

100 Community Conversations about Race

Report to City Council

*From protest to promise
From reflection to action*

APPROACH

2

- 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 large and diverse although not representative of all population segments of the city

January 24, 2022

HIGHLIGHTS

3

- 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.

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GOING FORWARD

- 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?
- To enhance inclusion and a sense of belonging, focus areas were identified for further exploration:

Policing	Housing
Education	Community Engagement

- HRC continue to convene Community Partnerships and conversations

CLOSING THOUGHTS

5

- 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?

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COUNCIL GUIDANCE

6

- The HRC is prepared to work with Council, staff and community to enhance Inclusion and Belonging.
- As the HRC prepares for its annual retreat, it seeks specific direction from Council on further work.

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