



RACE AND EQUITY UPDATE SEPTEMBER 14, 2021

PRESENTATION OUTLINE



- Status Updates – Updates on Remaining Assignments
- Status Updates – Completed Assignments
- Demographics of Palo Alto's Boards, Committees, and Commissions
- Overview of the Summit on Women and Girls
- Overview of Human Relations Commission (HRC) 100 Community Conversations on Race
- Other Updates

STATUS UPDATES – REMAINING ASSIGNMENTS



In November 2020, the City Council assigned 17 tasks as part of the Race and Equity work. The City has completed 11 of the 17 tasks to date. A summary of the 6 remaining tasks is here.

Directive	Work Assignment
B	Expedite implementation of the new police records management system (RMS) with quarterly reports to Council, and to return with the necessary agreements for the records management system allowing for Racial and Identity Profiling Act (RIPA) implementation;
C	Starting after the full implementation of the RMS and the first data collection period, direct Staff to resume annual data collection and analysis of police contact data similar to the previous Stop Data reports;
D	Work with Santa Clara County on implementation of participation in the Santa Clara County Psychiatric Emergency Response Team (PERT) program and the Mobile Crisis Response Teams (MCRT) program and to return to the City Council with any necessary agreements for program participation;

**REMAINING
ASSIGNMENTS
Cont.**

H	Include use of force information to the regular Supplemental Report submitted to the City Council as a cover memorandum to each IPA report;
K	Return in the fall of 2021 with parameters, proposals, and strategies prior to engaging in Palo Alto Peace Officers' Association negotiations;
L	Direct Staff, in coordination with the City's overall diversity and inclusion efforts, to conduct a workforce demographic assessment as baseline information and to pursue an employee assessment to measure City workforce culture;

STATUS UPDATES – COMPLETED ASSIGNMENTS



In Nov. 2020, the City Council assigned 17 tasks as part of the Race and Equity work. The City has completed 11 of the 17 tasks to date. A quick mention of those tasks by subject is here.

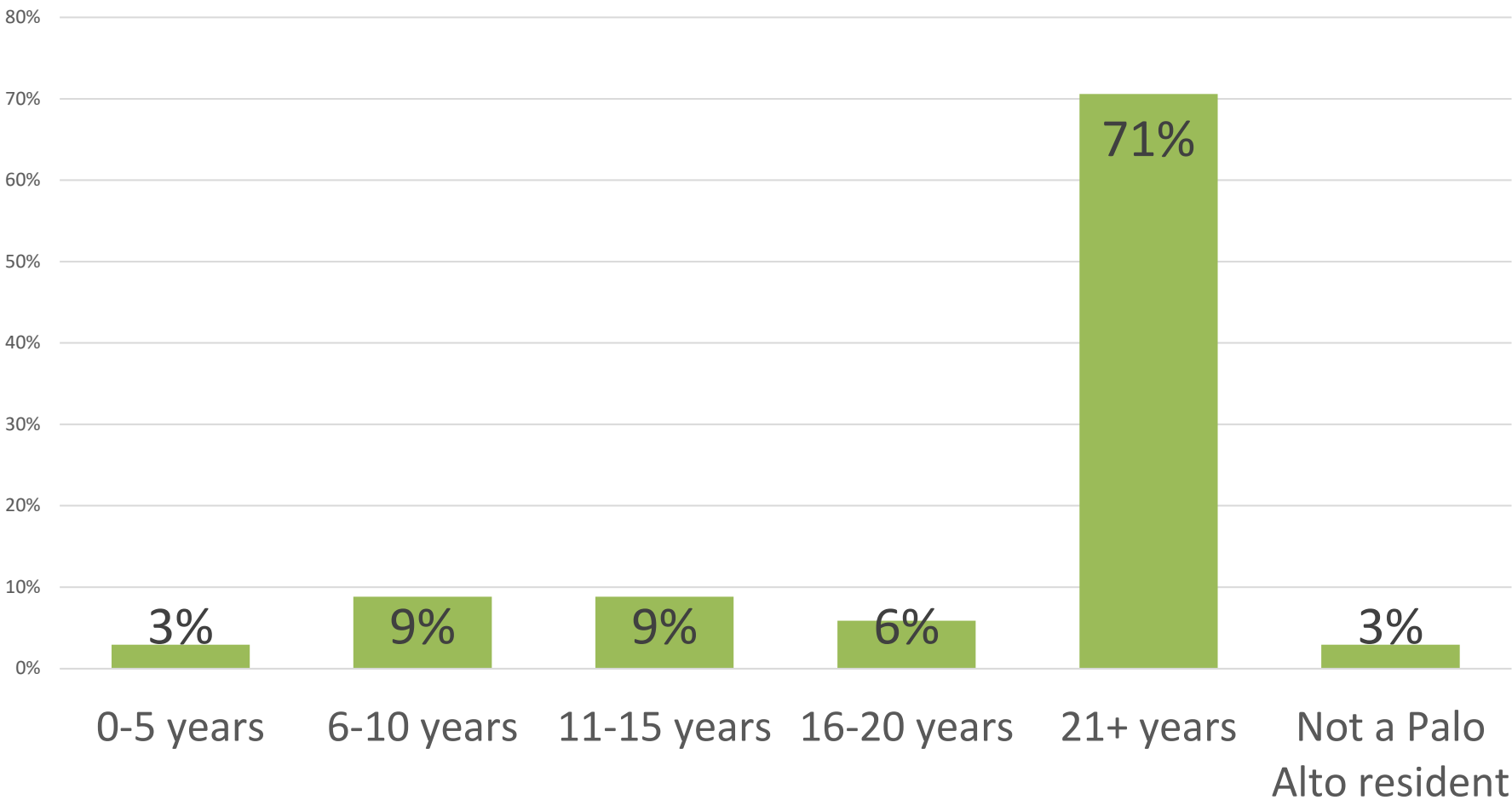
- Adoption of DEI Mission Statement
- Updated Police Policy and frequency of policy posting online
- Amended the Independent Police Auditor contract to include an expanded scope of services and updated report frequency.
- Advocated for police reform legislation.
- Conducted a summit on women and girls in Palo Alto
- Work on a CAHOOTS-type program for Palo Alto and push PERT forward

