

Agenda Item #2

DRAFT ONLY

Human Relations Commission Notes from HRC Mtg. of February 12, 2022 on Work Plan Priorities for 2022

Workplan Priorities

Public Safety

Public Safety - Police Chief Hiring

- Lead Police Chief Input Sessions
 - Provide Input toward the hiring of new police chief
 - Hear from the public on what they are looking for in new police chief
 - Convey importance of transparency in policy policies, hiring and reporting
 - Host guest speaker to learn about best practices in police hiring
 - Convey to City Manager the importance of using a diversity and equity lens in the hiring process of all police staff

Public Safety - Hate Crimes

- Continue to focus on Hate Crimes in the community -
 - Explore making a public statement that the city be free of hate speech
 - Focus on all Hate Crimes
 - Focus on individuals who are disproportionately impacted
 - Ensure that response if data driven with recent statistics
 - Invite FBI to speak to HRC/Community on their work on Hate Crimes
- Explore the intersection of Inclusion & Hate crimes/Hate Speech

Public Safety - Community Safety & Justice

- Discuss/Explore - Concerns about crime
 - Be Data driven
- Discuss role of HRC liaison to PAPD

Belonging

- Respond when appropriate to Council Referral (possible) on looking into current experience and history of AAPI community
 - Better outreach to AAPI community in Palo Alto
- Consider organizing “Learning Series” focused on Belonging – TBD with public or part of HRC meeting. Possible topics include:
 - Microaggressions
 - Unconscious bias
- Attend DEI training for City Commissions when offered
- Provide an HRC led forum with other City commissions to explore how best to consider issues of equity into the practical work that each commission focuses on
- Continue to listen, bring forth, and when possible respond to ideas from community on inclusion and belonging to the HRC and other bodies as necessary
- Better marketing of what HRC is doing
- Review and find ways to respond to reduce barriers to Belonging in the city and in the community
- Consider ways to increase Civil public discourse

Public Health

- Consider avenues for the HRC to bring to light issues related to COVID endemic planning based on:
 - Inclusion, civility
 - Societal, public comfort side
- Consider avenues for helping the community move from pandemic to endemic response that maximizes respect and inclusion
 - Support small business owners as they transition rules for their customers
- Focusing on areas that City has expertise on or population that HRC has concern about

Core Responsibilities

- HSRAP site Visits – Spring/Summer 2022
- HSRAP – Review of Process, Input from nonprofits, ask for funding for needs assessment
- CDBG mid-year review – Winter 2022

Other:

- Housing/Homelessness
- Electrification/climate emergency

LIAISON AND COUNCIL BUDDIES 2022 - **DRAFT**

	Agency Contact	
Palo Alto Police Department		Savage Kraus
Avenidas		Eberle
Palo Alto Mediation Program		Eberle
Project Safety Net		Regehr
Unhoused mtg. Stanford		Regehr
	Council Buddies 2022	
Burt	Smith	
Kou	Eberle	
DuBois	Savage	
Cormack	Regehr	
Filseth	Kraus	
Tanaka	Smith	

LIAISON AND COUNCIL BUDDIES 2022 - **DRAFT**

	Core Responsibilities 2 Commissioners each	
HSRAP	Smith, Kraus	
CDBG	Kraus, Eberle	
Emerging Needs Fund	Savage, Regehr	