject to disclosure to be provided at the earliest possible time and no later than 45 days from the date of a request for their disclosure, except as specified. The bill would
impose a civil fine not to exceed $1,000 per day for each day beyond 30 days that records subject to disclosure are not disclosed.

The League is opposed to this bill in its excessive in the types of personnel records it makes subject to disclosure, overly punitive in the imposition of fines when records are not disclosed, and unnecessarily burdensome in requiring local agencies to indefinitely retain all records.

Heather Dauler
Intergovernmental Affairs Officer

Ed Shikada
City Manager
Citywide Diversity & Inclusion Initiative

Activities Calendar

June-July

- Black Lives Matter temporary mural installed
- Police Department produced four Community Briefings on policing practices
- Q&A Video produced with Human Relations Commission (HRC) Chair, City Manager, and Police Chief
- HRC convened 8 Can’t Wait Panel Discussion
- HRC developed recommendations to City Council on 8 Can’t Wait
- Parks & Recreation Commission convened Foothills Park Panel Discussion

August

- HRC convened Public Forum on Current and History of Black and Brown Community Experiences
- New website and online engagement developed for Race and Equity
- Palo Alto Reads, Kids, Family Storytimes – community, friendships, acceptance, sharing, inclusivity themes
- Palo Alto Reads, Kids – First Chapter Fridays

September

- Public Art Commission (PAC) convenes Black Lives Matter artists panel discussion
- PAC develops plan for permanent artwork on Race and Equity
- Hamilton Avenue Black Lives Matter temporary mural removed
- Children’s Theater Collaboration
- Public Art New Americans Exhibition and Sanctuary Print Project Residency
- Palo Alto Library celebrates Hispanic-Latino Heritage Month
- Palo Alto Reads, ESL Book Club – Stamped: Racism, Anti-Racisms & You by Jason Reynolds and Ibram X. Kendi (9/9)
- Palo Alto Reads, Book Discussion – The Color of Law
- Palo Alto Reads, Stay Woke Book Club: Stamped From the Beginning by Ibram X. Kendi
- Palo Alto Reads, Teens – Developing your Ally Skills 101
- Palo Alto Reads, Kids, Family Storytimes – community, friendships, acceptance, sharing, inclusivity themes
- Palo Alto Reads, Kids – First Chapter Fridays

October

- City Council discusses involvement of boards and commissions
- City Administration pursues citywide implicit bias training
- City Administration conducts demographic analysis of workforce
- Palo Alto Reads, ESL Book Club – Stamped: Racism, Anti-Racisms & You by Jason Reynolds and Ibram X. Kendi (10/7)
- Palo Alto Library continues to celebrate Hispanic Heritage Month and Day of the Dead
November - December

- City Council discusses progress and potential designation of Chief Inclusion Officer
- Palo Alto Library celebrates National Native American Heritage Month
- Palo Alto Library Celebrates Diwali
- Palo Alto Library Storytimes - holidays around the world
- Palo Alto Library contest – Kids & Teen Writing Contest theme on equity, inclusion, etc.

January – March (2021)

- Youth Community Service/Community Service Department Annual Dr. Martin Luther King, Jr. Day of Service Event
- Palo Alto celebrates Martin Luther King Jr. Day, Black History Month, Lunar New Year, Women’s History Month and Nowruz (Persian New Year)
- City Council discusses race and equity framework progress as part of the Council annual priority-setting

April – June (2021)

- Palo Alto Library celebrates Earth Day, National Poetry Month, Asian Pacific American Heritage Month, National Library Week, and Pride
- Art Center and Junior Museum & Zoo Collaboration
- Black Index Public Art Exhibit Summer 2021