



City of Palo Alto

(ID # 12342)

Policy and Services Committee Staff Report

Report Type: Action Items

Meeting Date: 6/8/2021

Summary Title: Update on Recent Race and Equity Work

Title: Receive an Update on Recent Race and Equity Work Since March Including an Update on a Records Management System (RMS) Contract for Police Data Collection and Provide any Recommendations on the City's Race and Equity Work

From: City Manager

Lead Department: City Manager

Recommendation

Staff recommends that the Policy and Services Committee Receive this Update on the City's Recent Race and Equity Work and Provide any Recommendations on the City's Race and Equity Work.

Background

As part of the City's ongoing Race and Equity work, the City Council adopted a list of directives in November 2020 (link to Action Minutes (pages 4 and 5): <https://www.cityofpaloalto.org/civicax/filebank/documents/79566>; Report [CMR 11754](#)). The directives and progress on each of the directives, as well as other efforts since March 2021, are detailed in this report.

Discussion

In addition to the directives made by the City Council in November 2020, the City has been engaged in many community initiatives, conversations, and events related to race, equity, and culture. The City issued a [blog update](#) to share information about race and equity events occurring throughout the months of May and June. It offers ways to connect together through fostering healing, celebrating the City's diverse cultures, promoting race and equity, and focusing on community wellness and well-being. The blog included information about many things including:

Asian American Pacific Islander Heritage Month

May is Asian American and Pacific Islander (AAPI) Heritage Month. This year the Library and Community Services Department joined with many community volunteers to deliver a series of events for the entire community to recognize and celebrate the culture and contributions of

the AAPI community.

Human Relations Commission 100 Conversations on Race and Lived Experiences in Palo Alto

Building on the feedback shared with the City Council in January 2021 in the Black and Brown Palo Alto – History and Current Experience ([CMR #11911](#)) Report, the Human Relations Commission is leading an initiative called “100 Conversations on Race and Lived Experiences in Palo Alto.” The initiative is intended to encourage the community to have conversations about race in small groups to grow Palo Alto into a community characterized by belonging, vested in diversity, inclusion, and equity and committed to putting words into action.

The community can sign up online to participate at: <https://www.100conversations.net/>.

Art Center:

Starting May 1 and running through August 14, the Palo Alto Art Center will be showcasing [The Black Index](#) exhibition, featuring the work of Dennis Delgado, Alicia Henry, Kenyatta A.C. Hinkle, Titus Kaphar, Whitfield Lovell, and Lava Thomas. The artists featured in *The Black Index* build upon the tradition of Black self-representation as an antidote to colonialist images. Using drawing, performance, printmaking, sculpture, and digital technology to transform the recorded image, these artists question our reliance on photography as a privileged source for documentary objectivity and understanding.

Library Book to Action: How to be an Anti-Racist

Throughout the month of May, the Library hosted a series of [virtual events](#) inspired by the book selection, [How to Be An Antiracist](#) by Ibram X. Kendi and the themes of racial equity and antiracism. This included a partnership with Stanford’s [The Bill Lane Center for the American West](#) hosting a conversation between Rev. Kaloma Smith and author Julie Lythcott-Haims. They discussed what an antiracist community looks like and how can we work together to achieve an antiracist community in Palo Alto.

Cities Association of Santa Clara County

In addition to the events and updates shared in the aforementioned blog, the City is also following the recommendations that the Cities Association of Santa Clara County is working on through their Racial Justice Committee. The recommendations are a result of the acknowledgement that the events of 2020 have created unprecedented health and social challenges affecting all communities, disproportionately those of Black people, Latinx people, Indigenous people, other people of color, immigrants, and the incarcerated. The Racial Justice Committee is focused on the priorities of affordable housing, public safety reform, and hate crimes against the Asian American Pacific Islander (AAPI) community. Their initial recommendations will go to the Board for approval on June 10. The draft recommendations are included with this report as **Attachment A**. Staff is reviewing the recommendations and will act upon and/or bring back recommendations for the Policy and Services Committee after the Cities Association Board has approved the final document. The Palo Alto Police Department is ahead of many other departments by already progressing with a partnership with California

POST on a virtual reality training tool which is one of the Cities Association recommendations.