DEMOGRAPHICS: BOARDS & COMMISSIONS

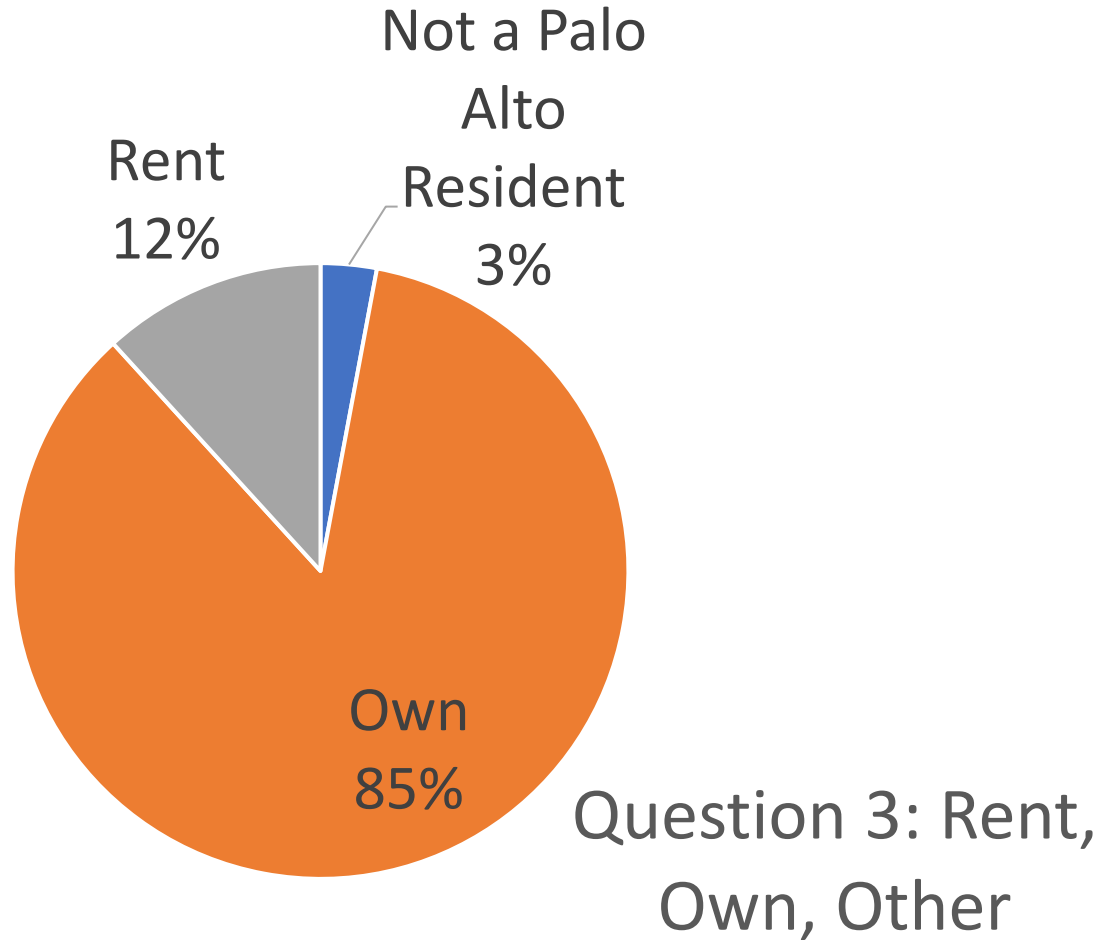


Staff conducted a survey of BCC members earlier this year. Results are in the staff report. Here are a few of the demographic statistics. N=34 (or 69% of all BCC members).

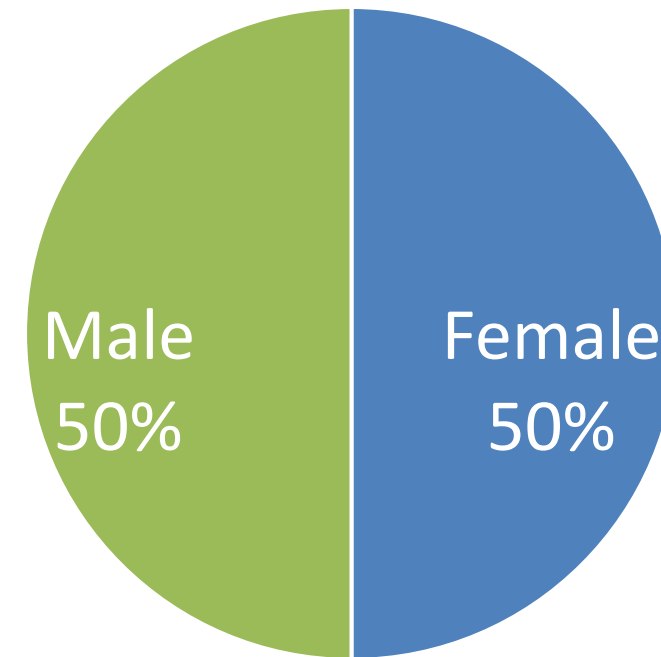
Question 1: How many years have you lived in Palo Alto?



