



City of Santa Clara

Meeting Agenda

Task Force on Diversity, Equity, and Inclusion

Monday, July 12, 2021

7:00 PM

Virtual Meeting

Pursuant to the provisions of California Governor's Executive Order N-29-20, issued on March 17, 2020, to prevent the spread of COVID-19, the City of Santa Clara has implemented methods for the public to participate remotely.

- Via Zoom:
<https://santaclaraca.zoom.us/j/96307211091>
Webinar ID: 963 0721 1091
- By Phone: (669) 900-6833
- Submit comments via email to equitytaskforce@santaclaraca.gov.

CALL TO ORDER AND ROLL CALL

CONSENT CALENDAR

1. **21-903** [Task Force on Diversity, Equity, and Inclusion Meeting Minutes of June 14, 2021](#)

Recommendation: Approve the minutes of the June 14, 2021 Task Force on Diversity, Equity, and Inclusion meeting.

PUBLIC PRESENTATIONS

GENERAL BUSINESS

2. **21-982** [Informational Report from SJSU Associate Professor and Human Rights Collaborative Director William Armaline](#)

3. **21-919** [Introduction of Amendments to Task Force Bylaws](#)

Recommendation: Note and file this report.

4. **21-920** [Discussion on Cities Association Racial Justice Committee Recommendations](#)

Recommendation: Provide input on the Cities Association of Santa Clara County Racial Justice Committee's recommendations.

5. **21-939** [Review Community Listening Session Survey Responses](#)

6. **21-945** [Review Email Communications Received](#)

STAFF REPORT

TASK FORCE MEMBERS REPORT

ADJOURNMENT

The time limit within which to commence any lawsuit or legal challenge to any quasi-adjudicative decision made by the City is governed by Section 1094.6 of the Code of Civil Procedure, unless a shorter limitation period is specified by any other provision. Under Section 1094.6, any lawsuit or legal challenge to any quasi-adjudicative decision made by the City must be filed no later than the 90th day following the date on which such decision becomes final. Any lawsuit or legal challenge, which is not filed within that 90-day period, will be barred. If a person wishes to challenge the nature of the above section in court, they may be limited to raising only those issues they or someone else raised at the meeting described in this notice, or in written correspondence delivered to the City of Santa Clara, at or prior to the meeting. In addition, judicial challenge may be limited or barred where the interested party has not sought and exhausted all available administrative remedies.

If a member of the public submits a speaker card for any agenda items, their name will appear in the Minutes. If no speaker card is submitted, the Minutes will reflect "Public Speaker."

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the City of Santa Clara will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities, and will ensure that all existing facilities will be made accessible to the maximum extent feasible. The City of Santa Clara will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities including those with speech, hearing, or vision impairments so they can participate equally in the City's programs, services, and activities. The City of Santa Clara will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

Agendas and other written materials distributed during a public meeting that are public record will be made available by the City in an appropriate alternative format. Contact the City Clerk's Office at 1 408-615-2220 with your request for an alternative format copy of the agenda or other written materials.

Individuals who require an auxiliary aid or service for effective communication, or any other disability-related modification of policies or procedures, or other accommodation, in order to participate in a program, service, or activity of the City of Santa Clara, should contact the City's ADA Coordinator at 408-615-3000 as soon as possible but no later than 48 hours before the scheduled event.



Agenda Report

21-903

Agenda Date: 7/12/2021

REPORT TO TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

SUBJECT

Task Force on Diversity, Equity, and Inclusion Meeting Minutes of June 14, 2021

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(a) as it has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment.

FISCAL IMPACT

There is no fiscal impact to the City other than administrative staff time.

PUBLIC CONTACT

Public contact was made by posting the Task Force on Diversity, Equity, and Inclusion meeting agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov <<mailto:clerk@santaclaraca.gov>> or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Approve the minutes of the June 14, 2021 Task Force on Diversity, Equity, and Inclusion meeting.

Reviewed by: Genevieve Yip, Staff Analyst I

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Task Force on Diversity, Equity, and Inclusion Meeting Minutes - June 14, 2021

Draft



City of Santa Clara

Meeting Minutes

Task Force on Diversity, Equity, and Inclusion

06/14/2021

7:00 PM

Virtual Meeting

CALL TO ORDER AND ROLL CALL

Chair Brown called the meeting to order at 7:05 p.m.

Present 7 - Chair Darius Brown, Vice Chair Neil Datar, Member Dianna Zamora-Marroquin, Member Joyce Davis, Member Knaack, Member Dorothy Ma, and Member Mark Gilley

CONSENT CALENDAR

1. [21-605](#) Task Force on Diversity, Equity, and Inclusion Meeting Minutes of May 10, 2021

It was moved by Member Zamora-Marroquin, seconded by Member Gilley, and unanimously carried that the Task Force approve the May 10, 2021 meeting minutes.

Aye: 7 - Chair Brown, Vice Chair Datar, Member Davis, Member Gilley, Member Knaack, Member Ma, and Member Zamora-Marroquin

PUBLIC PRESENTATIONS

None.

GENERAL BUSINESS

2. [21-464](#) Informational Presentation on BiasSync

Ruiz Strategies Vice President of Business Development Charmaine Jackson-Feldman provided an informational presentation on BiasSync. The Task Force provided general comments and thanked Ms. Jackson-Feldman for her presentation. This was an informational report only, and no action was taken by the Task Force.

3. [21-471](#) Review Recommendation on Selection Process for Youth and Senior Advisory Roles
- It was moved by Vice Chair Datar, seconded by Member Davis, and unanimously carried that the Task Force refer the selection process and recommendation to the subcommittee and authorize Chair Brown to appoint the two roles in consultation with the subcommittee on their recommended appointees.**
- Aye:** 7 - Chair Brown, Vice Chair Datar, Member Davis, Member Gilley, Member Knaack, Member Ma, and Member Zamora-Marroquin
4. [21-472](#) Referral from May 10, 2021 Task Force Meeting on Topic of Domestic Violence
- Members Davis and Ma reported that they worked with City staff to develop a response with resources to the email regarding domestic violence that was initially reviewed at their May 10, 2021 meeting. Member Gilley requested that a copy of the response email be provided to the full Task Force for their reference. This was an informational report only, and no action was taken by the Task Force.**
5. [21-623](#) Review Email Communications Received
- Secretary Ma reported that no new emails were received since the last meeting. This was an informational report only, and no action was taken by the Task Force.**
6. [21-473](#) Review Listening Session Survey Responses
- Chair Brown introduced the item. Chair Brown reported on the Listening Session Working Group's recent work effort on the listening sessions and that they will continue working with City staff. Vice Chair Datar reported that he has been in communication with the Bill Wilson Center and African American Community Services Agency to host future listening sessions. Pilar Furlong provided comments on the Bill Wilson Center's involvement in hosting a future community listening session. Shannon T. provided general comments on the survey, and inquired how the public can access the survey. Staff responded that the survey is accessible on the Task Force's webpage. Somahar S. and Joseph M. commented that they were De Anza College students and inquired about the domestic violence issue that was discussed under Item 4. Staff reported that the response email will be uploaded as post-meeting material and available after the meeting.**

7. [21-465](#) Discussion on Quarterly Update to Council (April-June 2021)

The Task Force discussed the work effort that they'd like to include in their quarterly report to the Council at the June 22, 2021 Council meeting. The Task Force discussed including their review and recommendations to Council Policy 035 ("Naming of Facilities") in conjunction with the Governance and Ethics Committee, work effort on developing the Younger Adult and Older Adult advisory roles, and the Policing and Community Engagement/Relations Subcommittee's collaboration and recent work with the Police Department.

STAFF REPORT

None.

TASK FORCE MEMBERS REPORT

Vice Chair Datar reported that the Policing and Community Engagement/Relations Subcommittee attended four separate training sessions over a two-week period with the Police Department which went over internal department policies, internal department structure, community engagement and mental health, and use of force policy and simulation. Members Davis and Gilley thanked Police Chief Pat Nikolai and the Police Department for hosting the subcommittee, and provided comments on their experience with the training sessions.

Chair Brown announced that he will unfortunately need to step down from his role as Chair and resign from the Task Force effective July 30, 2021. Chair Brown expressed his appreciation to the City for allowing him the opportunity to help establish the Task Force and lead its work efforts, and thanked the Mayor and Council, Police Chief, Task Force, and staff.

ADJOURNMENT

The meeting was adjourned at 9:02 p.m.



Agenda Report

21-982

Agenda Date: 7/12/2021

REPORT TO TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

SUBJECT

Informational Report from SJSU Associate Professor and Human Rights Collaborative Director William Armaline

BACKGROUND

Chair Darius Brown and Vice Chair Neil Datar have been in communication with Dr. William Armaline, Associate Professor in the Department of Sociology and Interdisciplinary Social Sciences and Director of the Human Rights Collaborative at San Jose State University (SJSU), regarding his research on addressing social problems.

At the request Chair Brown, an informational report from Dr. Armaline has been added to the July 12, 2021 Task Force meeting agenda (Attachment 1).

DISCUSSION

Dr. Armaline will speak to the Task Force about his work as the Director of SJSU's Human Rights Collaborative, and will provide an overview of his research on racism, anti-racist action, and inequality.

ENVIRONMENTAL REVIEW

This is an information report only and no action is being taken by the City Council and no environmental review under the California Environmental Quality Act ("CEQA") is required.

FISCAL IMPACT

There is no fiscal impact to the City other than administrative staff time.

PUBLIC CONTACT

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Reviewed by: Genevieve Yip, Staff Analyst I

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Email Request from Chair Brown

From: [Darius Brown](#)
To: [Genevieve Yip](#)
Cc: [Robyn Sahid](#)
Subject: Item for 7/12 Agenda
Date: Thursday, July 8, 2021 2:55:50 PM

Hi Genevieve,

Just wanted to add an item for the agenda, sorry for being so late with this request.
Can we add this to our agenda for the 7/12 meeting?