Palo Alto Summit on Women and Girls:

The City of Palo Alto will be hosting a local Summit on Women & Girls (“Women and girls” refers to a gender expansive and inclusive definition). The theme is Equity and Inclusion for Women and Girls – COVID and Beyond. The Summit will serve as a starting point to inform, mobilize, and energize the city and community towards greater opportunity and equity for women and girls in keeping with the City’s commitment to race and equity. The event is on Saturday, June 12, 2021 and the community can learn more about the event and sign up here: <https://www.cityofpaloalto.org/Events-Directory/City-Manager/Summit-on-Women-Girls>.

Status Update on each of the November 2020 City Council Directives:

Directive	Directive Text	Status
A	Adoption of the mission statement as a guiding statement of the City’s commitment to make equity a foundational principle in the City’s operational work;	Completed: the mission statement was adopted by City Council on November 16, 2020.
B	Direct Staff to 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;	This work is underway. A detailed update is included below this table.
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;	This will occur upon completion of RMS implementation (item B above).
D	Direct Staff to 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;	Staff has made significant progress on this directive since March. A detailed update on this item is included below this table.
E	Direct Staff to develop/update a policy on the timing of records release related to investigations that qualify for public disclosure under SB 1421 and AB 748;	Staff has finalized a policy and workflow related to the release of records associated with investigations that qualify for public disclosure under SB 1421/AB 748. All incidents to date meeting the disclosure criteria under SB 1421/AB 748 have been released and posted online.

Directive	Directive Text	Status
F	Direct Staff to amend and expand the current Independent Police Auditor's (IPA) scope of services to include all administrative use of force reports where a baton, chemical agent, TASER, less-lethal projectile, canine, or a firearm is used, and all cases where the subject's injuries necessitate any treatment beyond minor medical treatment in the field;	Staff is working with the IPA on the contract amendment which includes this language as part of the expanded scope of services. The contract is planned to come to the City Council for approval on June 14, 2021. More information about the timeline for the IPA-related items were included in the March 9, 2021 Update Report in the Timeline section.
G	Direct Staff to maintain an every six (6) months schedule for IPA reports to City Council containing reviews ready at the time of the report; and for the IPA to provide an audit workplan to the City Council for approval;	Staff is working with the IPA on the contract amendment which includes this language as part of the expanded scope of services. The contract is planned to come to the City Council for approval on June 14, 2021. More information about the timeline for the IPA-related items were included in the March 9, 2021 Update Report in the Timeline section. The most recent IPA report was published on March 22, 2021 as an informational memo. The supplemental staff report contained the timeline information as described in the Timeline Section of the March Race and Equity Update report.
H	Direct Staff to include use of force information to the regular Supplemental Report submitted to the City Council as a cover memorandum to each IPA report;	The use of force (UOF) information for Jan. 1, 2015 – June 1, 2020 is available online (https://tinyurl.com/4kwwy6xb). The next UOF report will be included as part of the Supplemental Report in January 2022 in order to include a full calendar year of data.
I	Refer the police reform legislative priority thoughts and input to the Policy and Services Committee who will be discussing the City's legislative priorities in December 2020;	Completed. This recommendation has been completed; it was included in the City Council-adopted legislative guidelines (CMR #11968: https://tinyurl.com/evzjwhpw). Staff and the legislative advocates continue to track bills.
J	Refer all race and equity work to the Policy and Services Committee for citywide diversity and inclusion practice areas and policing practice	Completed: The P&S Committee has been receiving quarterly updates and discussion items related to the City