DEMOGRAPHICS: BOARDS & COMMISSIONS



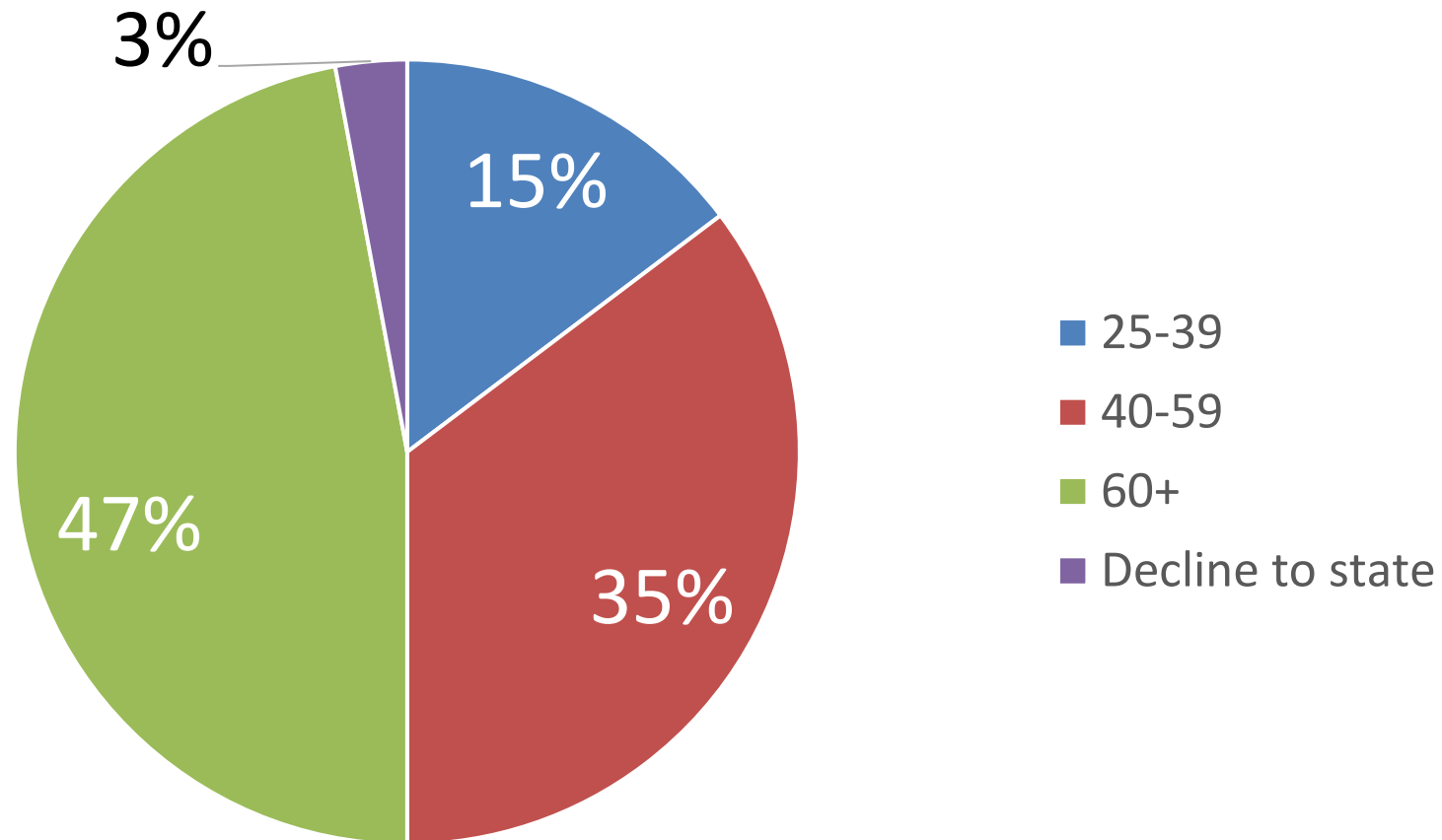
Question 4: Gender



DEMOGRAPHICS: BOARDS & COMMISSIONS



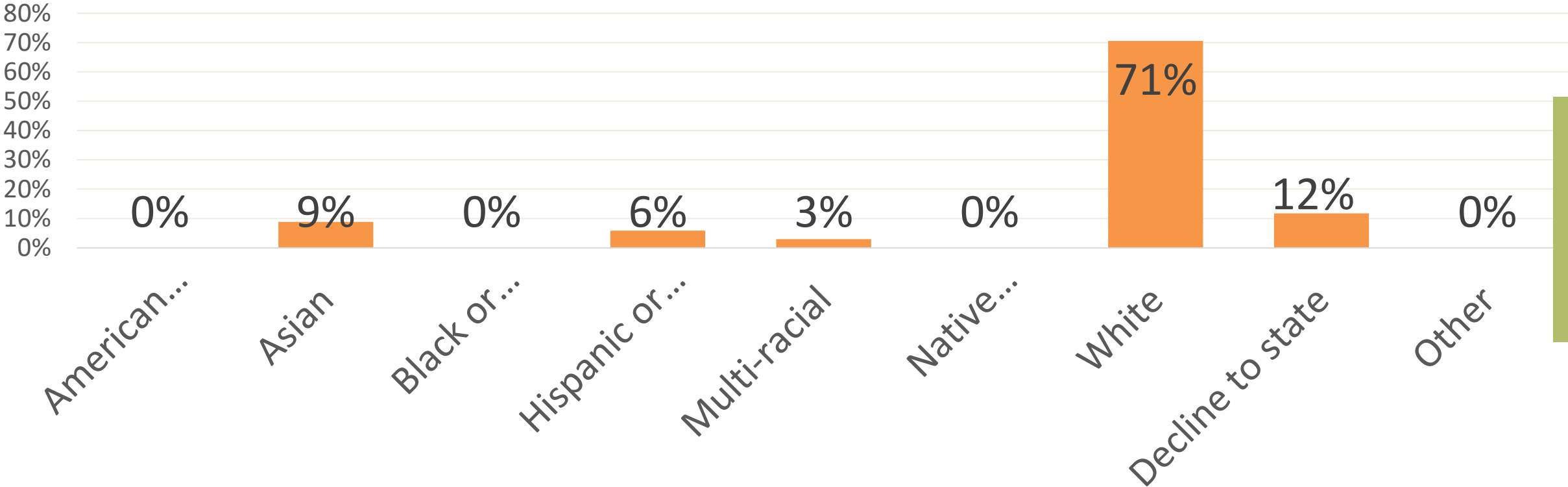
Question 5: What is your age group?



DEMOGRAPHICS: BOARDS & COMMISSIONS



Question 6: Race and Ethnicity (check all that apply).



DEMOGRAPHICS: BOARDS & COMMISSIONS



When just looking at the respondents for the quasi-judicial BCC members (11 respondents), here are some highlights.