Dr. William Armaline, Director of the Human Rights Program and an Associate Professor in the
Department of Sociology and Interdisciplinary Social Sciences at SJSU

-Darius



Agenda Report

21-919

Agenda Date: 7/12/2021

REPORT TO TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

SUBJECT

Introduction of Amendments to Task Force Bylaws

BACKGROUND

At the April 12, 2021 Task Force on Diversity, Equity, and Inclusion (Task Force) meeting, the Task Force voted to establish a subcommittee to develop a selection process for the appointment of a youth advisory member and senior advisory member to serve as non-voting, advisory members, and appoint Member Davis, Member Knaack, and Member Ma to the subcommittee ("Advisory Member Selection Subcommittee").

At the June 14, 2021 Task Force meeting, the Task Force reviewed the Advisory Member Selection Subcommittee's recommendation to select and appoint the two advisory members, and voted to refer the recruitment and selection of one young adult advisory member and one older adult advisory member to the subcommittee and authorize Chair Darius Brown to appoint the two members in consultation with the subcommittee on their recommended appointees.

Staff met with the subcommittee on June 25, 2021, to discuss next steps on the selection process and reported that the Task Force Bylaws would need to be amended in order for the Task Force to appoint the young adult advisory member and older adult advisory member, as discussed below.

DISCUSSION

The Task Force Bylaws as currently composed suggest that the two additional non-voting advisory positions are intended for high school and college students. As the Task Force has decided that its two advisory members will now be for one young adult and one older adult, staff recommends amending the language in Section 5 (Advisory Members") and Section 9 ("Voting") of the bylaws so that the Task Force can appoint the young adult and older adult advisory members. Proposed amendments include:

- Amending the language in Section 5 to state that the two additional non-voting members are intended to represent one young adult and one older adult, instead of high school and college students
- Amending the language in Section 9 to state "advisory positions" instead of "student advisory positions"

The redline and clean versions of the Task Force bylaws are included as Attachments 1 and 2 to this report.

Section 10 ("Amendments") of the Task Force bylaws provides: "No amendment to the bylaws may be introduced and voted upon in the same meeting." Therefore, if the Task Force decides to amend the bylaws, the proposed changes may be introduced at the July 12, 2021 meeting and formally

adopted at the August 9, 2021 meeting. Four votes are required to amend the bylaws.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a “project” within the meaning of the California Environmental Quality Act (“CEQA”) pursuant to CEQA Guidelines section 15378(a) as it has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment.

FISCAL IMPACT

There is no fiscal impact to the City other than administrative staff time.

COORDINATION

This report has been coordinated with the City Attorney’s Office.

PUBLIC CONTACT

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RECOMMENDATION

Note and file this report.

Reviewed by: Genevieve Yip, Staff Analyst I

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Task Force Bylaws (Redline)
2. Task Force Bylaws (Clean)

**BYLAWS OF THE TASK FORCE ON
DIVERSITY, EQUITY, AND INCLUSION
OF THE CITY OF SANTA CLARA**

I. Name

The name of this task force is the Task Force on Diversity, Equity, and Inclusion of the City of Santa Clara (Task Force).

II. Mission

In response to the national call for police use of force reform, the City of Santa Clara created the Task Force on Diversity, Equity, and Inclusion. Through an open dialogue with the communities of Santa Clara and directed by community input, the Task Force shall make recommendations for changes in government policies, structures, services, and culture that negatively impact or do not fully benefit historically disenfranchised communities. The Task Force will continuously involve the communities on recommendations and progress.

III. Initial Members

There shall be four (4) Initial Members of the Task Force who are the following persons appointed by the Santa Clara City Council:

Darius Brown
Neil Datar
Andrew Knaack
Dianna Zamora-Marroquin

IV. Selection of Additional Members

There shall be three (3) Additional Members of the Task Force who shall be voting members selected based on the following criteria:

- A. Membership requirements- To be eligible for a voting member position a person must be at least 18 years of age and resident of Santa Clara, CA, and may not hold any paid office in, or be employed by, the City of Santa Clara.
- B. Meeting attendance requirements- Must be available to attend weeknight or weekday meetings.
- C. Candidates must apply for vacant membership seats and be recommended by a majority of the Initial Members to City Council for appointment to Task Force.
- D. Membership in the Task Force shall begin upon City Council appointment and shall continue until June 30, 2022.

V. Advisory Members

The Seven Voting Members of the Task Force may appoint two additional non-voting advisory members who are intended to represent ~~high school and college students~~ one young adult and one older adult.

VI. Meetings

- A. Meetings of the Task Force shall be held in accordance with the provisions of the Ralph M. Brown Act. Regular Meetings of the Task Force will be held at the dates and times set forth in a resolution adopted by a majority of the Task Force Members.
- B. Before the appointment of the Additional Members, a Quorum of the Initial Members shall be Three Members. Following appointment of the three Additional

- Members a Quorum required for action by the Task Force shall be Four Members.
- C. The Task Force may meet virtually pursuant to the provisions of the orders of the Governor modifying the Brown Act during the declared COVID-19 public health emergency.
 - D. Meetings of the Task Force shall be conducted under Robert's Rules of Order or any policies or procedures that may be enacted for the Task Force by the City Council.
 - E. At its Initial Meeting, the Initial Members of the Task Force appointed Darius Brown as the Chair and Neil Datar as the Vice Chair.

VII. Member Duties

- A. The Chair shall:
 - 1. Call regular and special meetings.
 - 2. Work with Task Force and City staff to create meeting agendas.
 - 3. Support city staff with distributing agenda and draft minutes of previous meeting electronically to all members no less than 7 calendar days prior to each scheduled meeting.
 - 4. Preside over meetings (Vice Chair presides if Chair is absent).
 - 5. Provide public reports when needed.
- B. The Secretary shall:
 - 1. Coordinate with City staff on retrieving and responding to emails from residents.
 - 2. Sharing any received communication with the Task Force.
 - 3. Monitoring communication with community organizations.
 - 4. Other duties as identified from community engagements.
- C. Members shall:
 - 1. Actively participate in all meetings and outside of meetings if on a sub-committee.
 - 2. Be available to interact with all local constituents and organizations.
 - 3. Be prepared to update Task Force on any outstanding items or interactions.
 - 4. Other duties as identified from community engagements.

VIII. Attendance

Meeting attendance is necessary for conducting Task Force business.

IX. Voting

- A. All members will have one vote with the exception of the ~~student~~ advisory positions.
- B. Formal motions must be made for all matters requiring a vote.

X. Amendments

The Process for amending these bylaws is below:

- A. No amendment to the bylaws may be introduced and voted upon in the same meeting.
- B. Following the initial adoption of the By Laws, four votes shall be required to amend the bylaws.

- C. City Council governance body may override Task Force bylaw changes in accordance with the City Council’s bylaws or policies and procedures.

XI. Effective Date

The bylaws shall become effective immediately.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF BYLAWS PASSED AND ADOPTED BY TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION OF THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE ~~22nd~~^{9th} DAY OF ~~AUGUST/OCTOBER~~, 202~~10~~¹⁹, BY THE FOLLOWING VOTE:

Formatted: Superscript

AYES:	MEMBERS:	Brown, Knaack, and Zamora-Marroquin
NOES:	MEMBERS:	None
ABSENT:	MEMBERS:	Datta
ABSTAINED:	MEMBERS:	None

ATTEST:

~~DOROTHY MA.~~
~~DIANA ZAMORA-MARROQUIN~~
SECRETARY ~~PRO TEM~~

TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

BYLAWS OF THE TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION OF THE CITY OF SANTA CLARA

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- B. Before the appointment of the Additional Members, a Quorum of the Initial Members shall be Three Members. Following appointment of the three Additional

- Members a Quorum required for action by the Task Force shall be Four Members.
- C. The Task Force may meet virtually pursuant to the provisions of the orders of the Governor modifying the Brown Act during the declared COVID-19 public health emergency.
 - D. Meetings of the Task Force shall be conducted under Robert's Rules of Order or any policies or procedures that may be enacted for the Task Force by the City Council.
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AYES:	MEMBERS:
NOES:	MEMBERS:
ABSENT:	MEMBERS:
ABSTAINED:	MEMBERS:

ATTEST:

DOROTHY MA
SECRETARY
TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION



Agenda Report

21-920

Agenda Date: 7/12/2021

REPORT TO TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

SUBJECT

Discussion on Cities Association Racial Justice Committee Recommendations

BACKGROUND

The Cities Association of Santa Clara County (CASCC) is working on recommendations to advance racial justice through their Racial Justice Committee, which is focused on the priorities of affordable housing, public safety reform, and hate crimes against the Asian American Pacific Islander (AAPI) community. The Racial Justice Committee recommendations will go to the CASCC Board of Directors for consideration at their August 12, 2021 meeting, and are included with this report as Attachment 1. A table and summary of key findings on public safety reform efforts based on the information collected from Santa Clara County law enforcement agencies are also included with this report as Attachments 2 and 3.

DISCUSSION

Staff is forwarding the Racial Justice Committee's recommendations to the Task Force on Diversity, Equity, and Inclusion (Task Force) for their review and input and will forward the feedback received to the CASCC. Likewise, the recommendations have also been shared with the City Council. Upon receipt of input, City staff will assemble a letter to submit to the CASCC aligned to the Task Force's goals and City's legislative/workplace positions.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(a) as it has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment.

FISCAL IMPACT

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RECOMMENDATION

Provide input on the Cities Association of Santa Clara County Racial Justice Committee's recommendations.