Directive	Directive Text	Status
	areas;	Council Social Justice priority and Race and Equity. Staff is working to get supplemental help to assist the City with developing a race and equity roadmap, training, and staff assessments.
K	Direct Staff to return in the fall of 2021 with parameters, proposals, and strategies prior to engaging in Palo Alto Peace Officers' Association negotiations;	This will occur in fall 2021 prior to 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;	Staff has begun this analysis. Staff also began a demographic assessment of the City's Boards, Committees, and Commissions (BCC). The survey is still open and anonymous responses from BCC members are coming in.
M	Policy and Services CEDAW recommendation: Direct Staff to proceed with a community summit on gender equity issues and next steps in Palo Alto;	The Palo Alto Summit on Women and Girls is scheduled for Saturday, June 12, 2021 with keynote speaker Lori Nishura Mackenzie. She will speak on Intersectionality and the Impact of COVID on Women. Sign up at: https://www.cityofpaloalto.org/Events-Directory/City-Manager/Summit-on-Women-Girls
N	If the County does not assign a resource to Palo Alto in the next six months, refer to Policy and Services Committee the exploration of the feasibility of a CAHOOTS-type program;	Staff has made significant progress on this directive since March. A detailed update on this item is included below this table.
O	Amend the contract to require the Independent Police Auditor (IPA) to meet with the City Council in open session twice a year with each report;	Staff is working with the IPA on the contract amendment which includes this language as part of the expanded scope of services. The contract is planned to come to the City Council for approval on June 14, 2021.
P	Refer to the Policy and Services Committee consideration of the Independent Police Auditor (IPA) oversight of internal complaints regarding misconduct related to harassment, discrimination, or retaliation resulting in city investigation of uniformed officers.	The Policy and Services Committee fulfilled this City Council referral and had this discussion at the April 13, 2021 meeting. The <u>staff report</u> with helpful information is online as well as the <u>action minutes</u> . The Committee voted to: <i>recommend the City Council direct Staff and IPA to include harassment, retaliation and discrimination claims</i>

Directive	Directive Text	Status
		<p><i>within the IPA scope; and research best practices to balance the needs of transparency and public oversight while preserving the anonymity of complainants, witnesses and the subject.</i></p> <p>Staff has spoken with the IPA and will include information relative to the Policy and Services Committee recommendation when the overall IPA contract comes to the City Council for consideration on June 14, 2021.</p>
Q	Direct Staff to work with IT to streamline publishing police policy updates to the City website on a quarterly basis.	Completed. The Police Department found a solution to streamline the redaction process to make quarterly updates. The policy was last updated on May 1, 2021.

Further Details:

Directive B: Expedite implementation of the new police records management system (RMS):

The RMS kickoff meeting was on May 12, 2021. The tentative go-live date for the RMS system is mid-November. One possible complication which could affect the go-live date is the City of Los Altos needing to complete their old RMS data conversion into the new system. Staff will continue to monitor Los Altos' progress and update the Committee of any delays. Staff is working on logistics, including identifying trainers for the new system and determining how to set up and retrofit the required City-network computer terminals. Staff is working on connections to Department of Justice (DOJ) applications, providing mapping sources, and preparing table codes which are all necessary infrastructure for the new system.

Race and Identity Profiling Act (RIPA) Data: The Police Department will be submitting stop data, as required by AB 953, beginning January 1, 2022. The DOJ does not want formal data submissions before that date because the mandate calls for annual data reporting. The Palo Alto Police Department has already started a test submission account to become familiar with the process. The Police Department will be submitting stop data directly through the DOJ web portal and then transition to submitting data through the new RMS product after testing has occurred, once the RMS system is live in November 2021. Given that a year of data will be collected starting in January 2022, the first annual stop data report for the Palo Alto Police Department is anticipated to be available from the DOJ in 2023.

The City is in compliance with the Department of Justice (DOJ) requirement regarding radio encryption to protect personally identifiable information. Given public interest, staff is exploring options that would allow the City to provide information to the public without sharing

personally identifiable information about calls for service. One option being explored is an add-on to the RMS system which, if meeting the City's needs, could begin to be implemented in the RMS system at the earliest in November *after* the system is fully operating for the statutory RIPA purposes previously described. Staff will continue to explore this option and will share updates in future reports. Staff is also researching other web-based systems as options but has no recommendation at this time.

Directive D: Direct Staff to 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:

Staff has moved on this directive in a few meaningful ways since the last update to the Policy and Services Committee in March this year. The three major updates are as follows:

1. County PERT Program: Santa Clara County Behavior Health Department is leading the charge to hire clinicians for the Psychiatric Emergency Response Team (PERT) program. As of the report in March 2021, the County has continued to conduct interviews to fill the clinician positions. The City of Palo Alto has helped in the marketing of the position through the City's social media channels. The County is closer to securing a clinician resource for Palo Alto in the PERT program where a licensed clinician is partnered with a sworn law enforcement officer and helps to respond to higher-level mental health crises. The Police Department is working on the internal work necessary to be ready to move forward with the partnership once the County informs the City that they have hired a clinician and assigned that person to Palo Alto.
2. County's new Community Mobile Response (CMR) Program (CAHOOTS-like program): Santa Clara County Behavior Health Department made a [presentation](#) to the Policy and Services Committee in March 2021 ([CMR #12051](#)) about their new CAHOOTS-like program. The CMR program is a non-law enforcement response to lower-level mental health crises modeled after the Eugene, Oregon CAHOOTS program. The Policy and Services Committee discussed sending a letter to the County in support of the program during the open comment period for the program in March 2021. Staff sent a letter (Attachment B) on behalf of Palo Alto stating the City's interest in being included in the program. Staff has also spoken at the public meetings (including the County Board of Supervisors) expressing Palo Alto's interest in the program. The program originally only had proposed sites in East San Jose and Gilroy. Based on Palo Alto's advocacy, the County expanded the program and the financial structure of the grant program to include a North County site to serve all of northern Santa Clara County and based in the Mountain View/Sunnyvale/Santa Clara area. The State Mental Health Services Oversight and Accountability Commission approved the innovation grant funding for the program for 4.5 years for the three County sites. The approved program overview is included here: https://mhsoac.ca.gov/sites/default/files/MHSOAC_Materials_05272021_0.pdf beginning on page 101, and the presentation made to the Commission can be found here: https://mhsoac.ca.gov/sites/default/files/MHSOAC_Handouts_05272021.pdf.

3. Requesting funds for an alternative mental health response program: In order to ensure adequate coverage of a mental health alternative response program for Palo Alto, the City also submitted for federal Community Project Funding (earmarks) for financial support for this type of program in partnership with the City of Mountain View and the City of Los Altos. The City received many letters of support for this type of program to accompany the application. Congresswoman Eshoo pushed forward the City's request to the subcommittee of the Appropriations Committee. Though there are many steps to go and no certainty of receiving the funds, the City is proud to have made it this far in pursuing additional funds to complement any mental health alternative response program in North County and ensure adequate coverage of Palo Alto's needs.

Timeline, Resource Impact, Policy Implications

Staff anticipates providing the next Race and Equity Update to the Policy and Services Committee this fall. Other specific topic areas could be scheduled to come back at different dates.

Resource Impact

The expansion of the IPA contract will have a fiscal impact, and will be noted in the June 14, 2021 Council item on this matter.

Stakeholder Engagement

Engaging the community at large to provide feedback for the City's Race and Equity strategy has been a priority throughout this process as shown in the Framework. The City continues to engage the community through a series of Race and Equity conversations, including the ["100 community conversations" initiative](#) that the Human Relations Commission is undertaking as well as all the [events](#) that took place throughout the month of May and the [Summit on Women and Girls in June](#). Updates on the City's ongoing efforts can be found on the Race and Equity webpage on the City website (www.cityofpaloalto.org/raceandequity).

Attachments:

- Attachment A-Cities Association Racial-Justice-Subcommittee



Racial Justice Committee

Members:

Vice Mayor Chappie Jones, City of San Jose, *Chair*
 Mayor Margaret Abe-Koga, City of Mountain View
 Mayor Rich Constantine, City of Morgan Hill
 Vice Mayor Neysa Fligor, City of Los Altos Mayor Larry Klein, City of Sunnyvale
 Mayor Marico Sayoc, Town of Los Gatos
 Steve Preminger, Santa Clara County Executive's Office

Background

While simultaneously navigating the COVID-19 pandemic, the Cities Association of Santa Clara County (CASCC) formed the Racial Justice Committee in response to the murder of George Floyd and the civil unrest that followed. The events of 2020 have created unprecedented health and social challenges affecting all of our communities, and disproportionately affecting those of Black people, Latinx people, Indigenous people, other people of color, immigrants, and the incarcerated. We can no longer ignore the systems that are failing our communities of color because they are failing all of us. Despite these challenges, we recognize that the Bay Area thrives because of the inherent diversity of our communities. Rising rents and home prices affect everyone, and they have an especially hard impact on people of color and those working lower-paid jobs, many of whom are being forced out of the region. We need to act so that race no longer predicts life outcome, and we can continue to stay in this unique place we all love. As elected leaders across the County, we have a responsibility to advance opportunities for all and achieve racial equity through partnerships with others. More importantly, there is an opportunity for each of the 15 cities in Santa Clara County to have a greater impact if we take action together. Consequently, the committee found consensus to focus on three priorities:

1. **Affordable Housing** – Policy recommendations as an effort to expand housing opportunities for underserved populations
2. **Public Safety Reform** – Rebuilding trust with the community in collaboration with the Santa Clara County Police Chiefs Association
3. **Hate Crimes Against Asian American Pacific Islander (AAPI) Community** in collaboration with the Santa Clara County Task Force on Hate Crimes

It is understood that each jurisdiction and community is unique. Some of our member cities may already have some of the proposed policies in place and some may not. Though it is not expected that all jurisdictions will support or adopt every one of the recommendations listed, they are suggested for consideration and potential action as concrete steps the region can take to further advance racial justice.