- Quasi-judicial BCCs include the Planning & Transportation Commission, Architectural Review Board, and the Historic Resources Board).
- 73% of respondents have been in Palo Alto for 16+ years
- 64% of respondents are white
- 64% of respondents are male
- 100% of respondents are homeowners
- 45% of respondents are age 60+



PALO ALTO SUMMIT ON WOMEN AND GIRLS

Overview to Policy & Services Committee

SUMMIT OVERVIEW

Saturday, June 12, 2021, via Zoom

- Highlights:
 - Community Planning Committee
 - Keynote Speaker – Lori Nishiura Mackenzie, Stanford
 - 5 Breakout Panels
 - Over 70 Attendees -broad community representation
 - Interactive via Breakout Sessions & Jamboard Activity
 - *What are the most critical issues facing local women and girls in our region*
 - *What are ideas to address these critical issues?*
 - *What are your ideas for collaborations on how to move forward on topics discussed today?*
 - Community commitment to progress

KEY NEEDS IDENTIFIED

- **Affordable Housing** –The housing affordability crisis has impacted women in particular. Many single mothers are economically disadvantaged and are less likely to access housing stability in Palo Alto.
- **CEDAW Ordinance** – There were a strong interest voiced by many attendees in a local CEDAW Ordinance.
- **ChildCare** –Need for quality, affordable and available childcare as a tool to women’s economic empowerment and community recovery to the COVID pandemic. Many childcare providers are struggling due to lost income and highly reduced enrollment during the pandemic.

KEY NEEDS IDENTIFIED CONT.

- **Recreation & Sports** – Despite Title IX, there is still a great deal of disparity in opportunities for woman and girls. 40% of teen girls nationally do not participate in sports.
- **Representation** – Greater diversity needed in the decision-making bodies of the City in both elected and appointed positions. More women are needed at the table, but we also must work with those who are not women to have allies.
- **Girls & Teens** - COVID was challenging to local teens, being with family all the time and limited time with friends. Mentorship opportunities needed for K-12 girls so they feel confident pursuing all kinds of degrees. Wellness programs for women and girls that are a safe space.

AREAS OF CONSIDERATION



- Should the notes from the Summit breakout sessions and [Jamboard](#) of Summit participants on affordable housing and the ways that it specifically affects women be referred to the City's Housing Element Working Group for consideration?
- Should the City Council initiate additional work on an ordinance addressing topics related to the United Nation's CEDAW initiative?
- Should the City conduct a review of the City's Recreation Division in collaboration with the Park & Recreation Commission in order to better understand programs and services equity?
- Should the City share the findings regarding youth with the City's Teen Advisory Council for consideration of further action including training on microaggressions and youth mentorship programs?
- Should the City host an annual convening through the Office of Human Services to work to address issues related to greater opportunity and equity for women and girls?

100 Community Conversations about Race

*From protest to promise
From reflection to action*

Report to Policy and Services from the
Human Relations Commission Chairperson

APPROACH

- Goals
 - Provide opportunities for brave and honest conversation for people who usually do not have the opportunity to talk about race
 - Identify personal behaviors and make a personal commitment to change
 - Identify root causes and specific local initiatives/policy to reshape our community and address structural racism
- Sample :
 - 33 conversations recorded
 - 212 people participated in these conversations of 1 ½ to 2 hours
 - The sample was diverse, although not representative of the city

HIGHLIGHTS

- The Conversations provided an opportunity for a deep discussion about race.
 - Approximately 30% of the participants had not had a conversation about race in Palo Alto before.
- Issues of racism are compounded by increasing economic disparity and a lost of sense of place and belonging for many Palo Altans.
- White privilege, which so frames the lived experience of Black and Brown Palo Alto, is barely understood by the dominant local population.

GOING FORWARD

- To enhance inclusion and a sense of belonging, focus areas were identified for further exploration.
- HRC continue to convene Community Partnerships and conversations
- HRC Propose Belonging as a City Priority in 2022
 - A priority would allow a deeper dive into questions, such as
 - What does it mean to belong?
 - How is belonging manifested in a community?
 - Does belonging mean something different to different age or population segments?
 - Who in our city feel they don't belong or no longer belong?
 - What do 'I' need to do?

CLOSING THOUGHTS

- Conversations were described as *Rich, Encouraging, Profound*
 - “Participants appreciated the opportunity for a serious discussion.”
- The report and follow through are anticipated.
 - “The key now is for the HRC to actually roll the output into an executive summary of findings and to use that to create and drive a “change agenda”. Let's get this done!!”

Q16 Is there anything else that you would like to add?

COMMITTEE QUESTIONS AND DISCUSSION