Reviewed by: Genevieve Yip, Staff Analyst I

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Racial Justice Committee Recommendations
2. Table of Key Findings on Public Safety Reform Efforts of Santa Clara County Law Enforcement Agencies
3. Summary of Key Findings on Public Safety Reform Efforts of Santa Clara County Law Enforcement Agencies



Racial Justice Committee Report & Update to Board of Directors

Members:

Vice Mayor Chappie Jones, City of San Jose, *Chair*
 Council Member Margaret Abe-Koga, City of Mountain View
 Mayor Rich Constantine, City of Morgan Hill
 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 (CASC) formed the Racial Justice Committee in response to the murder of George Floyd and the civil unrest that followed. The events of 2020 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 due to generations of marginalization and racist policies and those who work 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. In that spirit, 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. The following potential actions are recommended as an effort to:

- ⇒ 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 SB 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 recommendation 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.

For jurisdictions interested in participating in the Doorway Portal Collaborative, funding may be potentially available through the Bay Area Housing Finance Authority (BAHFA), which was established via AB 1487 (2019, Chiu) and aims to offer a powerful new set of financing and policy tools to promote housing affordability and address the region's housing crisis. The Doorway Portal Collaborative seems to align with BAHFA's goal "to develop a comprehensive regional strategy for helping local governments tackle the housing crisis on a larger scale by transcending city and county boundaries." More information on this potential funding mechanism will be provided as it becomes available.

- o City of San José 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 José is leading effort for the county and welcomes collaboration with other jurisdictions.
- o 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.
- o 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
- o The mission of the Regional Doorway Portal 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.
- o The Regional Doorway Portal 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 move in. 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, Support Countywide Assessment on Fair Housing, Adopt Citywide Fair Chance Housing Policy, Adopt Inclusionary Housing Policy

Description: Advancing Affirmative 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 potentially 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 linked here for reference: <https://www.hud.gov/sites/documents/935-2A.PDF>.

Support Countywide Assessment on Fair Housing: Supporting the countywide assessment led by the County 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: A fair chance ordinance is a law adopted by a local jurisdiction that creates rules that limit the use of criminal records by landlords when they are screening prospective tenants. The purpose of a fair chance housing ordinance is to reduce 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. In addition, low credit scores take 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 year 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 County 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. A summary of the efforts is provided as Attachment B.

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.

Four departments have applied for utilization of the technology, including Palo Alto, San Jose, Santa Clara County Sheriff, and Sunnyvale. San Jose and Sunnyvale are also 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 across our communities, most recently among Asian Americans. The Task Force was formed in December 2020 and is co-led by San José 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. Through this collaboration,

efforts will be brought forward to the CASCC Board for consideration 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 is a multisector effort to investigate, educate, prevent, and combat hate incidents and hate crimes inclusive of 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 will 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.

