



CITY OF  
**PALO  
ALTO**

**COUNCIL MEETING**

November 16, 2020

Received Before Meeting

**8**

**Report Type: Supplemental Report**

**Date: 11/12/2020**

**To: CITY COUNCIL**

**From: CITY MANAGER'S OFFICE**

**Title: Supplemental Recommendation to November 16 Race and Equity Update**

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The staff report ([CMR #11754](#)) for the November 16, 2020 race and equity update and action item was released on November 5, 2020. Subsequent to the release of that report, the Policy and Services Committee met on November 10, 2020 and discussed the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) report ([CMR #11725](#)). The Committee unanimously passed the following motion which relates to the race and equity work:

1. Accept the status report regarding the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);
2. Direct Staff to proceed with a community summit on gender equality issues and next steps in Palo Alto;
3. Direct Human Resources staff to analyze and report on demographics of the City of Palo Alto workforce for job classifications and gender;
4. Include gender equity as an integral element of the City's Diversity and Inclusion initiative.

As a follow-up to the unanimous motion of the Policy and Services Committee, staff is incorporating these items into the list of race and equity recommendations presented to the City Council on November 16, 2020.

Thank you,

Ed Shikada  
City Manager