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TO: HONORABLE CITY COUNCIL

FROM: ED SHIKADA, CITY MANAGER

AGENDA DATE: SEPTEMBER 28, 2020

SUBJECT: ITEM NUMBER 2 – PRESENTATION/ADDITIONAL ITEM ON THE CITY OF PALO ALTO RACE AND EQUITY WORK

This memorandum transmits the PowerPoint presentation as additional information for the September 28, 2020 Item #2 Update on City of Palo Alto's Race and Equity Work and Discussion of Next Steps ([City Manager's Report #11604](#)).

The attached presentation will help further inform the discussion for the September 28, 2020 update to the City Council. The proposed framework and next steps for the City Council's race and equity work reflects suggestions made by the *Ad Hoc* Committees over the past few months.

DocuSigned by:

Ed Shikada

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Ed Shikada
City Manager



RACE AND EQUITY UPDATES

September 28, 2020

PRESENTATION OUTLINE



- Race and Equity Process: Work-to-Date and Moving Forward
 - Mission Statement Draft
 - Overview of Progress / Work-to-Date
 - Framework for Practices
 - Range of Implementation Tools
 - Police Practices and Citywide Practices
- Presentation / Q&A by Palo Alto's Independent Police Auditor (IPA)
- Council Discussion

RACE & EQUITY MISSION STATEMENT DRAFT



The Citywide Diversity and Inclusion Ad Hoc created a draft mission statement to be the guide for the ongoing race and equity work for the City. The mission statement is:

The City of Palo Alto is committed to creating a respectful, fair, and professional workplace and city. We will identify inequities and prejudices, welcome diverse perspectives, and use a collaborative approach to create an environment that works for everyone.

OVERVIEW OF PROGRESS / WORK-TO-DATE



- Council Direction and Referrals to Human Relations Commission and others
- Ad Hocs Created and Have Met Over the Summer – Members:
 - Police Policy Manual, Data, and Hiring – Vice Mayor Tom DuBois and Councilmembers Alison Cormack and Lydia Kou
 - Public Safety Alternative Models – Councilmembers Liz Kniss and Greg Tanaka
 - Police Accountability and Transparency – Vice Mayor Tom DuBois and Councilmember Eric Filseth
 - Citywide Diversity & Inclusion – Mayor Adrian Fine and Councilmembers Alison Cormack and Liz Kniss
- Most recent update at City Council was August 24, 2020
 - Report: <https://www.cityofpaloalto.org/civicax/filebank/blobdload.aspx?t=59847.7&BlobID=78078>
 - Supplemental Memo: <https://www.cityofpaloalto.org/civicax/filebank/blobdload.aspx?t=70773.14&BlobID=78135>
 - HRC Report: <https://www.cityofpaloalto.org/civicax/filebank/blobdload.aspx?BlobID=78000>

RACE & EQUITY PROCESS MOVING FORWARD



Community Engagement & Learning

- HRC 8cantwait and report out
- Gain community input
- Seek to understand people's experiences with PAPD
- Community learning sessions

Data Collection

- Learn workflow
- Review Policy Manual
- Review data: uses of force & calls for service
- Request & review any other data
- Review legislation

Gaps Identification

- Identify processes & policies where current practice could be improved
- Identify areas desired for changes
- Community feedback

Policy Direction

- Based on gaps and Ad Hoc suggestions, Council to provide policy direction on improvement areas
- Staff to identify implementation tools

Framework:
Sequence of
work ahead

RANGE OF IMPLEMENTATION TOOLS

State Legislative Advocacy



City Ordinances, Policy & Budget Actions



Organizational & Reporting Structures



Department Policy & Operations



Ongoing Evaluation and Feedback

RACE & EQUITY PROCESS MOVING FORWARD



Policing Practices and Citywide Practices

- **Policing Practices**

1. Public contact data collection and trend analysis
2. Officer deployment priorities and practices for non-violent issues
3. Officer conduct investigations and transparency
4. Discipline and accountability

Timeline:

Initial
Direction
by End of 2020

- **Citywide Practices:**

1. Hiring and promotions, including board/commission appointments
2. Board/commission engagement with race and equity issues
3. Continuous learning and improvement
4. Norms and expectations of conduct

Timeline:

Extends into
2021

RACE & EQUITY PROCESS MOVING FORWARD



Sample of Policing Practices and Citywide Practices

- **Policing Practices**

1. Public contact data collection and trend analysis
2. Officer deployment priorities and practices for non-violent issues
3. Officer conduct investigations and transparency
4. Discipline and accountability

- **Citywide Practices:**

1. Hiring and promotions, including board/commission appointments
2. Board/commission engagement with race and equity issues
3. Continuous learning and improvement
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RACE & EQUITY PROCESS MOVING FORWARD



Policing Practices and Citywide Practices:

Policing Practice #1: Public contact data collection and trend analysis

Potential Areas of Concern to Address:

- Department-focused activities & priorities: Where Patrol time is spent on what kind of activities.
- Currently no statistical data analysis, internally or externally. For external research, need to address the research questions to pose (broader than just “what are the contacts?”)
- How often do we want to report on RIPA information once it begins to be collected? Is there other data, beyond statutory requirements, that we might be interested in collecting?

City Council Options to Consider:

- Providing policy direction on the prioritization of types of enforcement activity
- Resourcing the Police Department to ensure data is available and accurate (staff and software)
- Ensuring personally identifiable info-redacted contact data is available on the Open Data Portal
- Reporting annually on RIPA data and on some regular frequency for outside study of the data

RACE & EQUITY PROCESS MOVING FORWARD



Policing Practices and Citywide Practices

Policing Practice #3: Officer conduct investigations and transparency

Potential Areas of Concern to Address:

- Are we doing enough auditing?
- What other options for transparency might there be? And when does the public get case information?
- Report out on complaints and reportable uses of force: need to start doing it? How often?

City Council Options to Consider:

- Expanded role for District Attorney, Attorney General, IPA or others for case review
- Parameters for disclosure (upon conclusion of administrative interview, materials can be released)
- Add reportable uses of force data to the regular report that comes to City Council that already includes IPA work regarding complaints, IIRs and HR investigations

PRESENTATION / Q&A BY PALO ALTO'S IPA



Palo Alto's Independent Police Auditor (IPA)

The Transparency and Accountability Ad Hoc met with the City's IPA and wanted to advance the conversation to the full City Council to understand the work done by the IPA and other opportunities to further increase transparency.

Michael Gennaco:

- Nationally recognized expert on law enforcement reform and accountability systems.
- Former Chief Attorney of the Office of Independent Review for Los Angeles County.
- Founding Principal of OIR Group.

Stephen Connolly:

- Principal with OIR Group since 2001 and was an original member of the Los Angeles County Office of Independent Review.

ITEMS FOR DISCUSSION & NEXT STEPS



- **Discussion:**
 - Discuss Framework
 - Discuss Policing Practices and Citywide Practices Templates
 - Any follow up discussion or questions for the IPA
- **Next Steps:**
 - Staff will further flesh out templates and discuss with *Ad Hocs*
 - Staff and *Ad Hocs* will return to Council in October