Public Safety Reform Efforts Across Jurisdictions							
Jurisdictions	Campbell Police Department	Gilroy PD	Los Altos Police Department	Los Gatos/Monte Sereno PD ¹⁰	Milpitas	Morgan Hill	Mountain View
Public Safety Reform Efforts	<ul style="list-style-type: none">Implemented:<ul style="list-style-type: none">• Ban chokeholds and other forms of neck restraint• Require de-escalation (taking no action or passively monitoring the situation may be the most reasonable response).• Require warning before shooting.• Exhaust all alternatives before shooting.• Duty to intervene: any officer observing another to be using unnecessary force must intervene.• Ban shooting at moving vehicles.• Require use of force continuum: Campbell Police officers adhere to US Supreme Court's <i>Graham v. Connor</i> reasonable standard to apply force.• Require comprehensive reporting.• Training: all officers attend a 40- hour crisis intervention training course based on de-escalation and dealing with mental health crises. Officers participate in principle policing, procedural justice, neutrality, and addressing implicit biases.• Body-worn and in-car cameras: all officers equipped with body-worn cameras and police vehicles equipped with similar recording systems. Officers are expected to record pedestrian contacts, interviews, and other events when a recording could have value as evidence, to limit liability, to resolve citizen complaints, or as training tool.	<ul style="list-style-type: none">• Department has suspended the use of the Carotid hold.• City has not addressed whether reforms will be implemented.• A group of local residents known as Gilroy Community Action on Policing is demonstrating for public safety reforms to bring more transparency and accountability.• Organizers listed 19 reforms they have proposed:<ol style="list-style-type: none">1. Ban the carotid hold and other neck restraints.2. outright ban on shooting at moving vehicles.3. Elaborate CPD's peaceful demonstration policy. Ban rubber bullets and chemical weapons.4. Create online submission option for complaints.5. Release data on use of force reports.6. Maintain and release officer disciplinary records.7. Publish identification of officers involved in complaints of racism, excessive use of force, and sexual assault.8. Establish Civilian Review Board.9. Require body cameras for all on duty officers.10. Establish duty to intervene in another's excessive use of force.11. Police training on de-escalation, racial bias, mental illness more frequently than every 5 years.12. Required de-escalation.13. Require warning before shooting/use of force.14. Reduce the use of armed officers in criminal investigations after the fact.15. Disallow the purchase of surplus military equipment.16. Protect investment in community-led health and safety strategies, instead of investing in police.17. Eliminate police presence on school campuses.	<ul style="list-style-type: none">• Officers are issued body-worn cameras.• "Recognize the use-of force policies and utilize them in policing".	<ul style="list-style-type: none">• Updated Department policies related to use of force incorporating the majority of the "80CANWAIT" recommendations.1. Incorporated the concept of "tactical conduct" as related to the use of force scenarios, in which the officers' actions leading up to a use of force are evaluated as a part of the use of force review.2. Policy changes require the creation of time, space and separation in potential use of force situations to facilitate de-escalation tactics.3. Banning the use of chokeholds in the use of force policy.4. Require the use of a verbal warning to increase the use of deadly force and less lethal force where feasible.5. Review and evaluate the tactical deployment of less lethal use of force options and the use of force review process.6. Prohibit the use of kinetic impact projectiles as measure of crowd control tactics.7. Limit the use of kinetic projectile as a use of force option only to affect an arrest for criminal behavior or to stop an imminent threat to public safety.• Reinforced training on the duty to intervene in other officers' use of excessive force.1. Conducted additional training through Defensive Tactics Cadre and Advanced Officer Training (AOT) on the duty to intercede.• Implemented Integrating Communications, Assessment and Tactics (ICAT) training to increase de-escalation skills of officers.1. Department personnel sent to ICAT instructor certification training to incorporate ICAT training with Defensive Tactics perishable skills training for officers.• Requirement of all officers and dispatchers to attend Crisis Intervention Team (CTI) training within one-year of appointment.	<ul style="list-style-type: none">• Believe their practices are already aligned with 80cantwait, but understand that some policy adjustments may be needed to support the practices already in place.• Implemented Principal Police training in 2018, Procedural Justice training, and Implicit Bias training. • Banned the use of the carotid• Requires all officers/dispatchers to attend and complete 40 hours of CIT training• Implemented Integrating Communications, Assessment and Tactics (ICAT) training to increase the de-escalation skills of our officers	<ul style="list-style-type: none">• Procedural Justice in Policing.• Sustaining Positive Non-Enforcement Activities.• Utilizes majority of 80CANWAIT policies.• Require Use-Of-Force Continuum (requires officers to use the minimum amount of force that reasonably appears necessary given known facts and the totality of the circumstances)• Ban Chokeholds and Strangleholds.• Require De-Escalation.• Require Warning Before Shooting.• Exhaust All Other Means Before Shooting.• Duty to Intervene and Stop Excessive Force by Other Officers.• Ban Shooting at Moving Vehicles.• Require Comprehensive Reporting Each Time an Officer Uses Force.• Participates in City-facilitated Community Town Hall Meetings addressing community concerns.• Piloting Mobile Crisis Response Team program (Corporal and Behavioral Health Services Clinician reach out and connect with residents suffering from mental health issues to service before they suffer a crisis).	<ul style="list-style-type: none">• Utilizes majority of strategies of 80cant wait.• Had previously banned chokeholds & strangleholds and discontinued carotid restraint holds in December 2020.• Philosophy of de-escalation is interwoven within majority of department operations, procedures, and training.• City Council meeting on June 23, 2020, proclaimed that Black Lives Matter will be adopted.• Banning the use of the carotid hold and signing onto President Obama's "Mayor's Pledge" to review and reform use of force policies, engage in dialogue with the community, and report the findings back to the community.• A Human Relations Commission is reasonable on unconscious bias and other efforts to converse the community.
Accountability	<ul style="list-style-type: none">• "Have committed to increased accountability".• Continues to evaluate their training program and policies.	<ul style="list-style-type: none">• Gilroy PD have begun to review every use of force incident to determine if the force was applied within department guidelines and the law.	<ul style="list-style-type: none">• Ensure ongoing relevant training:<ul style="list-style-type: none">• All officers are crisis intervention training certified.• All officers are trained in "Bias-based policing".• The department has certified instructors in Bias-based policing, fair and impartial policing, and de-escalation strategies.• Officers are exposed to a variety of training structured to increase multi-cultural understanding. Officers most recently participated in department-wide training: Preventing and Responding to Anti-Muslim Bigotry.• All applicable policies were changed to align with AB 392 law and all officers have received necessary training.• Citizens' Police Task Force provided recommendations to council to initiate following changes:<ul style="list-style-type: none">• School resource officer program removed from Los Altos High School.• Intake of personnel complaints against officers were enhanced: online options are prominently displayed, complaint process is explained, brochures and complaint forms are available, and complaints can be submitted via various platforms.• Complaints can be submitted to an independent intake official: connects with city of Los Altos.	<ul style="list-style-type: none">• Provide continued and ongoing training on crisis intervention, bias-based policing, fair and impartial policing, de-escalation strategies, mental health/special needs, and multi-cultural and diversity training.• Implementation of upgraded vehicle mounted dash cameras for all patrol vehicles.• Upgraded Temporary Holding Facility and interview room cameras and audio.• Implemented a Computer Aided Dispatch (CAD) and Records Management System (RMS) that allows for enhanced data collection, data reporting, statistical analysis and improves overall data transparency.• In 2020, initiated the collection of several data points for the California's Racial and Identity Profiling Act (RIPA) for all proactive subject contacts and detentions prior to the legally mandated implementation date (2023).• All applicable policies were changed to align with AB 392 law and all officers have received necessary training updates.• Established statistical data collection methods to maintain statistical data on hate crimes, hate incidents, and incidents influenced by a mental health factor.• Collaboration with the Town of Los Gatos and the Independent Police Auditor to create a streamlined process through the Town Clerk's Office, make citizen complaint forms readily available, and	<ul style="list-style-type: none">• Post information to the website and various social media platforms and have discussions with community groups and members.• Work with public and private schools to develop relationships with youngest community members.• Citizen and teen police academies allow members of the community to learn about the complexity officers face each day and provides a glimpse into the training officers receive.• Various other events facilitate conversation with the community.• Milpitas High School led a BLM march with police offering traffic control and security.• Released a video message to the community as a demonstration of solidarity against the actions involved in George Floyd's death.• Continuous evaluation of ways to connect with all community groups in the City.• Partners with other City departments to expand our ties to the community	<ul style="list-style-type: none">• A community survey was conducted in 2012 regarding rating the police department's service.• In 2021, the department will establish a baseline to best measure performance in fostering feelings of trust in the department and safety in the community.• Actively utilize community engagement events (Citizens' Police Academy, National Night Out, Coffee with a Cop, Special Olympics, Faith & Blue, Shop with a Cop, department tours for youth organizations and groups).• Provide community outreach program (Volunteers in Policing, Police Explorers, Community Emergency Response Team Basic Training)• Maintains an active social media presence to provide information to community.• Participates in City-facilitated Community Town Hall Meetings providing police department updates.• Helped facilitate safety measures for demonstrations held in the city and ensure the safety of all without arrests being made.	<ul style="list-style-type: none">• In the wake of the Black Lives Matter movement, the city of Mountain View and the Mountain View Police Department have partnered with Stanford University to hire a research fellow tasked with analyzing local law enforcement data and providing context so officials may better communicate and develop healthy relationships with the community.• Duty to intervene and stop excessive force by other officers.• City Council council created a Public Safety Advisory Board, appointing 7 members from the Mountain View community from a variety of diverse backgrounds. This board, established in 2020, will make recommendations to the City Council, City Manager, and Police Chief on public safety matters.
Community Engagement	<ul style="list-style-type: none">• Implement various events to engage with the community: Summer concerts, Boogie on the Ave, National Night Out, Toy Program, Shop with a Cop, Coffee with a Cop, station visits, Bike Giveaway, and more.• Remain in contact through various social media platforms.	<ul style="list-style-type: none">• Community active after death of George Floyd.• No active talks from the government about change or reform.• All of the engagement is also being conducted in Spanish (Town hall meetings, and community assemblies).	<ul style="list-style-type: none">• Social media platforms (Twitter, Nextdoor, Facebook).• Crime prevention newsletter: monthly newsletter summarizing property crimes, provides information about crime trends and offers crime prevention tips.• City Manager's Weekly update.• Pamphlet Carving Ice Cream Cone with a Cop, National Night Out.• Chat with the chief.• Los Altos PREPARES: raises awareness of emergency preparedness.• Citizens' Police Task Force: met with police department and staff to understand policies, practices, and the complaint intake process. The task force provided recommendations to Council: Council directed PD to initiate changes.• School resource officer program removed from Los Altos High School.• Intake of personnel complaints against officers were enhanced: online options are prominently displayed, complaint process is explained, brochures and complaint forms are available, and complaints can be submitted via various platforms.• Complaints can be submitted to an independent intake official: connects with city of Los Altos	<ul style="list-style-type: none">• Recently launched the Special Needs Awareness Program (SNAP), which provides first responders with important information (for response and communication actions) related to individuals that may have a memory disorder, hearing impairment, autism or other behavioral disability.• In 2020, Department implemented Spide Tech as a pilot program which solicits community feedback (survey via text message) for the utilization of police services for specific call types and services.• Town of Los Gatos continues to host a series of community workshops to address racial and social injustices and police reform.• June 2020: Mayor Jensen signed the Obama Foundations pledge committing to the following actions:<ol style="list-style-type: none">1. Engage community by including a diverse range of input2. Report the findings of the review to seek community input3. Reform the community police departments use of force policies.• The Police Department developed a curriculum and will be hosting their inaugural Citizens' Police Academy in 2021.• Continue to engage in community events such as National Night Out, Coffee with a Cop, Special Olympics, Shop with a Cop, St. Baldrick's Foundation, and provide guest speaker appearances for other local non-profit organizations (social clubs, faith-based organizations, senior community events)• Continue community outreach participation and safety planning collaboration with faith-based organizations in town, businesses and schools.• Conduct residential, business, and public safety threat assessments.• Provide structured direction and oversight of community volunteer	<ul style="list-style-type: none">• Post information to the website and various social media platforms and have discussions with community groups and members.• Work with public and private schools to develop relationships with youngest community members.• Citizen and teen police academies allow members of the community to learn about the complexity officers face each day and provides a glimpse into the training officers receive.• Various other events facilitate conversation with the community.• Milpitas High School led a BLM march with police offering traffic control and security.• Released a video message to the community as a demonstration of solidarity against the actions involved in George Floyd's death.• Continuous evaluation of ways to connect with all community groups in the City.• Partners with other City departments to expand our ties to the community	<ul style="list-style-type: none">• A community survey was conducted in 2012 regarding rating the police department's service.• In 2021, the department will establish a baseline to best measure performance in fostering feelings of trust in the department and safety in the community.• Actively utilize community engagement events (Citizens' Police Academy, National Night Out, Coffee with a Cop, Special Olympics, Faith & Blue, Shop with a Cop, department tours for youth organizations and groups).• Provide community outreach program (Volunteers in Policing, Police Explorers, Community Emergency Response Team Basic Training)• Maintains an active social media presence to provide information to community.• Participates in City-facilitated Community Town Hall Meetings providing police department updates.• Helped facilitate safety measures for demonstrations held in the city and ensure the safety of all without arrests being made.	<ul style="list-style-type: none">• Re-examined ways in which to connect with their community.• Launched MVPD's: partnering for the Future of Policing. It is an 8 week immersive experience that brought in local activists, concerned residents, and community stakeholders to dialogue and learn more about department procedures and practices.• Reviewed alternative service delivery models, working in collaboration with other regional agencies and community partners to address and achieve better outcomes for community needs such as homelessness, mental health, and substance abuse.• The creation of a City Council subcommittee on Race, Equity, and Inclusion will work to provide opportunities for meaningful dialogue with the community towards a vision of justice and equity in Mountain View.
Transparency	<ul style="list-style-type: none">• "Have committed to increased transparency".• All use of force incidents go through a rigorous, multi-level review process. The final state of the review entails the division commander reviewing reports and videos and entering the details into a use of force database to ensure that all force complies with established procedures. These recordings are made available to the defendant and their attorney through the standard discovery process.	<ul style="list-style-type: none">• Gilroy PD have begun to review every use of force incident which has helped to identify training deficiencies.	<ul style="list-style-type: none">• Prepared a statistical report outlining several key areas of interaction with the community.• Stop and arrest data report: comprehensive data collected on every vehicle and pedestrian stops released to the public on a regular basis and available in an annual report.• Made website updates to include a fillable complaint form, training and policies, stance on 80cantwait, and a maintaining transparency page.	<ul style="list-style-type: none">• Developed a "Transparency and Accountability" section on the Department's website which will include current and historical statistical data related to use of force, preliminary RIPA stop data, Hate crimes, Hate incidents, mental health, and bi-annual crime analysis and statistics.• Engage with the public and provide information over social media platforms.• Continue monthly neighborhood watch meetings providing quarterly crime statistics, crime trends, and crime prevention methods.• Published department demographics on department transparency webpage.• Department website updated to include department training and most recent department policy revisions.• Recently launched crime incident data and mapping available to the public at lpgd.crimographics.com• Established a professional standards unit to collaborate and support the independent peer review audit.• Commendation and complaint forms available in lobby and on website.• Policy manual available on website.	<ul style="list-style-type: none">• Solicit feedback from the community to create dialogue to give the community a voice.• Invite the community to provide feedback on policy changes and updates.• Meetings are open to the public and allow stakeholders to provide feedback.• Relevant information on a critical incident is released in a timely manner to the public without interference in an active investigation.	<ul style="list-style-type: none">• Collect data on all use of force incidents, shared annually with the community through the department's website.• All officers are required to render medical aid training during use of force incidents.• Policy Education Training Review Board to review all critical incidents.• Department website updated to include training documents and plans, Department's Policy Manual, 21st Century Policing information and plan and mental health resources available.• Regular communication with Mayor/City Council and City Manager to provide timely and accurate information to elected officials.• 2019 Calls for Service and Use of Force data posted on Department's website.• Department's demographics as well as City's demographics available on Department's website.• Department Employee Complaint and Police Services Complaint forms available on department's website and in police department's lobby.• Relevant information on visible and/or critical incidents released to the public as soon as it is safe to do so without interfering with	<ul style="list-style-type: none">• Require comprehensive reporting each time an officer uses force or threatens to do so.
key:	*Data submissions made						