1. Affordable Housing Recommendations for Consideration

Historical legacies and policies have created racial inequities in housing long before COVID-19. There is an opportunity for local leaders to boldly tackle systemic racism in their housing systems and repair the harms that have resulted in racial segregation, displacement, and inequitable communities.

Goal:

- Expand housing policies and create housing opportunities for diverse communities and people of color.
- Increase affordable housing outreach, access, and occupancy in historically underserved communities.

Action 1: Support AB 649 (Cortese) Affordable Housing Tenant Preference Bill

Description: Displacement causes lower-income residents, who are disproportionately people of color in many California communities, real tangible problems: physical health problems, mental health problems, and educational deficiencies. SB 649 creates a State policy that supports greater access to affordable housing for underserved populations facing displacement. It aligns anti-displacement tenant preferences with Internal Revenue Code requirements, thereby qualifying affordable housing developments that use tenant preferences for tax credit or bond financing. This allows cities the option to require an anti-displacement tenant preference for affordable housing units, if they desire.

At the Cities Association Racial Justice committee Meeting of April 9, 2021, this recommendations was referred to the Legislative Action Committee for review. It will be included in their June 10, 2021 meeting.

Action 2: Support A Regional Affordable Housing Online Portal

Description: Encourage cities to participate and utilize a single online portal to market all affordable listings in their jurisdictions across the region. This could serve as a single place where all local affordable listings may be found **with jurisdiction specific information**. Pending the passage of AB 649, cities could narrow the scope of opportunities to local residents. This platform is an opportunity to share and save costs across jurisdictions, especially for those that have not yet undertaken this effort.

- o City of San Jose recently approved on March 18, 2021, the Doorway Portal Collaborative: <https://sanjose.legistar.com/LegislationDetail.aspx?ID=4854843&GUID=DFFD8618A39E-497F-9E8F-8941475935C7&Options=&Search=>. City of San Jose is leading effort for the county and welcomes collaboration with other jurisdictions.

- The City of San José, Alameda County, and San Mateo County are part of this regional effort and are in various stages of Doorway implementation. Other agencies, including the Housing Authority of Santa Clara County, are also evaluating current and planned features of the Doorway platform.
- The City/County of San Francisco has established an affordable housing portal with the same provider, Exygy Inc., known as DAHLIA, and can be viewed at <https://housing.sfgov.org/>. This website lists all affordable housing vacancy opportunities in one place, simplifies the application process, and provides automated tools for property managers to facilitate the processing of applications
- The mission of the Regional Doorway Collaborative is to (1) improve access to affordable housing by making it easier to find and apply for affordable housing in the Bay Area, (2) generate data on housing demand and placement to facilitate more efficient use of affordable housing resources, (3) help advocate for more resources for these efforts, and (4) facilitate alignment in tenant preferences used in various jurisdictions to the extent possible.
- The Regional Doorway Collaborative envisions a simple and equitable way for residents to find and apply for affordable housing throughout the Bay Area and is working to create a unified multi-lingual platform with transparent processes from marketing to movein. It will include both an Applicant Portal and a Partners Portal. The Applicant Portal will provide a website for prospective tenants to find all affordable housing vacancy listings in one location. Applicants will be able to submit applications online through the Applicant Portal, and affordable housing property managers will be able to efficiently manage applications for tenancy through the Partners Portal.

The Cities of Morgan Hill, Gilroy, Santa Clara, Campbell, Los Gatos, and Mountain View currently utilize HouseKeys as its Affordable Housing Program Administrator to provide affordable housing opportunities (ownership, rental, and finance programs) to income-eligible households. The City of Morgan Hill has worked with HouseKeys for the past 5 years investing in and building an online portal to market affordable listings in their jurisdiction and collect data to ensure that they are currently marketing to underserved/diverse communities. It is a platform now used by other cities and can be viewed at: <https://www.housekeys.org/muni>.