Palo Alto	San Jose Police Department	San Jose State University Police Department	Santa Clara County Sheriff's Office	Santa Clara Police Department	Sunnyvale Department of Public Safety	California Highway Patrol**
<ul style="list-style-type: none">Any officer present and observing another officer using force that is clearly beyond that which is objectively reasonable under the circumstances shall intercede to prevent the use of unreasonable force. An officer who observes another employee use force that clearly exceeds the degree of force permitted by law shall promptly report these observations to a supervisor.Prohibit the hiring or lateral transfer of enforcement and correctional officers with a history of excessive force or misconduct complaints.Restructure school response officers, traffic control, and emergency response; particularly, alternatives for mental health or behavioral crisis. Ensure response teams are trained and suited to handle the situation.Department proposes revising deadly force application policy to require officers to evaluate each situation in each case and to use other available resources when reasonably safe.Department does not recommend a revision to the current policy on shooting at moving vehicles. Department policy allows for shooting at moving vehicles as a last resort only under two circumstances in which the vehicle and/or occupant(s) could pose a deadly threat to officers or others.PAPD's force policies limit the types of force and/or weapons that can be used to respond to specific types of resistance and only allows for officers to use force reasonably necessary.	<ul style="list-style-type: none">Working on different ways to approach police reform.Then the use of the carotid restraint for any purpose other than the officers' self-defense or defense of another person in life threatening circumstances.Actively investigating cases with police officers that used misconduct.Measures to make police more accountable.Office of Racial Equity will be helping with reform process.Then the use of rubber bullets as a form of crowd control.San Jose Police Department seeks to enhance the public trust by making comprehensive Use-of-Force data available to the public as a written report and as an interactive dashboard.Council approved a unanimous vote to search for a consultant to assess how the City could move internal police-misconduct investigations out of SJPD, and to purchase a new property to house the next training center.Audit of Police Staffing, Expenditures, and Workload: SJPD employs fewer officers today than 20 years ago. This, coupled with budget constraints, growth in retirement, and overtime costs, has left the department to struggle to meet response times for priority 1 and 2 calls. To better respond to calls, the department should consider adding more sworn officers, reevaluating shift and geographical boundaries, as well as utilizing civilian staff for a better run police department. SJPD agreed with the recommendations and is implementing the changes to their department.Adoption of #KearnsWalt policies.Expand authority to IPA on use-of-force allegations.	<ul style="list-style-type: none">Member of the SJSU President's Task Force on Police Reform.	<ul style="list-style-type: none">Provided staff with AB 392 training at training days and distributed the POST AB 392 training for use in briefings and roll-calls (Winter 2020)Removed the carotid restraint from our Use of Force continuum and no longer train it.Prohibit the hiring or lateral transfers of enforcement and correctional officers/deputies with multiple use of force or misconduct complaints.Where feasible, a peace officer shall, prior to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts.Deputies have a duty to intercede and report excessive force.Comprehensive use of force reporting is required by policy, including all involved deputies and witnesses.Continued emphasis on de-escalation training, and verbal communications for deputies (2020)Established a Psychiatric Emergency Response Team (PERT). This specialized team is comprised of deputies and licensed Mental Health Clinicians.Revised and curtailed its policy regarding shooting at vehicles.Currently working with the county to conduct an enforcement and custody staffing report.Body-worn and in-car cameras: all deputies equipped with body-worn cameras and police vehicles equipped with similar recording systems. Deputies are required by policy to record pedestrian contacts, interviews, and other events that will provide value as evidence.Actively investigating cases where there is an allegation of misconduct by deputies.Santa Clara County is working closely with Office of the Correction and Law Enforcement Monitoring (OCLEM).All deputies are required to complete the Crisis Intervention Training.Deputies attend an Implicit Bias Course.Implementing California's Racial and Identity Profiling Act of 2015 to collect, maintain, and analyze demographic data on all detentions and searches.	<ul style="list-style-type: none">In 2018, established a Chief's Advisory Committee to advise the Department on issues, matters and public policies6/4/20, distributed a community letter regarding racial injustice6/5/20, released a video from the Mayor and Chief of Police answering the call for Commitment to Action6/9/20, officers directed to make every reasonable effort to discontinue the use of the Carotid restraint, unless an officer can objectively justify its use under deadly force applications6/11/20, Chief of Police hosted a virtual townhall meetingJune, 2020, added the Commit to Action webpage on the SCDP website to include: SCDP now, community letter regarding racial injustice, pledge from Mayor and Chief of Police, hiring process, training summary, policies, crime statistics, use of force data, commendation and complaint process, etc.6/16/20, Chief of Police provided feedback to the County of Santa Clara Human Rights Commission roundtable on unconscious bias and other efforts to convene the community6/22/20, facilitated a special meeting among the Chief's Advisory Committee on Commitment to Action and community engagement6/23/20, multiple actions at the City Council meeting: SCDP summary of community engagement efforts, adopted Resolution 20-8858 confirming the City's support of the Commit to Action Initiative and Resolution 20-8859 condemning racial inequity in all forms and violence against the Black community. At this meeting, committed to the review and reform use of force policies, engage in dialogue with the community, and report the findings back to the community7/14/20, City Council took action to establish an Ad Hoc	<ul style="list-style-type: none">DPS policies and procedures are consistent with President Obama's Task Force on 21st Century Policing guidelines.Effective June 11, 2020, DPS prohibits the use of the Carotid Control Hold by any member of the department.In 2017, DPS worked with an outside consultant to increase transparency and help modernize our internal investigations into misconduct by sworn officers.In 2019, DPS formed a working group to review our use of force policy. Led by a Deputy Chief, the working group evaluates our use of force policy, use of force training program, and use of force practices by our officers.All officers are trained in de-escalation techniques, including a 40-hour Crisis Intervention Training course.Nearly 40% of officers have enhanced Crisis Intervention Training (CIT). Our goal is to have all officers complete this training.For over 10 years, DPS has assigned CIT officers to individuals in crisis after multiple calls for service – to provide individuals with wrap-around referral services.Since 2016, all officers have been equipped with body-worn cameras and are required to record interactions with the public.It is expected that every member of the department utilizes de-escalation techniques whenever possible, and only use force as necessary. All use of force incidents by our officers are documented and reviewed by a Deputy Chief.All officers complete "Bias Based Policing" training to understand personal biases and that it is an officer's duty to remain fair and impartial.Duty to Intervene: An officer must intercede when another officer uses force that is clearly beyond that which is necessary and must promptly report these observations to a supervisor.Body-Worn Cameras: Since 2016, all officers have been equipped with cameras and are required to record interactions with the public.Comprehensive review and reporting: Any use of force incident is documented promptly, completely, and accurately. A Public Safety Captain and a Deputy Chief review all use of force incidents.Modernized Internal Affairs Process: In 2017, DPS worked with an outside consultant to increase transparency and help modernize our internal investigations into misconduct by sworn officers.KO Policy Revised.	<ul style="list-style-type: none">Proposal to create a process to strip badges from officers who commit certain crimes or misconduct.Headed Senate Bill 2: State commission on Peace Officer Standards and Training would have the authority to investigate officers and suspend or revoke their police certification. It would also end qualified immunity for police officers.The bill would create a nine-member advisory board to make recommendations to the existing POST commission.Outlaw use of chokeholds, allow the DOJ to investigate police shootings, and give counties added oversight of sheriff's department.
<ul style="list-style-type: none">Created a "Summary of Race and Equity Efforts" to show the community their efforts in embracing change.June 1st, released a Message of Inclusion and Hope co-authored by Chief Jensen, City Manager Ed Shikada and the pastors of two local churches.Launched "Race and Equity" page on the City website.Launched "Accountability" page on the Police Department website.Launched a series of educational community briefings on Zoom to provide information on police procedures.Chief Jensen participated in an online roundtable to discuss race relations, social injustice and inequality on local cable television.Ongoing collaboration with Stanford SPARQ focused on strengthening relations between the police department and the community.	<ul style="list-style-type: none">Create a broad, ranging discussion with the community about how we can reimagine policing in San Jose.Actively engage with the community outreach to gather input and questions to be asked during the public Police Chief Forum Interviews.The department participates in community walks. The most recent walks occurred at Lion's Plaza, Grand Century Mall and Japantown on March 31, 2021 and April 3, 2021 respectively.Regular participation in Coffee with a Cop, Shop with a Cop, and school sports games practices.Maintain a very active social media presence to push information out to constituents, participate in neighborhood clean-ups, and host ice cream socials at elementary schools.	<ul style="list-style-type: none">Engaging with the families of SJSU incoming students through the Family Advisory Board, meeting with the leaders of all Recognized Student Organizations, as well as with Fraternity and Sorority Organizations.Facebook, Twitter, and Instagram are utilized to public engagement.Alert SJSU Emergency and Timely Warning notification system for campus incidents.Police officers have been assigned to each building on campus with the responsibility of maintaining open lines of communication with building occupants and addressing crime and community concerns within the assigned building.UPD participation in Shop with a Cop and Special Olympics Run.	<ul style="list-style-type: none">SCPD has an extensive community engagement program (e.g. Citizen's Police Academy, Chat with the Chief, Coffee with a Cop, DARE, National Night Out, Talk and Treat, etc.), community partnerships (e.g. SCUSD school liaison committee, Special Olympics, Santa's K-9s, community non-profit organizations, places of worship, SCU campus security, etc.), participates in city-wide special events (e.g. Egg Hunt, Arbor Day, 4th of July All-City Picnic, Silicon Valley BBQ championships, Art and Wine, Halloween party, Tree Lighting, etc.) and a solid communication platform with residents, businesses and visitors (e.g. website, Inside Santa Clara, Facebook, GoDelivery, Nextdoor, Nixie, Twitter, etc.)In 2018, established a Chief's Advisory Committee to advise the Department on issues, matters and public policiesIn 2020, the City Council approved a Memorandum of Understanding (MOU) with Santa Clara University under President Faber Kevin O'Brien with the Markkula Center for Applied Ethics (MCAE). MCAE will work as an advisor to the Task Force on Diversity, Equity, and Inclusion and help establish the Mission Statement and Values Statement. MCAE will recommend ways to increase community engagement with Santa Clara and other stakeholdersIn 2020, the City Council took action to establish an Ad Hoc Committee, founding members of the Diversity, Equity and Inclusion Task Force approved by Council on 9/29/20; balance of Committee approved by Council 11/21/21. Task Force will review police use of force policies, help with engaging Santa Clara's diverse community on equity issues, and make recommendations	<ul style="list-style-type: none">Sunnyvale Youth community listening sessions: General Listening Session, Dialogue with Youth: Public Safety and Schools, LGBTQ+ Community Dialogue, Spanish-Language Community Dialogue, Public Safety Roundtable Discussion, AAPI Solidarity Event.Engagement programs: Sunnyvale DPS Citizens Academy, Sunnyvale Youth Leadership Academy, CERT Program (Community Emergency Response Program), BERT Program (Business Emergency Response Program), LISTO Program (CERT program for Spanish speakers), and the Sunnyvale DPS Explorer ProgramWide variety of safety, education, and community outreach programs and activities: National Night Out, Car Seat Inspections, Fire Station Tours, Neighborhood Watch Meetings, Neighborhood Association Meetings, Safe Routes to School, Bicycle Safety Rodeo, Digital Safety presentations, Active Shooter Training, Coffee with a Cop, Walk with the ChiefPartnering with community organizations and local businesses like Sunnyvale Community ServicesHosting events such as Rides for Toys, Annual Firefighters Pancake Breakfast, Special Olympics Torch Run and Fill the Boot fundraiser for Muscular Dystrophy.Challenge Team Sunnyvale brings community members, school administrators, non-profits, and Public Safety staff together to focus on issues affecting youth.Police Activities League (PAL) engages Sunnyvale youth through programs like Bigs in Blue, San Francisco Junior Giants, and the PAL Boxing programActive social media accounts and online presence (Twitter,		
<ul style="list-style-type: none">Reduced the amount of material redacted from policy manual that is published online for public review.Participated in numerous City Council meetings to provide accurate information to elected leaders and community.	<ul style="list-style-type: none">Moving investigations of police misconduct out of the San Jose Police Department and into the Office of the Independent Police Auditor.Removing bureaucratic roadblocks to the decisions to fire bad cops.Inject transparency and accountability into arbitration over termination and disciplinary decisions.San Jose Police Department has released Body Worn Camera Footage of the protests in downtown: https://www.sjpd.org/records/protest-videos-may-2020.	<ul style="list-style-type: none">Policy and Procedure Manual available on website. UPD training	<ul style="list-style-type: none">Published our public position on use of force and the "8 Can't Wait" campaign (Summer 2020).Participated in a number of Board of Supervisor and community discussions related to use of force and police reform (2020-2021)Posted a public list of lethal and less lethal weapons currently owned or deployed.Currently working on gathering data regarding types of calls and enforcement activity that our enforcement personnel respond to and perform, to share with stakeholders and the community.Internal Affairs has been moved out of the Headquarter Building to a different location so community members have the ability to file allegations in a neutral environment.Sheriff's Office Policies and Procedures are available online at our website.	<ul style="list-style-type: none">Arrest log updated on website dailyPolice Blotter distributed weekly on website and social mediaCrime statistics released monthly on website and social mediaUse of force summary shared annually on website (throughout the year, each incident proceeds through a multi-level review process to ensure that all force complies with established procedures)Complaint and complaint forms available in lobby and on websiteCustomer satisfaction survey available on websitePolicy manual available on websiteTraining topics and materials available on websitePolice officers equipped with body worn camerasRegular communication with Mayor/Council, City Manager Offices to provide timely and accurate information to elected officialsRelevant information on visible and/or critical incidents released to the public as soon as it is safe to do so without interfering with the active situation	<ul style="list-style-type: none">Modernized Internal Affairs Process.Body-Worn Cameras.Newly created Public Safety Accountability page on city website.Public Safety policy manualInternal Affairs manualUse of force data and information on officer-involved shootings from the past ten yearsDiscipline and appeal processOfficer investigations processSummary data on citizen complaints and misconduct investigations from the past six yearsDepartment demographicsCourse descriptions of required officer trainingInformation on how to request public records	

Summary of Key Findings Re: Public Safety Reform Efforts of Santa Clara County Law Enforcement Agencies

Overview

Following the murder of George Floyd on May 25, 2020, nationwide protests erupted that called for police reform in the United States. In the past 12 months this 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 County 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. Two of the most common reforms include the ban of chokeholds and improvements to police procedures. 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 as an effort to regain trust with the public. Participating agencies include the public safety departments of California Highway Patrol, Campbell, Gilroy, Los Altos, Los Gatos-Monte Sereno, Morgan Hill, Milpitas, Mountain View, Palo Alto, San Jose, San Jose State University, Santa Clara, Santa Clara County Sheriff, and Sunnyvale.

The following is a summary of key findings based on the information collected from the various public safety departments (see [Attachment A](#)) in Santa Clara County.

Highlights & Key Findings:

1. **Accountability** - Police accountability involves holding both individual police officers, as well as law enforcement agencies, responsible for effectively delivering basic services of crime control, while treating constituents fairly and within the bounds of law. Following the death of George Floyd, law enforcement agencies in Santa Clara County have been working to improve their accountability by evaluating training programs and policies within their departments. The departments that have clearly displayed their efforts include Campbell, Los Altos, Milpitas, Mountain View, Palo Alto, San Jose, Santa Clara, Sunnyvale, California Highway Patrol, Los Gatos-Monte Sereno, Gilroy, and Morgan Hill.
 - a. **Use of Force** – All law enforcement agencies have policies that guide their use of force. These policies describe options available an officer may take to control a situation and/or affect an arrest. An officer generally has many force options available and officers are trained to respond with a level of force appropriate to the situation at hand, acknowledging that the officer may move from one option to another in a matter of seconds. The force options include: 1) Officer Presence; 2) Verbalization (Verbal Commands); 3) Empty Hand Control; 4) Less-Lethal Methods; and 5) Lethal Force.

Police brutality is the excessive and unwarranted use of force used by law enforcement. This extreme form of police misconduct and violence is a civil rights violation. Following the death of George Floyd at the hands of Minneapolis police officer, Derek Chauvin, around half of the nation's largest police departments banned or greatly restricted the use of neck restraints. We can proudly say that many of our Santa Clara County law enforcement agencies have followed suit including the Departments of: Campbell, Gilroy, Los Gatos-Monte Sereno, Milpitas, Morgan Hill, Mountain View, San Jose, Santa Clara County Sheriff, Palo Alto, San Jose State University, Santa Clara, Sunnyvale, and the California Highway Patrol. Indeed, effective January 1, 2021, chokeholds and carotid control holds are banned in the State of California.

- b. **De-escalation** - De-escalation training is designed to teach officers to rely on communication skills to resolve conflict. Effective communication can reduce the intensity of a particular situation. An example of de-escalation can include slowing down an encounter from immediate intervention or defusing a tense situation before it escalates by being compassionate and firm when communicating with a citizen. These tools are used daily by officers in a variety of situations, from issuing traffic citations to responding to civil unrest. Agencies that have clearly taken steps for de-escalation training include Campbell, Gilroy, Los Altos, Milpitas, Morgan Hill, Mountain View, San Jose, San Jose State University, Santa Clara, Sunnyvale, and the California Highway Patrol.
 - c. **Bias-free policing** –Bias-free policing includes training for fair and impartial policing with de-escalation strategies including multi-cultural understanding and more. Agencies that have clearly taken steps to cultivate bias-free policing include Campbell, Gilroy, Los Altos , Milpitas, Morgan Hill, Mountain View, Palo Alto, San Jose, San Jose State University, Santa Clara, and Sunnyvale.
- 2. Community Engagement** - Community engagement is another reform effort embraced by a majority of our law enforcement agencies. In an effort to show the public that law enforcement is listening and to strengthen the public's trust, agencies took to increasing their community events including but not limited to concerts, National Night Out, Shop with a Cop, Coffee with a Cop, public socially distanced walks, ice cream socials, and community safety meetings. Social media for better information distribution, Crime Prevention Newsletters, community workshops, and community surveys were other common forms of engagement utilized by our departments. In Santa Clara County these efforts were clearly displayed by Campbell, Gilroy, Los Gatos-Monte Sereno, Milpitas, Morgan Hill, Mountain View, San Jose, Santa Clara County Sheriff, Palo Alto, San Jose State University, Santa Clara, Sunnyvale, and the California Highway Patrol.
- 3. Transparency** - In addition, use of an oversight body or government agency separate and independent of the jurisdiction's police department is being considered by several

departments in Santa Clara County. The cities of Palo Alto and San Jose established Independent Police Auditor (IPA) agencies long before the civil unrest incidents of 2020. In April 2021, the City of Mountain View created the Public Safety Advisory Board with 7 council appointees. Other jurisdictions considering an oversight body include Los Altos, Los Gatos-Monte Sereno, Gilroy, and Morgan Hill. The role of an IPA includes striving to increase confidence in the police department by listening to the community, suggesting good policy changes, and making sure that the Department addresses officer misconduct.

Conclusion & Next Steps

Santa Clara County law enforcement agencies have taken tremendous initiative to reform public safety for the safety of officers and the public. As noted in [Attachment A](#), though our County has made much progress in the past 12 months, 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 nationwide: Use of Force.

Thus, as a collaborative effort with the Santa Clara County Police Chiefs Association, the Cities Association Racial Justice Committee strongly supports advancing training for our police officers through the utilization of Virtual Reality (VRDT) technology for Crisis Intervention/De-escalation training and encourages all public safety departments within the County to complete it. This technology is being used by the Sacramento Police Department 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 (pepper spray), and flashlight. Additional benefits including 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 various 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 October 2021. Four departments have applied for utilization of the technology and include Palo Alto, San Jose, Santa Clara County Sheriff, and Sunnyvale. Both San Jose and Sunnyvale are willing to host 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.