Other cities in the County market their affordable housing units via third party administrators on their websites linked below:

- [Los Altos](#) – Alta Housing
- [Palo Alto](#) – Alta Housing
- [Milpitas](#)
- [Cupertino](#) – Rise Housing
- [Sunnyvale](#)

Action 3: Affirmative Fair Housing: Expand HUD Outreach Policy, Countywide Assessment on Fair Housing, Adopt Citywide Fair Chance Housing Policy, Adopt Inclusionary Housing Policy

Description:

Advancing Fair Housing will create more equitable opportunity for minority populations and advance racial justice in Santa Clara County. According to government code, affirmatively further fair housing means “taking meaningful actions, in addition to combatting discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics.” The following are identified as steps each city in Santa Clara County could take, and many have already started taking, to advance fair housing in their city.

Expand HUD Outreach: As of now, affordable housing units that are federally subsidized are required to use affirmative fair marketing. Encourage affirmative fair housing countywide by all cities and require a marketing plan tailored to identify the least likely to apply by using census data to inform that plan. This would be an effort to expand marketing to all affordable projects and not just those that are federally subsidized. The HUD form required by developers using federal HOME funds is here for reference: <https://www.hud.gov/sites/documents/935-2A.PDF>

Countywide Assessment on Fair Housing: Engaging in a countywide assessment will highlight the inadequacies and identify clear policy changes that could assist in fair housing across Santa Clara County.

Strengthen or Adopt Citywide Fair Chance Housing Policy: Citywide Fair Chance Housing Policy’s will break down barriers of entry to housing for those who have criminal backgrounds and low credit scores. Historically, minority populations come from over-policed areas and are given more severe punishments which perpetuates a system of housing insecurity through generations. Low credit takes years to build back up and can be a difficult obstacle to overcome for populations seeking housing.

Strengthen or Adopt Inclusionary Housing Policy: Requiring a percentage of new construction to be affordable will demand more diverse and inclusive communities, particularly in communities of opportunity and transit rich areas where lower income residents are vastly out-priced for market-rate rentals. Eleven of fifteen cities in the County have adopted inclusionary housing policies: Campbell, Cupertino, Los Altos, Los Gatos, Milpitas, Morgan Hill, Mountain View, Palo Alto, San Jose, Santa Clara, and Sunnyvale.

Action 4: Proactively engage both communities of color and lower-income residents, homeowners, and renters in the upcoming Housing Element update process.

Description: Historically, some residents of our communities have been underrepresented in public discussions around land use and affordable housing policy and planning. The upcoming Housing Element update process is different from past cycles and now requires explicit engagement with State Law requiring that jurisdictions take steps to affirmatively further fair housing, and more explicit indication of where cities are planning for future affordable housing development. This is a tremendous opportunity to bring the full spectrum of community perspectives into public discussions about the future of their cities. However, experience shows that unless this is made a priority, and steps are taken to specifically engage communities often missing from these discussions, their perspectives will be left out, and opportunities for a sense of collective civic purpose will be missed.

Action 5: Develop a Statement of Support for Land Use Changes that Diversify Communities

Description: Finding ways to integrate multifamily housing into communities of opportunity is critical to desegregate Bay Area cities. Exploring policies that will allow more affordable units in higher cost, transit rich communities of opportunity will make room for more and diverse types of housing and thus advance racial justice in Santa Clara County.

Action 6: Increase housing education for diverse populations

Description: Increase and promote a countywide campaign on education about home ownership opportunities for marginalized communities that are unaware of the steps needed to qualify for ownership. Partner with current organizations that provide this service, such as HUD approved counseling agencies, e.g. Project Sentinel. Consider collaboration with a community organization for funding of this campaign.

Action 7: Endorse the 2020 Community Plan to End Homelessness and Develop Implementation Plans.

Description: The 2020 Community Plan to End Homelessness is endorsed by the CASCC and seven Santa Clara County jurisdictions with several others in the process of formally endorsing. The Plan will aim to house 20,000 residents over 5 years, prevent future homelessness from occurring for at-risk and housing-insecure individuals, and improve the lives of those individuals residing in shelters and encampments. It is also critical that Cities develop their own individual implementation plans and identify resources to address homelessness consistent with the 2020-2025 Community Plan to End Homelessness.

2. Public Safety Reform – Rebuilding Trust with the Community in collaboration with the Santa Clara County Police Chiefs Association

Following the murder of George Floyd, nationwide protests erupted that called for police reform in the United States. In the past 11 months this has led to new laws, proposals, and public directives at all levels of government to address the key issues of police misconduct, systemic racism, racial bias,

and police brutality. In reaching out to the Santa Clara Police Chiefs Association, we strive to collaborate on rebuilding trust between our police departments and members of the public through accountability, transparency and community engagement. In doing so, our various police departments shared their police reform efforts, which are displayed in Attachment A.

The law enforcement agencies within Santa Clara County have been diligently working towards police reform that works for the safety of both the community and the officers. Though they have made much progress, there is still much left to do, especially in terms of addressing the crux of the issue that has led to brutal deaths of civilians at the hands of police officers: Use of Force.

Thus, as a collaborative effort with the Santa Clara County Police Chiefs Association, the CASCC strongly supports advancing training for our police officers through the utilization of Virtual Reality (VRDT) technology for Crisis Intervention Training and encourages all public safety departments within the County to complete it. This technology is considered new and is being used in Sacramento to recreate real-world police encounters and incorporate lessons learned into the training curriculum such as cultural competency, de-escalation, critical decision-making, peer intervention and implicit bias training. This technology would allow for controversial police incidents that occur across the country to be turned into virtual reality simulations almost instantaneously after they occur, allowing officers to learn from real life mistakes, and train for real world situations. VRDT technology increases efficiency in scenario-based training and allows officers to train with all of their tools – handgun, Taser, rifle, OC, and flashlight. Additional benefits include decreasing the need for instructor's/role players during real life scenario drills, alleviating the need for different training locations, and introducing an array of virtual environments with different environmental factors at play. All equipment needed for this training will be provided by California's Commission on Peace Officer Standards and Training (POST) with an estimated delivery date of June 2021. Two departments that applied for utilization of the technology include San Jose and Sunnyvale. Both agencies are willing to host the training of other departments.

This new technology is a critical tool that all departments should utilize as an effort to improve the training of our police officers and further reform policing in Santa Clara County.

3. Hate Crimes Against Asian American Pacific Islander (AAPI) Community in collaboration with the Santa Clara County Task Force on Hate Crimes

Santa Clara County formed a new Task Force on Hate Crimes to address the recent spike in hate crimes, particularly among Asian Americans. The Task Force was formed in December 2020 and is co-led by San Jose Council Member Maya Esparza and County Board of Supervisor Cindy Chavez. The Task Force includes a body of voting members and a body of advisory members. President and Los Gatos Mayor Marico Sayoc represents the Cities Association as an Advisory Board Member. She will be bring forward efforts to the CASCC Board that will benefit from action by our member cities to address and curb the spike in hate crimes against Asian American members of our communities to create a more inclusive society.

The Hate Crimes Task Force will be a multisector effort to investigate, educate, prevent, and combat hate incidents and hate crimes in the County of Santa Clara. The Task Force will advise on strategies and areas for improvements and investments, and strategies relative to appropriate services and programs to address, reduce, and prevent hate incidents and hate crimes. The Task Force shall consider the following:

- Facilitating coordinated responses by local, state, and federal investigators and prosecutors;
- Engaging law enforcement's response to the hate crime problem and providing input for improvements;
- Appropriate educational and community outreach programs designed to reduce and address hate incidents and hate crimes;
- Appropriate services, resources, and programs for victims;
- Collaborating with multisector partners regionally, nationally, and internationally to share information and strategies for ending hate incidents and hate crimes.

A holistic approach will leverage existing efforts to improve and expand data collection, study and evaluate the pathology of hate incidents and hate crimes, educate the community and expand on school programming, implement programs and services for victims, and offer resources and tools to drive the County towards a hate free community.

The meetings are scheduled to take place in the Board of Supervisors' Chambers, County Government Center, 70 West Hedding Street, San Jose, or by virtual teleconference on the following days:

Friday, February 26, 12pm*

Friday, March 26, 12pm

Friday, April 23, 12pm

Friday, June 25, 12pm

Friday, August 27, 12pm

Friday, October 29, 12pm

*Denotes Special Meeting

In addition to collaboration with the Santa Clara County Task Force on Hate Crimes, the committee shall explore sponsorship of bystander intervention training for the community members of all of our member jurisdictions. Bystander intervention training has been proven to empower bystanders to intervene when witnessing disrespect or harassment.

DRAFT