The Committee recommends the following actions for consideration by the Cities Association Board of Directors:

1. Support advancing training for our police officers through the utilization of VRDT technology for Crisis Intervention/De-escalation training;
2. Encourage all public safety departments within the County to complete the training.
3. Submit letter to member cities encouraging either to participate in VR training, or to obtain the VRDT Simulator if feasible.
4. Submit letter to POST advocating for the law enforcement agencies in Santa Clara County that have applied to receive the simulator and any future Santa Clara County law enforcement agencies that may apply in the future.



Agenda Report

21-939

Agenda Date: 7/12/2021

REPORT TO TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

SUBJECT

Review Community Listening Session Survey Responses

BACKGROUND

Charged with identifying key issues facing the City of Santa Clara (City) involving historically disenfranchised communities and making recommendations to policies that help the City achieve racial equity, the Task Force on Diversity, Equity and Inclusion (Task Force) is holding a series of community listening sessions. Through the community listening sessions, the Task Force will seek the community's input on what the City can do to build a more inclusive community and invite members of the public to share their experiences and ideas. In an effort to engage the community in multiple ways, the public can attend the community listening sessions virtually on Zoom, send an email to the Task Force, or take the Task Force's brief Community Listening Session survey at SantaClaraCA.gov/EquityTaskForce.

DISCUSSION

The Task Force will review the Community Listening Session survey responses received. The survey responses received through July 9, 2021, at 12:00 p.m. are included with this report as Attachment 1.

Any additional Community Listening Session Survey responses received from July 9, 2021, at 12:00 p.m. through July 12, 2021, at 3:00 p.m. will be provided as post-meeting material.

ENVIRONMENTAL REVIEW

This is an information report only and no action is being taken by the City Council and no environmental review under the California Environmental Quality Act ("CEQA") is required.

FISCAL IMPACT

There is no fiscal impact to the City other than administrative staff time.

PUBLIC CONTACT

Public contact was made by posting the Task Force on Diversity, Equity, and Inclusion meeting agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov <<mailto:clerk@santaclaraca.gov>> or at the public information desk at any City of Santa Clara public library.

Reviewed by: Genevieve Yip, Staff Analyst I

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Community Listening Session Survey Responses Received

Respondent



17

Anonymous



13:37



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Continue to support efforts of the Cultural Commission. Ensure diversity of all kinds in community task forces and commissions. Encourage neighborhood public activities.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

I think they already do this, but think ahead 5 - 10 years to where we want Santa Clara to be, and then implement plans and strategies now that will get us there.

4. What is your perspective on racial inequities?

They exist - and that's very sad. How do you become a vibrant community when not everyone is able to fully participate.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?



6. What is your perspective on police engagement?

If this is just about the City of Santa Clara, I think our police engagement in the community is good.

7. What is your perspective on police reform?

I'm not sure.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

I think all city staff should have to take an unconscious bias training. I think we should require that anyone the City contracts with also have a policy in place for training their employees on unconscious bias.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Not sure.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (<mailto:EquityTaskForce@SantaClaraCA.gov>) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.

Respondent



18

Anonymous



05:45



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Stop playing identity politics and get on with the job of running the city. The more attention given to the mavens of identity politics, the more divided the community becomes and the more power we give to the tyranny of the minority.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Decisions must be made for the authentic good of the ENTIRE community, not just the pressure groups. To often, small but LOUD voices are the only ones heard.

4. What is your perspective on racial inequities?

Certain communiti4es are allowed to commit crimes way out of proportion to their percentage of the population. Decisions need to be made based on DATA not emotion.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

6. What is your perspective on police engagement?

SCPD is the BEST in the Valley.

7. What is your perspective on police reform?

Stupid ides being pushed by pressure groups for their own political gains.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

True Equality, no more identity politics.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

None. All such programs inherently violate the 14th Amendment.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

[REDACTED]

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (<mailto:EquityTaskForce@SantaClaraCA.gov>) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.

Respondent



19

Anonymous



05:11

Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. What can the City do for you and the residents to build a more inclusive community?

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. What is your perspective on police engagement?

Armed police officers should engage citizens in as few interactions as possible.

7. What is your perspective on police reform?

I think that today's police system is built on inherently racist structures and it cannot be incrementally reformed. We need to completely rethink our approach to public safety and taking care of people.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

The police department budget is more than Libraries, Parks and Rec, and Community Services combined. We need to reverse this mentality and prioritize positive services that benefit people and improve their lives. Helping people find more stability is what makes communities safer. Police only respond **after** an incident is underway, their department doesn't serve to prevent the circumstances that create them (especially given such low crime clearance rates in Santa Clara and in general).

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.

Respondent



20

Anonymous



06:34



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Better publicize events from various groups.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

I'm Asian.

4. What is your perspective on racial inequities?

They are huge. Black wealth is \$15K while White wealth is \$150K.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

I like Santa Clara's focus on community policing. It is unfortunate that so few officers live in the City.

7. What is your perspective on police reform?

Going very slowly. DEI TF seems to be more focused on renaming things than police reform.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Adopt Campaign Zero

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

Thank you for participating!

Thank you for taking the time to provide us feedback.

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Respondent



21

Anonymous



74:47



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

better support the arts and include more ethnic events. Support ethnic festivals like Cupertino's Cherry Blossom or San Jose's Greek or Fremont's India parade.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Santa Clara became more inclusive with moving to district elections.

4. What is your perspective on racial inequities?

Black family wealth is one tenth White family wealth. There are systematic inequalities.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

Santa Clara does a lot of community policing -- probably better than many other cities. Too few officers live in Santa Clara. Would be nice to bring back chat with the chief. Citizen's Police Academy and Chief of Police Advisory Committee are great programs.

7. What is your perspective on police reform?

I worry about militarization of police departments and also infiltration by right wing militia groups.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Hiring policies should include thorough review of candidate's social media for extremist views. Hiring a more diverse police force is difficult but should be a priority

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Cultural programs like festivals or fairs. Cultural events at the Stadium.

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Respondent



22

Anonymous



21:37



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Show diversity support by hosting events targeting diverse populations. Provide a range of economic options for housing. Support diverse businesses owners. Become known as the city in the bay that walks its talk to support diversity.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

1) Everyone matters 2) Consider diverse populations perspectives, even if different than their own experience and/or opinions. 3) Do city leaders and officials attend diversity trainings to help them have a broader perspective and to check their own biases?

4. What is your perspective on racial inequities?

We have a way to go to be more comfortable with people who are wrapped differently than us as individuals. A city perspective that difference is just that, difference, not wrong or right, bad or good, just different. Diversity enriches us individually and collectively.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1 2 3 4 5 6 7 8 9 10

☐ ☐ ☐ ☐ ☒ ☐ ☐ ☐ ☐ ☐

6. What is your perspective on police engagement?

I have had no police encounters, so I can't speak to the question.

7. What is your perspective on police reform?

I have a brother that retired from the Chicago Police Department. I believe in the need for police, but growing up in Chicago I personally witness a lot of police cruelty and poor treatment of people of color. I know that San Jose has a way to go. I also believe that police training should include diversity awareness, psychological evaluations regarding prejudice, whether known or unknown to an individual.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

I am unaware of systems and/or policies.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Please refer to above. I would like to see a Santa Clara Diversity Campaign highlighting what/how our leadership and city officials value, honor and welcome diversity. How diverse is our leadership and city officials? It would wonderful to have a city wide initiative for all ages to express what diversity means to them. I think we also need an avenue to express what is it we fear about living in a diverse community. That's where work can begin to heal, provide information and change fear to a level of comfort.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



23

Anonymous



88:48



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Continue to raise the awareness and continue the efforts.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

I'm new in Santa Clara. Through accidents I'm on the mailing list of the City. I think it started with the membership with the Library. I've never been in a city where I learn so much about the place I live. Though I'm mostly a hermit when it comes to public policies, I appreciate knowing what's going on and appreciate the City's efforts! Great outreaching efforts! Keep it up!

4. What is your perspective on racial inequities?

It is, unfortunately, a systemic problem. It's also not a straightforward problem to solve. Fundamentally I think it's important to have equal opportunities available to all races, though opportunities based on a quota system may be debatable, because color-blindness is ideally the true equality. On an individual level, people need to learn to eliminate their racial bias. Researches have shown time and again that racism is a learned behavior. I agree with that statement from what I see from people. There's no lack of emphasis on educating

the young on racism, while the adults are the ones really need to be educated. It breaks my heart to see little children raised up to become racist due to parents' racial ignorance. So, perhaps more adult education on this subject?

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1 2 3 4 5 6 7 8 9 10

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☒

6. What is your perspective on police engagement?

Luckily I don't have any negative experiences with the police. I feel the police should be respected for what they do for us. It's not an easy job keeping the community safe. The police, of course, has to earn that respect. It's a two way street. I feel police-civilian engagement should be based on trust and respect.

7. What is your perspective on police reform?

Generally if the reform is to empower the police with skills and resources to do their job better, I'm all for it! I agree with the idea that the police are burdened with too much nowadays. An ideal reform should be balanced with a more robust community support system so the police can focus more on the safety of community. The screening process for the candidates should also be better to avoid unfit personalities in the police force.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

I admit that I'm not an ideal citizen as I don't have a head for the policies. In answering this question, I think of the old-style apprenticeship way of learning. If a less advantaged person is found to have the potential for a position, perhaps by way of apprenticeship that person can be trained up and will probably do a great job in the future. This probably won't involve any policy, but may help the efforts towards diversity, equity, and inclusion. This means people in position should have the ability to spot a potential, and be willing and able to train. It's a culture to help others to grow, so we can all grow together.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

How about community parties to celebrate unique history, culture, and personalities, from all races and walks of life? People will go to fun events, and these events are great opportunities to learn and promote mutual understanding and respect.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

Thank you for participating!

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Respondent



24

Anonymous



03:27

Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Stop talking about all "special" differences and focus on the commonalities.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

None. I want them to be data driven, not anecdote driven.

4. What is your perspective on racial inequities?

The only "inequities" in this day and age are those that are foisted upon us by race-baiting "advocates" for their personal gain.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

7. What is your perspective on police reform?

It is complete BULLSHIT, sponsored by the weak-minded pandering to a very vocal minority.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

None

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

None

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

Thank you for participating!

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Respondent



25

Anonymous



04:46



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Town halls with different groups to hear their concerns

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Underserved and marginalized communities often don't have access to resources and voices regarding allocation of funds

4. What is your perspective on racial inequities?

They exist and must be addressed

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

7. What is your perspective on police reform?

Important

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Education is needed regarding why different communities would have a mistrust. Many immigrants and refugees also have negative experiences back home. There should be mental health task force

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Education regarding the diverse communities and materials translated in the threshold la gauges

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



26

Anonymous



36:03

Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Establish an official Koreatown on the el Camino. Apologize to the community and fire people for wasting money and effort on the civil rights lawsuit.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Do a survey like this one to gauge public sentiment.

4. What is your perspective on racial inequities?

Well , they definitely exist. And economic inequalities.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

I'm not sure what this means, but I'm a 50 year old white guy, so I have no reservations about talking to the police. I think SCPD does a pretty good job of engaging with the community. Others may have a different opinion though

7. What is your perspective on police reform?

The police budget is huge! With salaries and benefits, they are doing really well financially. They can afford to steer some of that budget toward mental health care, and deescalation training. We could be a model for other departments.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Make the city council meetings easier to participate in. The "closed session " is a turn off.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

More fun events created and hosted by our Asian and Latino communities.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

[REDACTED]

Thank you for participating!

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Respondent



27

Anonymous



17:36



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Hire a workforce that looks like Santa Clara - Asian/Black/Pacific-Islander/Middle-Eastern as well as Caucasian - city staff, police, engineers, etc. As for police, train and drill them in exercises having diverse actors including diverse actors who simulate varying mental states (e.g. ADHD, depression, substance use/abuse, etc.)

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Try to learn what citizens really care about, rather than what the 5-10 people who show up at Council meetings all of the time.

4. What is your perspective on racial inequities?

People need to try harder, and simulated settings allow them to understand more readily what they really do and don't already understand. Plus simple being around each other, especially in work situations, will help improve everyone's lives.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?



6. What is your perspective on police engagement?

7. What is your perspective on police reform?

See above. Also get rid of police who consistently harass people.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Action speaks louder than words. Platitudes aren't worth anyone's time. Rather than declaring, for example, "Inclusion Day" or "Inclusion Month", hire more inclusively.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Hire more inclusively. If necessary train people to get along better through controlled simulated situations.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



28

Anonymous



46:59



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Pre-pandemic cultural events sponsored by the Cultural Commission have been a great way to build appreciation, inclusion and community.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

We have to recognize it, actively address it, and improve equal treatment and respect for all.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

Budget cuts and the pandemic have made police dept community engagement suffer. We've lost the DARE program, Coffee with a Cop and Meet the Chief events, presumably due to these issues in 2020 & 2021. In my opinion, it's crucial that the police dept community engagement opportunities ramp up again, especially since many officers may not even live in our community.

7. What is your perspective on police reform?

I understand that officers must protect themselves and others - and that may require the use of force. But I hope that they will not use it ad-hoc or as first priority where observation indicates it's not required. I don't want to see our police dept. "militarized" to the point of fear by the general population. And, as mentioned previously, I think community engagement is an important part of the police mission.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

As mentioned earlier, cultural appreciation events are important.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



29

Anonymous



00:20



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?

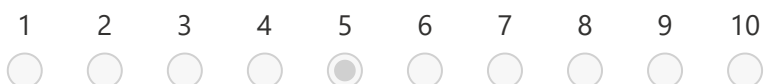


2. What can the City do for you and the residents to build a more inclusive community?

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?



6. What is your perspective on police engagement?

7. What is your perspective on police reform?

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

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Respondent



30

Anonymous



13:34



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



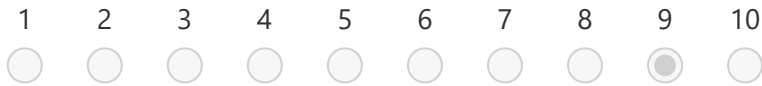
2. What can the City do for you and the residents to build a more inclusive community?

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

We should focus on financial and racial inequities in the early stage of education. Kids without proper environment for study will struggle in school. Without proper education, people can easily end up doing bad things.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?



6. What is your perspective on police engagement?

7. What is your perspective on police reform?

if only that can reduce the crime rate, car break-ins, and package thieves

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

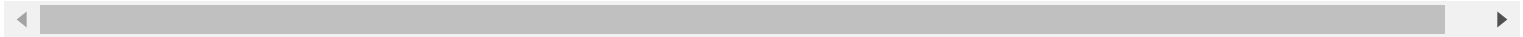
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Respondent



31

Anonymous



07:19



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. What can the City do for you and the residents to build a more inclusive community?

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

6. What is your perspective on police engagement?

7. What is your perspective on police reform?

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

It would be nice to see the task force support the police department instead of trying to tear them down, defund, reform and paint them in a negative light. It seems an unbalanced focus and weight is being put on the police department for inclusion as opposed to the city government as a whole. I encourage the task force members and city officials to participate in ride alongs with police officers in Santa Clara and also to require the same officials to attend the citizens police academy that is hosted by the police department.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



32

Anonymous



552:33



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Foster *integrated* activities of all residents of Santa Clara -- the longtime residents, the newly arrived, all colors, all ages. While supporting diversity, encourage the ultimate goal of unity.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Support a greener city for all the residents, looking forward to a sustainable city through climate change and limited resources. Preserve green spaces and make room for the animals that share our space. Do not continue developing the city occupancy unless you have clearly planned into the future for the resources to support increased population, e.g. water resources and emergency support services.

4. What is your perspective on racial inequities?

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1 2 3 4 5 6 7 8 9 10

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☒

6. What is your perspective on police engagement?

When I have needed help in my neighborhood and my home, I have called on the police department, trusting that they will respond and protect.

7. What is your perspective on police reform?

The crime rate appears to be increasing. I think great care needs to be given to any discussion of police reform. As crime is increasing, I think we need a strong and supported police department. Concerned that this is not the time to downsize.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Most interested in equity and inclusion outreach activities leading to unity. Concerned that diversity activities can lead to division and further separation and segregation.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Agenda Report

21-945

Agenda Date: 7/12/2021

REPORT TO TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

SUBJECT

Review Email Communications Received

DISCUSSION

The emails received in the Task Force on Diversity, Equity, and Inclusion general inbox since the June 14, 2021 regular meeting through July 9, 2021, at 12:00 p.m. are included with this report as Attachment 1.

Any emails received from July 9, 2021, at 12:00 p.m. through July 12, 2021, at 3:00 p.m. will be provided as post-meeting material.

ENVIRONMENTAL REVIEW

This is an information report only and no action is being taken by the City Council and no environmental review under the California Environmental Quality Act ("CEQA") is required.

FISCAL IMPACT

There is no fiscal impact to the City other than administrative staff time.

PUBLIC CONTACT

Public contact was made by posting the Task Force on Diversity, Equity, and Inclusion meeting agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov or at the public information desk at any City of Santa Clara public library.

Reviewed by: Genevieve Yip, Staff Analyst I

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Communications Received

From: [pat eldridge](#)
To: [Equity Task Force](#)
Subject: Re: Speaker, volunteering
Date: Tuesday, June 22, 2021 9:57:31 PM

Thank you for your response. I am wondering if you could give my name and number to Darius and ask him to call me. I'd like to say hey. Pat

Sent from my iPhone

On Jun 18, 2021, at 11:16 PM, Equity Task Force
<EquityTaskForce@santaclaraca.gov> wrote:

Hello Pat,

Thank you so much for your kind words and for interest in attending one of our meetings. I do hope that you attend in the near future.

We can certainly raise this issue at our next Taskforce Meeting in July 2021. Once we have discussed it, we will reach out about further coordination and details.

Thanks again for your interest. Do let us know if we can assist in any other way.

Thank you,
Member Ma
on behalf of the Diversity Taskforce

From: pat eldridge <pathikes@pacbell.net>
Sent: Friday, June 18, 2021 4:10 AM
To: Equity Task Force <EquityTaskForce@santaclaraca.gov>
Subject: Speaker, volunteering

Hi Darius. And task force. I'm writing first to say Thank You for serving on the task force. I'm hoping to attend a meeting soon. I am pretty excited about it, lots of good energy. Darius, wanted to see if we could get a speaker from the task force come (hopefully you) to one of our meetings. I'm in this sorority of educators (it's state, National, and international) many in Santa Clara and we'll be meeting monthly starting again in September. We meet at 5pm on 9/13, hopefully in person but possibly on zoom. Also we'd like to see if there is more we can do. And I'm just seeing there is a task force meeting that night at 7. This could be too much but let me know what's possible. I'll be in NJ for much of the summer but hopefully can attend a Task Force meeting on zoom. My phone is 408-314-5459. And how the heck are you Darius?! Glad you're in Santa Clara. Look forward to hearing from one of you. Thanks for your time. Pat Eldridge

Sent from my iPhone

From: [Chris Howden](#)
To: [Equity Task Force](#)
Subject: Regarding the survey
Date: Thursday, July 8, 2021 12:22:22 PM

Greetings,

Just some feedback regarding your recent survey. The survey doesn't ask participants their race, ethnicity, gender or age. I fear that the data you compile from the survey won't be very valuable without that information.

Citizens of different backgrounds may have different opinions, and that would be good for your to know.

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Regards,

Chris Howden